

Isanti Community School
Board of Education Regular Meeting
Tuesday, June 13, 2023

{{Name: Agenda Item}}

- I. **Call to Order and Pledge of Allegiance**

- II. **Nebraska Open Meetings Law**

- III. **Roll Call**

- IV. **Public Comment & Recognition of Guests**

- V. **Approve the minutes of the Regular Board Meeting May 15, 2023, Board Work Session on May 16, 2023, Board Retreat -Work Session June 9, 2023,**

- VI. **Treasurer Report**

- VII. **Approve Outstanding Payables**

- VIII. **Discussion Items**

- IX. **Action Items**
 - IX.A. Creation of Dakota Cultural Committee

 - IX.B. Teacherages - Front Porch Project

 - IX.C. Playground Fencing Project

 - IX.D. Contract - Payment for TNTP Consultants

 - IX.E. Board Policies -

IX.F. Student Handbook 2023-24

IX.G. Staff Handbook 2023-24

IX.H. New Hires & Contract Adjustments

IX.H.1. Teacher Positions: Special Education, Physical Education

IX.H.2. Superintendent Contract

IX.H.3. Business Manager Contract

IX.H.4. Business Manager- transfer within

IX.H.5. Bookkeeper

IX.I. Dean of Students - Job Description

X. Reports

X.A. Superintendent and Progress Plan Update - NDE update

X.B. Elementary Principal and Secondary Principal

X.C. Committee Reports

XI. ***Closed Session:** If, during the course of the meeting discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

XII. Adjourn

Tuesday, May 16, 2023 @ 5:00 PM Central

Isanti Community School

Mrs Stacy Johnson: Present

Waylon LaPlante: Present

Anita LaPointe: Present

Susan Pike: Present

LindaRae Starlin: Present

Dewayne Wabasha: Present

Present: 6.

Dewayne Wabasha: Absent

Present: 5, Absent: 1.

left at 5:54 pm

I. CALL THE MEETING TO ORDER - ROLL CALL

Present: Mrs Stacy Johnson, Waylon LaPlante, Anita LaPointe, Susan Pike, LindaRae Starlin, Dewayne Wabasha. Present: 6.

II. DISCUSSION

II.A. Consultants - TNTP

Absent: Dewayne Wabasha. Present: 5, Absent: 1. left at 5:54 pm

II.B. 2nd Reading - Board Policies 4,000's; 5,000's; 6,000's

III. ACTION ITEMS

III.A. Resignation - David Mroczek

It was moved by Waylon LaPlante and seconded by LindaRae Starlin to go into executive session to discuss Superintendent at 7:40 p.m.

Roll call vote: Passed

Dewayne Wabasha: Absent, Mrs Stacy Johnson: Yea, Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, LindaRae Starlin: Yea

Yea: 5, Nay: 0, Absent: 1

It was moved by LindaRae Starlin and seconded by Waylon LaPlante to come out of executive session at 7:50 p.m..

Roll call vote: Passed

Dewayne Wabasha: Absent, Mrs Stacy Johnson: Yea, Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, LindaRae Starlin: Yea

Yea: 5, Nay: 0, Absent: 1

It was moved by LindaRae Starlin and seconded by Waylon LaPlante to take the resignation from David Mroczek off the table.

Roll call vote: Passed

Dewayne Wabasha: Absent, Mrs Stacy Johnson: Yea, Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, LindaRae Starlin: Yea
Yea: 5, Nay: 0, Absent: 1

IV. ADJOURN

It was moved by Susan Pike and seconded by Waylon LaPlante to adjourn at 7:53 p. m.

Roll call vote: Passed

Dewayne Wabasha: Absent, Mrs Stacy Johnson: Yea, Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, LindaRae Starlin: Yea
Yea: 5, Nay: 0, Absent: 1

Board of Education Regular Meeting
Monday, May 15, 2023 @ 5:00 PM Central

Isanti Community School -Dakota Conference
Room

Isanti Community School

Mrs Stacy Johnson: Absent

Waylon LaPlante: Present

Anita LaPointe: Absent

Susan Pike: Present

LindaRae Starlin: Present

Dewayne Wabasha: Present

Present: 4, Absent: 2.

Anita and Stacy excused

I. Call to Order and Pledge of Allegiance

II. Nebraska Open Meetings Law

Absent: Mrs Stacy Johnson, Anita LaPointe, **Present:** Waylon LaPlante, Susan Pike, LindaRae Starlin, Dewayne Wabasha.

Present: 4, Absent: 2. Anita and Stacy excused

It was moved by LindaRae Starlin and seconded by Dewayne Wabasha to approve minutes.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

III. Roll Call

IV. Public Comment & Recognition of Guests

V. Approve the minutes of the April 17, 2023 Work Session and April 11, 2023 Regular Board Meeting.

It was moved by LindaRae Starlin and seconded by Waylon LaPlante to Approve the minutes of the April 17, 2023 Work Session and April 11, 2023 Regular Board Meeting..

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

VI. Treasurer Report

It was moved by Waylon LaPlante and seconded by Dewayne Wabasha to be tabled to Tuesday, May 16, 2023 Board Retreat.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

It was moved by Waylon LaPlante and seconded by Dewayne Wabasha to approve payables.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

VII. Approve Outstanding Payables

VIII. Discussion Items

VIII.A. Special Education - Stuart Clark ESU1

Stuart Clark from ESU #1, shared a packet and gave a brief description of the background of Special Education. IDEA or Rule 51 Federal Law. Parents are equal partners in determining the children's education.

-

VIII.B. Nurse - Chelsey Chohon

VIII.C. Truancy Report - Natalie Torrez

Natalie gave a presentation and answered questions pertaining to Truancy.

IX. Action Items

IX.A. Dispersal of electronic devices. & Forms

It was moved by Waylon LaPlante and seconded by Dewayne Wabasha to approve the dispersal of electronics.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

IX.B. Resignations

IX.B.1. Murray McGlone

It was moved by Waylon LaPlante and seconded by Dewayne Wabasha to accept resignation of Murray McGlone.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

IX.B.2. Jeff Currin

It was moved by Waylon LaPlante and seconded by Dewayne Wabasha to accept resignation with no pay.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

IX.B.3. Matt Chambers

It was moved by LindaRae Starlin and seconded by Waylon LaPlante to yes.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

IX.B.4. Brooke Schmeckpeper

It was moved by Dewayne Wabasha and seconded by Waylon LaPlante to approve resignation.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Susan Pike: Nay, Waylon LaPlante: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 3, Nay: 1, Absent: 2 Susan Pike: Nay

IX.B.5. Jessica Crossman

It was moved by Waylon LaPlante and seconded by LindaRae Starlin to accept resignation with no pay.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

IX.C. Approve Contracts

IX.C.1. John Zilla Special Education Teacher MA18, Step 15

It was moved by Waylon LaPlante and seconded by Dewayne Wabasha to approve contract.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

IX.C.2. Jill Stark - Librarian BA 27, Step 12

It was moved by Dewayne Wabasha and seconded by LindaRae Starlin to approve contract.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Nay, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 3, Nay: 1, Absent: 2Waylon LaPlante: Nay

IX.C.3. Shawn McDiffett - Administrative Contract Step 7-120,000 / Principal

It was moved by Waylon LaPlante and seconded by LindaRae Starlin to approve contract to hire.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

IX.C.4. Noella Eagle - Administrative Contract Step 4-107,000 / Assistant HS Principal

It was moved by LindaRae Starlin and seconded by Dewayne Wabasha to approve contract and hire.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

IX.C.5. Delberta Frazier - Teacher

tabled for next meeting

offered middle school for multiple areas

IX.D. Approve the Policy Book: Policies 1,000; 2,000; 3,000; 4,000; 5,000; 6,000 as completed in the Year 2023

It was moved by Dewayne Wabasha and seconded by LindaRae Starlin to table till June meeting.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

X. Reports

X.A. Superintendent and Progress Plan Update

X.B. Elementary Principal and Secondary Principal

X.C. Committee Reports

XI. *Closed Session: If, during the course of the meeting discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

It was moved by Waylon LaPlante and seconded by Dewayne Wabasha to go into executive session to discuss personnel at 7:28 p.m.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

It was moved by Waylon LaPlante and seconded by Dewayne Wabasha to to come out of executive session at 7:52 p.m.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

XII. Adjourn

-

It was moved by Dewayne Wabasha and seconded by Waylon LaPlante to adjourn at 7:55.

Roll call vote: Passed

Mrs Stacy Johnson: Absent, Anita LaPointe: Absent, Waylon
LaPlante: Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne
Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

Friday, June 9, 2023 @ 10:00 AM Central

Isanti Community School

Mrs Stacy Johnson: Present

Waylon LaPlante: Absent

Anita LaPointe: Present

Susan Pike: Present

LindaRae Starlin: Absent

Dewayne Wabasha: Present

Present: 4, Absent: 2.

I. Roll Call

Absent: Waylon LaPlante, LindaRae Starlin, **Present:** Mrs Stacy Johnson, Anita LaPointe, Susan Pike, Dewayne Wabasha.

Present: 4, Absent: 2.

It was moved by Susan Pike and seconded by Anita LaPointe to
Called the meeting to order at 10:15 a.m.

Roll call vote: Passed

Mrs Stacy Johnson: Yea, Waylon LaPlante: Yea, Anita LaPointe:
Yea, Susan Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha:
Yea

Yea: 6, Nay: 0

II. Policy and Handbook Review

Discussion of the policies requested from the KSB's office was reviewed along with the Staff and Student Handbooks.

III. Adjournment

It was moved by Susan Pike and seconded by Dewayne Wabasha to meeting was adjourned at 11:45a.m.

Roll call vote: Passed

Waylon LaPlante: Absent, LindaRae Starlin: Absent, Mrs Stacy Johnson: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

Santee Community Schools

Account Summary Break Report - Revenue April for May 2023

Cycle: FY22-23; Begin Date: 04/01/2023; End Date: 04/30/2023; Account Type: Revenue; Subtotal Element: Fund; Break By Element: [None]; Account Expression: [All]; Subtotal By Account Type: No; Created On: 5/3/2023 3:55:46 PM

[Fund] 01 - General Fund

Account Code	Description	Actual (Date Range)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
01-1-01100-000	Property Taxes	\$0.00	(\$58,000.00)	(\$29,407.66)	(\$28,592.34)	50.70
01-1-01120-000	REV FROM LOCAL-PUBLIC POWER DISTRICT SALES TAXES	\$0.00	\$0.00	(\$17,229.64)	\$17,229.64	0.00
01-1-01125-000	REV FROM LOCAL-MOTOR VEHICLE TAXES	\$0.00	(\$2,952.00)	(\$679.77)	(\$2,272.23)	23.02
01-1-01510-000	INVMT INC-INTEREST ON INVESTMENTS	(\$8,484.34)	(\$4,500.00)	(\$27,609.10)	\$23,109.10	613.53
01-1-01911-000	OTH REV FROM LOCAL-LOCAL LICENSE FEES	\$0.00	(\$38,000.00)	\$0.00	(\$38,000.00)	0.00
01-1-01990-000	OTH REV FROM LOCAL-MISCELLANEOUS LOCAL REVENUE	(\$9,300.86)	\$0.00	(\$26,164.29)	\$26,164.29	0.00
01-1-02110-000	REV FROM INTRM-COUNTY FINES AND LICENSE FEES	\$0.00	\$0.00	(\$2,003.38)	\$2,003.38	0.00
01-1-02210-000	REV FROM INTRM-ESU RECEIPTS	\$0.00	\$0.00	(\$3,112.49)	\$3,112.49	0.00
01-1-03110-000	REV FROM ST-STATE AID	(\$221,680.00)	(\$3,990,294.00)	(\$3,546,931.00)	(\$443,363.00)	88.88
01-1-03120-000	REV FROM ST-SPED (SCHOOL AGE)	(\$45,192.00)	(\$660,000.00)	(\$340,677.00)	(\$319,323.00)	51.61
01-1-03125-000	REV FROM ST-SPED TRANSPORTATION (SCHOOL AGE)	(\$4,977.00)	\$0.00	(\$4,977.00)	\$4,977.00	0.00
01-1-03130-000	REV FROM ST-HOMESTEAD EXEMPTION	\$0.00	(\$850.00)	(\$102.25)	(\$747.75)	12.02
01-1-03131-000	REV FROM ST-PROPERTY TAX CREDIT	\$0.00	\$0.00	(\$2,486.55)	\$2,486.55	0.00
01-1-03180-000	REV FROM ST-PRO	\$0.00	(\$125.00)	(\$33.13)	(\$91.87)	26.50
01-1-03400-000	REV FROM ST-STATE APPORTIONMENT	\$0.00	(\$20,000.00)	(\$34,396.67)	\$14,396.67	171.98
01-1-03541-000	Early Childhood Endowment Grants	\$0.00	\$0.00	(\$162,500.00)	\$162,500.00	0.00
01-1-03990-000	REV FROM ST-OTHER STATE RECEIPTS	\$0.00	(\$125,000.00)	\$0.00	(\$125,000.00)	0.00
01-1-04212-000	REV FROM FED-UNRESTRICTED GRANTS	(\$110,206.00)	\$0.00	(\$110,206.00)	\$110,206.00	0.00
01-1-04305-000	Impact Aid - Federal Funds	\$0.00	(\$3,600,000.00)	(\$4,791,803.48)	\$1,191,803.48	133.10
01-1-04505-000	Title One Reimbursement	(\$54,306.00)	(\$250,000.00)	(\$159,991.00)	(\$90,009.00)	63.99
01-1-04509-000	Title II Reimbursement	(\$10,223.00)	\$0.00	(\$20,994.00)	\$20,994.00	0.00
01-1-04510-000	Title IV Revenue	\$0.00	(\$50,000.00)	\$0.00	(\$50,000.00)	0.00
01-1-04512-000	REV FROM FED-RESTRICTED GRANTS	\$0.00	(\$72,000.00)	\$0.00	(\$72,000.00)	0.00
01-1-04516-000	REV FROM FED-RESTRICTED GRANTS	\$0.00	(\$3,500.00)	\$0.00	(\$3,500.00)	0.00
01-1-04518-000	Rev for 06408	\$0.00	\$0.00	(\$30,548.00)	\$30,548.00	0.00
01-1-04525-000	REV FROM FED-RESTRICTED GRANTS	\$0.00	(\$2,000.00)	\$0.00	(\$2,000.00)	0.00
01-1-04530-000	REV FROM FED-RESTRICTED GRANTS	\$0.00	(\$3,000.00)	(\$69,216.92)	\$66,216.92	2,307.23
01-1-04531-000	4531/6968 Title IV B ESSA 21st Cent Grant	\$0.00	\$0.00	(\$50,000.00)	\$50,000.00	0.00
01-1-04708-000	MEDICAID IN PUBLIC SCHOOLS	(\$47,765.21)	\$0.00	(\$47,765.21)	\$47,765.21	0.00

01-1-04709-000	MEDICAID ADMIN ACTIVITIES (MAAPS)	\$0.00	\$0.00	(\$22,989.24)	\$22,989.24	0.00
01-1-04969-000	TITLE IV-A: STUDENT SUPPORT & ACADEMIC ENRICHMENT GRANT	(\$10,000.00)	\$0.00	(\$20,000.00)	\$20,000.00	0.00
01-1-05301-000	OTH FINANCING-INSURANCE ADJUSTMENTS	\$0.00	\$0.00	(\$6,720.65)	\$6,720.65	0.00
01-1-06300-000	Special Items - Revenue	\$0.00	\$0.00	\$1,252,710.49	(\$1,252,710.49)	0.00
Sub Total		(\$522,134.41)	(\$8,880,221.00)	(\$8,275,833.94)	(\$604,387.06)	93.19
[Fund] 06 - School Nutrition Fund						
Account Code	Description	Actual (Date Range)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
06-1-01510-000	INVMT INC-INTEREST ON INVESTMENTS	\$0.00	\$0.00	(\$0.39)	\$0.39	0.00
06-1-03150-000	STATE REIMBURSEMENT (OF NUTRITION PROGRAMS)	\$0.00	\$0.00	(\$1,079.03)	\$1,079.03	0.00
06-1-03990-000	REV FROM ST-OTHER STATE RECEIPTS	\$0.00	\$0.00	(\$17,072.54)	\$17,072.54	0.00
06-1-04210-000	Fed Lunch Reimbursement	(\$19,158.05)	\$0.00	(\$152,315.87)	\$152,315.87	0.00
06-1-05200-000	OTH FINANCING-FUND TRANSFERS IN	(\$200,000.00)	\$0.00	(\$800,000.00)	\$800,000.00	0.00
Sub Total		(\$219,158.05)	\$0.00	(\$970,467.83)	\$970,467.83	0.00
[Fund] 08 - Special Building Fund						
Account Code	Description	Actual (Date Range)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
08-1-01100-000	REV FROM LOCAL-TAXES LEVIED/ASSESSED BY THE SCHOOL DISTRICT	(\$259.66)	\$0.00	(\$2,293.55)	\$2,293.55	0.00
08-1-01120-000	REV FROM LOCAL-PUBLIC POWER DISTRICT SALES TAXES	\$0.00	\$0.00	(\$2,603.58)	\$2,603.58	0.00
08-1-01510-000	INVMT INC-INTEREST ON INVESTMENTS	(\$153.82)	\$0.00	(\$615.40)	\$615.40	0.00
08-1-01990-000	OTH REV FROM LOCAL-MISCELLANEOUS LOCAL REVENUE	(\$8,650.64)	\$0.00	(\$21,986.02)	\$21,986.02	0.00
08-1-03130-000	REV FROM ST-HOMESTEAD EXEMPTION	(\$15.45)	\$0.00	(\$30.90)	\$30.90	0.00
08-1-03131-000	REV FROM ST-PROPERTY TAX CREDIT	(\$375.74)	\$0.00	(\$751.48)	\$751.48	0.00
08-1-03180-000	REV FROM ST-PRO	(\$10.01)	\$0.00	(\$14.64)	\$14.64	0.00
Sub Total		(\$9,465.32)	\$0.00	(\$28,295.57)	\$28,295.57	0.00
Grand Total		(\$750,757.78)	(\$8,880,221.00)	(\$9,274,597.34)	\$394,376.34	104.44

Santee Community Schools

Rollup Report - Expenditures April for May Bd Mtg.

Cycle: FY22-23; 1st Detail Element: Function; 1st Detail Level: Lower; 2nd Detail Element: None; 2nd Detail Level: None; 3rd Detail Element: None; 3rd Detail Level: None; 4th Detail Element: None; 4th Detail Level: None; 5th Detail Element: None; 5th Detail Level: None; Account Expression: ([Function] >= "01100") ; 1st Subtotal Element: Fund; 1st Subtotal Rollup Level: None; 2nd Subtotal Element: None; 2nd Subtotal Rollup Level: None; 3rd Subtotal Element: None; 3rd

Function	Actuals (Selected Range)	Current Budget	Actuals (YTD)	Available	% of Budget
01100 - Regular Instruction	\$197,243.77	\$3,072,850.00	\$1,699,416.86	\$3,080,298.27	55.30%
01125 - Regular Instructional Programs School Age (Flex-Spending)	\$0.00	\$0.00	\$265.40	(\$265.40)	
01160 - Poverty Programs	\$33,097.61	\$538,500.00	\$377,690.47	\$160,809.53	70.14%
01190 - Early Childhood Educational Programs	\$33,293.84	\$421,650.00	\$275,925.72	\$145,724.28	65.44%
01200 - Special Education Instructional Programs - School Age	\$90,273.15	\$1,007,950.00	\$835,299.57	\$172,650.43	82.87%
02120 - Guidance Services	\$6,071.35	\$84,000.00	\$53,488.79	\$30,511.21	63.68%
02130 - Health Services	\$3,569.78	\$70,900.00	\$35,206.09	\$35,693.91	49.66%
02141 - Psychological Services - School Age	\$26,784.85	\$88,000.00	\$82,585.03	\$5,414.97	93.85%
02151 - Speech Pathology Services - School Age	\$25,778.12	\$50,000.00	\$80,059.29	(\$30,059.29)	160.12%
02161 - Occupational Therapy Services - School Age	\$6,272.00	\$15,000.00	\$13,952.00	\$1,048.00	93.01%
02171 - Physical Therapy Services - School Age	\$0.00	\$0.00	\$229.25	(\$229.25)	
02181 - Visually Impaired Services - School Age	\$0.00	\$0.00	(\$5.00)	\$5.00	
02190 - Support Services?Student - Other	\$475.24	\$66,900.00	\$60,556.49	\$6,343.51	90.52%
02213 - Instructional Staff Training	\$0.00	\$4,000.00	\$2,000.00	\$2,000.00	50.00%
02220 - Library/Media Svcs	\$10,419.78	\$68,250.00	\$96,871.08	(\$28,621.08)	141.94%
02230 - Instruction-Related Technology	\$8,273.48	\$87,400.00	\$179,406.41	(\$92,006.41)	205.27%
02310 - Board of Education	\$0.00	\$211,500.00	\$118,837.37	\$92,662.63	56.19%
02320 - Executive Administration	\$16,756.48	\$226,950.00	\$148,982.79	\$77,967.21	65.65%
02330 - District Legal Services	\$130.00	\$0.00	\$13,022.38	(\$13,022.38)	
02410 - Office of the Principal	\$29,518.67	\$524,600.00	\$268,822.00	\$255,778.00	51.24%
02490 - School Administration - Other	\$4,740.00	\$0.00	\$4,740.00	(\$4,740.00)	
02510 - Fiscal Services	\$20,500.67	\$389,750.00	\$262,633.08	\$127,116.92	67.39%
02515 - Building and Sites	\$0.00	\$2,500.00	\$1,474.61	\$1,025.39	58.98%
02530 - Printing, Publishing, and Duplicating Services	\$0.00	\$10,000.00	\$2,891.09	\$7,108.91	28.91%
02610 - Operation of Buildings	\$44,730.91	\$447,500.00	\$520,230.53	(\$72,730.53)	116.25%
02620 - Maintenance of Buildings	\$0.00	\$20,000.00	\$18,652.57	\$1,347.43	93.26%
02640 - Care and Upkeep of Equipment	\$0.00	\$1,000.00	\$413.87	\$586.13	41.39%
02650 - Vehicle Operation, Maintenance (Other Than Student Transportation Vehicles)	\$0.00	\$10,000.00	\$30,582.76	(\$20,582.76)	305.83%
02710 - Vehicle Operation - Regular Education	\$15,668.23	\$66,600.00	\$64,685.82	\$1,914.18	97.13%
02900 - Other Support Services	\$0.00	\$3,500.00	\$12,499.61	(\$8,999.61)	357.13%
03100 - Food Services Operations	\$0.00	\$0.00	\$14,912.41	(\$14,912.41)	
03541 - Early Childhood Endowment Grants	\$10,438.01	\$162,500.00	\$114,996.45	\$47,503.55	70.77%
04700 - Building Improvements	\$0.00	\$0.00	\$409.92	(\$409.92)	
06200 - Fed Svcs - Title I, Part A ESSA2	\$12,922.49	\$166,100.00	\$134,147.98	\$31,952.02	80.76%
06212 - Fed Svcs -Title 1, Part A: Support for Improvement	\$0.00	\$0.00	\$0.00	\$0.00	
06408 -	\$7,955.43	\$72,274.00	\$19,673.94	\$52,600.06	27.22%
06968 - Fed Svcs - Title IV, Part B ESSA2	\$3,873.79	\$50,000.00	\$36,019.26	\$13,980.74	72.04%
06997 - Cares Act ESSER II	\$0.00	\$0.00	\$153,612.12	(\$153,612.12)	
06998 - ARP Act ESSER III	\$14,562.65	\$0.00	\$90,273.22	(\$90,273.22)	
08000 - Transfers (Outgoing)	\$300,000.00	\$470,000.00	\$1,140,000.00	(\$670,000.00)	242.55%
Subtotal of Element: [Fund] 01 - General Fund	\$923,350.30	\$8,410,174.00	\$6,965,461.23	\$3,151,577.90	82.82%
02515 - Building and Sites	\$0.00	\$0.00	\$54,465.92	(\$54,465.92)	
02610 - Operation of Buildings	\$0.00	\$0.00	\$319.92	(\$319.92)	
04200 - Land Improvement	\$0.00	\$0.00	\$20,582.85	(\$20,582.85)	
Subtotal of Element: [Fund] 08 - Special Building Fund	\$0.00	\$0.00	\$75,368.69	(\$75,368.69)	
03100 - Food Services Operations	\$58,603.47	\$0.00	\$425,113.91	(\$425,113.91)	
Subtotal of Element: [Fund] 06 - School Nutrition Fund	\$58,603.47	\$0.00	\$425,113.91	(\$425,113.91)	
Grand Total	\$981,953.77	\$8,410,174.00	\$5,759,078.70	\$2,651,095.30	

Santee Community Schools

Cash Summary Report

Accounting Cycle: FY22-23; Beginning Period: Period 08 (04/01/2023 - 04/30/2023) ; Ending Period: Period 08 (04/01/2023 - 04/30/2023) ; Show Prior Year Expense/Encumbrance: No; Prior Year Ending Balance for Beginning Balance: No; Include Transactions after the Last Period: None; Exclude Closing Entries: No; Include Unposted Transactions: No; Created On: 5/3/2023 3:59:32 PM

Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance	Encumbrances	Liabilities	Available
01	General Fund	\$9,722,337.75	\$522,134.41	(\$923,350.30)	\$9,321,121.86	(\$290,146.47)	\$10,318.70	\$9,041,294.09
02	Depreciation Fund	\$56,024.83	\$0.00	\$0.00	\$56,024.83	\$0.00	\$0.00	\$56,024.83
06	School Nutrition Fund	(\$5,508.96)	\$219,158.05	(\$58,603.47)	\$155,045.62	(\$117.70)	(\$784.52)	\$154,143.40
08	Special Building Fund	\$181,655.16	\$9,465.32	\$0.00	\$191,120.48	(\$1,518.45)	\$0.00	\$189,602.03
Sub Total		\$9,954,508.78	\$750,757.78	(\$981,953.77)	\$9,723,312.79	(\$291,782.62)	\$9,534.18	\$9,441,064.35
	5 Activity Fund	\$1,605.74	\$143,133.01	\$11,929.65	\$132,809.10			

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,341.00	

PAY: One thousand three hundred forty-one and 00/100 DOLLARS

TO THE ORDER OF:

Amplify
 PO Box 392294
 Pittsburgh, PA 15251-9294

Santee Community Schools

00068408

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Amplify	1,341.00

Invoice No.	Date	PO Number	Description	Amount
INV-023166	06/12/23		Subscription from 20-21	\$1,341.00

Santee Community Schools

00068408

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Amplify	1,341.00

Invoice No.	Date	PO Number	Description	Amount
INV-023166	06/12/23		Subscription from 20-21	\$1,341.00

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$158.00**

PAY: One hundred fifty-eight and 00/100

DOLLARS

TO THE ORDER OF:

Arts Garbage Service
PO Box 679859
Dalla, TX 75267-9859

Santee Community Schools

00068409

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Arts Garbage Service	158.00	
Invoice No.	Date	PO Number	Description	Amount
2988501T952	06/12/23		rolloff	\$158.00

Santee Community Schools

00068409

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Arts Garbage Service	158.00	
Invoice No.	Date	PO Number	Description	Amount
2988501T952	06/12/23		rolloff	\$158.00

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$530.00**

PAY: Five hundred thirty and 00/100

DOLLARS

TO THE ORDER OF:

B & D Securities LLC
405 Holt Blvd
O'Neill, NE 68763

Santee Community Schools

00068410

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	B & D Securities LLC	530.00	
Invoice No.	Date	PO Number	Description	Amount
vape sensors	06/12/23		pull cable for the vape sensors to be installed	\$530.00

Santee Community Schools

00068410

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	B & D Securities LLC	530.00	
Invoice No.	Date	PO Number	Description	Amount
vape sensors	06/12/23		pull cable for the vape sensors to be installed	\$530.00

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$133.69**

PAY: One hundred thirty-three and 69/100

DOLLARS

TO THE ORDER OF:

Bazile Creek Power Sports
303 Main Street
Creighton, NE 68729

Santee Community Schools

00068411

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Bazile Creek Power Sports	133.69	
Invoice No.	Date	PO Number	Description	Amount
Mower repairs	06/12/23		lawn mower repair	\$133.69

Santee Community Schools

00068411

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Bazile Creek Power Sports	133.69	
Invoice No.	Date	PO Number	Description	Amount
Mower repairs	06/12/23		lawn mower repair	\$133.69

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$24,500.00

PAY: Twenty-four thousand five hundred and 00/100 DOLLARS

TO THE ORDER OF:

Berndt's Tree Service
 31123 Equal Rights School Road
 Springfield, SD 57062

Santee Community Schools

00068412

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Berndt's Tree Service	24,500.00

Invoice No.	Date	PO Number	Description	Amount
WO00007	06/12/23		Teacher Housing trees	\$4,900.00
WO00008	06/12/23		Teacher Housing - remove 3 trees grind stumps	\$4,900.00
WO00009	06/12/23		Playground Tear out old fence - Clear Brush	\$4,900.00
WO00010	06/12/23		Playground - cut down trees over playground	\$4,900.00
WO00011	06/12/23		Playground - Grind stumps - Dirt Work - Plant Grass	\$4,900.00

Santee Community Schools

00068412

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Berndt's Tree Service	24,500.00

Invoice No.	Date	PO Number	Description	Amount
WO00007	06/12/23		Teacher Housing trees	\$4,900.00
WO00008	06/12/23		Teacher Housing - remove 3 trees grind stumps	\$4,900.00
WO00009	06/12/23		Playground Tear out old fence - Clear Brush	\$4,900.00
WO00010	06/12/23		Playground - cut down trees over playground	\$4,900.00
WO00011	06/12/23		Playground - Grind stumps - Dirt Work - Plant Grass	\$4,900.00

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$25.00	

PAY: Twenty-five and 00/100

DOLLARS

TO THE ORDER OF:

University of NE-Lincoln
Big Red Business Center
501 Blg Rm 123
Lincoln, NE 68588

Santee Community Schools

00068413

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	University of NE-Lincoln	25.00	
Invoice No.	Date	PO Number	Description	Amount
1227	06/12/23		lunches in a dining hall	\$25.00

Santee Community Schools

00068413

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	University of NE-Lincoln	25.00	
Invoice No.	Date	PO Number	Description	Amount
1227	06/12/23		lunches in a dining hall	\$25.00

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$913.83**

PAY: Nine hundred thirteen and 83/100

DOLLARS

TO THE ORDER OF:

Bomgaars
1805 Zenith Dr
Sioux City, IA 51103-5208

Santee Community Schools

00068414

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Bomgaars	913.83	
Invoice No.	Date	PO Number	Description	Amount
02516694; 02522938	06/12/23		supplies	\$913.83

Santee Community Schools

00068414

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Bomgaars	913.83	
Invoice No.	Date	PO Number	Description	Amount
02516694; 02522938	06/12/23		supplies	\$913.83

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$1,320.99

PAY: One thousand three hundred twenty and 99/100 DOLLARS

TO THE ORDER OF:

John T Brazell
 2109 S/ 19th St
 Beatrice, NE 68310

Santee Community Schools

00068415

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	John T Brazell	1,320.99

Invoice No.	Date	PO Number	Description	Amount
April, May June Mileage	06/13/23		April 25, 2023-June 12, 2023 Mileage	\$972.02
reimbursement	06/12/23		printer for home and mileage	\$348.97

Santee Community Schools

00068415

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	John T Brazell	1,320.99

Invoice No.	Date	PO Number	Description	Amount
April, May June Mileage	06/13/23		April 25, 2023-June 12, 2023 Mileage	\$972.02
reimbursement	06/12/23		printer for home and mileage	\$348.97

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$15,645.70

PAY: Fifteen thousand six hundred forty-five and 70/100

DOLLARS

TO THE ORDER OF:

Cash-Wa Disributing
 Attn: Posting Dept
 PO Box 309
 Kearney, NE 68848-0309

Santee Community Schools

00068416

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Cash-Wa Disributing	15,645.70	
Invoice No.	Date	PO Number	Description	Amount
13776227;S13783755;CM34347	06/12/23		food	\$15,645.70

Santee Community Schools

00068416

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Cash-Wa Disributing	15,645.70	
Invoice No.	Date	PO Number	Description	Amount
13776227;S13783755;CM34347	06/12/23		food	\$15,645.70

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$12,150.00	

PAY: Twelve thousand one hundred fifty and 00/100 DOLLARS

TO THE ORDER OF:

CCS Presentation
 11041 O St
 Omaha, NE 68137

Santee Community Schools

00068417

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	CCS Presentation	12,150.00

Invoice No.	Date	PO Number	Description	Amount
IN004148	06/12/23	23-0539	New Smart TV for MS Math room.	\$4,050.00
IN004149	06/12/23	23-0540	New Smart TV for MS ELA room.	\$4,050.00
IN004150	06/12/23	23-0541	New Smart TV for MS Science room.	\$4,050.00

Santee Community Schools

00068417

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	CCS Presentation	12,150.00

Invoice No.	Date	PO Number	Description	Amount
IN004148	06/12/23	23-0539	New Smart TV for MS Math room.	\$4,050.00
IN004149	06/12/23	23-0540	New Smart TV for MS ELA room.	\$4,050.00
IN004150	06/12/23	23-0541	New Smart TV for MS Science room.	\$4,050.00

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$1,282.31

PAY: One thousand two hundred eighty-two and 31/100

DOLLARS

TO THE ORDER OF:

Century Business Products Inc
PO Box 1838
Sioux Falls, SD 57101

Santee Community Schools

00068418

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Century Business Products Inc	1,282.31	
Invoice No.	Date	PO Number	Description	Amount
676310	06/12/23		copies	\$1,282.31

Santee Community Schools

00068418

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Century Business Products Inc	1,282.31	
Invoice No.	Date	PO Number	Description	Amount
676310	06/12/23		copies	\$1,282.31

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,860.00	

PAY: One thousand eight hundred sixty and 00/100 DOLLARS

TO THE ORDER OF:

Chesterman Co
 4700 S Lewis Blvd
 Sioux City, IA 51102

Santee Community Schools

00068419

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Chesterman Co	1,860.00	
Invoice No.	Date	PO Number	Description	Amount
3323056;3323127;3337260	06/12/23		water	\$1,860.00

Santee Community Schools

00068419

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Chesterman Co	1,860.00	
Invoice No.	Date	PO Number	Description	Amount
3323056;3323127;3337260	06/12/23		water	\$1,860.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,200.00	

PAY: One thousand two hundred and 00/100 DOLLARS

TO THE ORDER OF:

COGNIA INC
 PO Box 746805
 Atlanta, GA 30374-6805

Santee Community Schools

00068420

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	COGNIA INC	1,200.00

Invoice No.	Date	PO Number	Description	Amount
00156432	06/12/23		US Membership	\$1,200.00

Santee Community Schools

00068420

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	COGNIA INC	1,200.00

Invoice No.	Date	PO Number	Description	Amount
00156432	06/12/23		US Membership	\$1,200.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,415.02	

PAY: One thousand four hundred fifteen and 02/100 DOLLARS

TO THE ORDER OF:

Eakes Office Plus
 617 W 3rd St
 PO Box 2098
 Grand Island, NE 68802

Santee Community Schools

00068421

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Eakes Office Plus	1,415.02

Invoice No.	Date	PO Number	Description	Amount
8692190-2;8722822-0;8722822-	06/12/23		supplies and contracted copies	\$1,415.02

Santee Community Schools

00068421

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Eakes Office Plus	1,415.02

Invoice No.	Date	PO Number	Description	Amount
8692190-2;8722822-0;8722822-	06/12/23		supplies and contracted copies	\$1,415.02

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$802.90**

PAY: Eight hundred two and 90/100

DOLLARS

TO THE ORDER OF:

Ecolab Pest Elimination
 26252 Network Pl
 Chicago, IL 60673

Santee Community Schools

00068422

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Ecolab Pest Elimination	802.90	
Invoice No.	Date	PO Number	Description	Amount
2279955;9737739	06/12/23		teacherages and school	\$802.90

Santee Community Schools

00068422

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Ecolab Pest Elimination	802.90	
Invoice No.	Date	PO Number	Description	Amount
2279955;9737739	06/12/23		teacherages and school	\$802.90

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$200.00**

PAY: Two hundred and 00/100

DOLLARS

TO THE ORDER OF:

Educational Service Unit #1
 211 Tenth Street
 Wakefield, NE 68784

Santee Community Schools

00068423

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Educational Service Unit #1	200.00

Invoice No.	Date	PO Number	Description	Amount
011542	06/13/23		Crisis Prevention Institute Training 5/19/23 Jody, B ...	\$200.00
*****	*****	*****	*See Warrant Stub Detail Report	

Santee Community Schools

00068423

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Educational Service Unit #1	200.00

Invoice No.	Date	PO Number	Description	Amount
011542	06/13/23		Crisis Prevention Institute Training 5/19/23 Jody, B ...	\$200.00
*****	*****	*****	*See Warrant Stub Detail Report	

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$240.00**

PAY: Two hundred forty and 00/100

DOLLARS

TO THE ORDER OF:

Educational Service Unit #7
2657 44th Ave
Columbus, NE 68601

Santee Community Schools

00068424

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Educational Service Unit #7	240.00	
Invoice No.	Date	PO Number	Description	Amount
Trans. ID 1392	06/13/23			\$240.00

Santee Community Schools

00068424

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Educational Service Unit #7	240.00	
Invoice No.	Date	PO Number	Description	Amount
Trans. ID 1392	06/13/23			\$240.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$477.00	

PAY: Four hundred seventy-seven and 00/100

DOLLARS

TO THE ORDER OF:

Embassy Suites-Lincoln
 1040 P St
 Lincoln, NE 68508

Santee Community Schools

00068425

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Embassy Suites-Lincoln	477.00

Invoice No.	Date	PO Number	Description	Amount
35793	06/12/23		State Review	\$477.00

Santee Community Schools

00068425

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Embassy Suites-Lincoln	477.00

Invoice No.	Date	PO Number	Description	Amount
35793	06/12/23		State Review	\$477.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$969.32	

PAY: Nine hundred sixty-nine and 32/100

DOLLARS

TO THE ORDER OF:

Feather Hill Express
 53148 Hwy 12
 PO Box 265
 Niobrara, NE 68760

Santee Community Schools

00068426

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Feather Hill Express	969.32

Invoice No.	Date	PO Number	Description	Amount
May 2023 Statement	06/12/23		Fuel and maintenance supplies for yellow bus and big ...	\$969.32
*****	*****	*****	*See Warrant Stub Detail Report	

Santee Community Schools

00068426

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Feather Hill Express	969.32

Invoice No.	Date	PO Number	Description	Amount
May 2023 Statement	06/12/23		Fuel and maintenance supplies for yellow bus and big ...	\$969.32
*****	*****	*****	*See Warrant Stub Detail Report	

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$166.40**

PAY: One hundred sixty-six and 40/100

DOLLARS

TO THE ORDER OF:

Floor Maintenance & Paper Supply Co.
910 Queen City BLVD
Norfolk, NE 68701

Santee Community Schools

00068427

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Floor Maintenance & Paper Supply Co.	166.40	
Invoice No.	Date	PO Number	Description	Amount
Web-24449	06/12/23		med/Large indigo Blue Nitrile Glove	\$166.40

Santee Community Schools

00068427

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Floor Maintenance & Paper Supply Co.	166.40	
Invoice No.	Date	PO Number	Description	Amount
Web-24449	06/12/23		med/Large indigo Blue Nitrile Glove	\$166.40

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$873.88	

PAY: Eight hundred seventy-three and 88/100

DOLLARS

TO THE ORDER OF:

Follett Content Solutions LLC
 PO Box 7410597
 Chicago, IL 60674-0597

Santee Community Schools

00068428

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Follett Content Solutions LLC	873.88

Invoice No.	Date	PO Number	Description	Amount
667162F	06/12/23	23-0524		\$374.28
667162F-2	06/12/23		Books for Rule 10	\$499.60

Santee Community Schools

00068428

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Follett Content Solutions LLC	873.88

Invoice No.	Date	PO Number	Description	Amount
667162F	06/12/23	23-0524		\$374.28
667162F-2	06/12/23		Books for Rule 10	\$499.60

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$119.21**

PAY: One hundred nineteen and 21/100

DOLLARS

TO THE ORDER OF:

Stacy A Fritz
89020 521st Ave
Niobrara, NE 68760

Santee Community Schools

00068429

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Stacy A Fritz	119.21	
Invoice No.	Date	PO Number	Description	Amount
Mileage 5/24/23	06/13/23		CWD Food Show	\$119.21

Santee Community Schools

00068429

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Stacy A Fritz	119.21	
Invoice No.	Date	PO Number	Description	Amount
Mileage 5/24/23	06/13/23		CWD Food Show	\$119.21

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$659.02

PAY: Six hundred fifty-nine and 02/100

DOLLARS

TO THE ORDER OF:

Great Plains Communications
PO Box 2058
Omaha, NE 68103

Santee Community Schools

00068430

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Great Plains Communications	659.02	
Invoice No.	Date	PO Number	Description	Amount
June Statement 2023	06/12/23			\$659.02

Santee Community Schools

00068430

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Great Plains Communications	659.02	
Invoice No.	Date	PO Number	Description	Amount
June Statement 2023	06/12/23			\$659.02

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$5,536.62	

PAY: Five thousand five hundred thirty-six and 62/100

DOLLARS

TO THE ORDER OF:

Harris School Solutions
 PO Box 74007259
 Chicago, IL 60674-7259

Santee Community Schools

00068431

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Harris School Solutions	5,536.62

Invoice No.	Date	PO Number	Description	Amount
DATMN0001802;	06/12/23		AAWEB License and AptaFund & ESS	\$5,536.62

Santee Community Schools

00068431

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Harris School Solutions	5,536.62

Invoice No.	Date	PO Number	Description	Amount
DATMN0001802;	06/12/23		AAWEB License and AptaFund & ESS	\$5,536.62

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$3,229.71	

PAY: Three thousand two hundred twenty-nine and 71/100 DOLLARS

TO THE ORDER OF:

Hy Vee Yankton
 5820 Westown Pkwy
 West Des Moines, IA 50266-8290

Santee Community Schools

00068432

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Hy Vee Yankton	3,229.71

Invoice No.	Date	PO Number	Description	Amount
May Statement	06/12/23		Graduations for high school, early childhood, 8th gr ...	\$3,229.71
*****	*****	*****	*See Warrant Stub Detail Report	

Santee Community Schools

00068432

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Hy Vee Yankton	3,229.71

Invoice No.	Date	PO Number	Description	Amount
May Statement	06/12/23		Graduations for high school, early childhood, 8th gr ...	\$3,229.71
*****	*****	*****	*See Warrant Stub Detail Report	

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$336.93

PAY: Three hundred thirty-six and 93/100

DOLLARS

TO THE ORDER OF:

Jostens2
21336 Network Place
Chicago, IL 60673-1213

Santee Community Schools

00068433

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Jostens2	336.93	
Invoice No.	Date	PO Number	Description	Amount
31297758	06/13/23		Graduation Gowns	\$336.93

Santee Community Schools

00068433

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Jostens2	336.93	
Invoice No.	Date	PO Number	Description	Amount
31297758	06/13/23		Graduation Gowns	\$336.93

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$277.82**

PAY: Two hundred seventy-seven and 82/100

DOLLARS

TO THE ORDER OF:

Lakeview Resort
402 E. Veterans Memorial Drive
Niobrara, NE 68760

Santee Community Schools

00068434

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Lakeview Resort	277.82	
Invoice No.	Date	PO Number	Description	Amount
May 2023 charges	06/13/23		Fuel	\$277.82

Santee Community Schools

00068434

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Lakeview Resort	277.82	
Invoice No.	Date	PO Number	Description	Amount
May 2023 charges	06/13/23		Fuel	\$277.82

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$1,843.69

PAY: One thousand eight hundred forty-three and 69/100

DOLLARS

TO THE ORDER OF:

James K Larson
88275 495th Ave
O'Neill, NE 68763

Santee Community Schools

00068435

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	James K Larson	1,843.69	
Invoice No.	Date	PO Number	Description	Amount
mileage meals and room	06/13/23		Meals, Lodging, Mileage-Sheridan WY 5/18/23-5/22/23	\$1,843.69

Santee Community Schools

00068435

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	James K Larson	1,843.69	
Invoice No.	Date	PO Number	Description	Amount
mileage meals and room	06/13/23		Meals, Lodging, Mileage-Sheridan WY 5/18/23-5/22/23	\$1,843.69

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$909.23	

PAY: Nine hundred nine and 23/100

DOLLARS

TO THE ORDER OF:

Menards-Yankton
 3210 Broadway Ave
 Yankton, SD 57078

Santee Community Schools

00068436

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Menards-Yankton	909.23

Invoice No.	Date	PO Number	Description	Amount
18300;19064;Yank30132858;17	06/13/23		shop class summer cleaning supplies,	\$909.23

Santee Community Schools

00068436

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Menards-Yankton	909.23

Invoice No.	Date	PO Number	Description	Amount
18300;19064;Yank30132858;17	06/13/23		shop class summer cleaning supplies,	\$909.23

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$625.00**

PAY: Six hundred twenty-five and 00/100

DOLLARS

TO THE ORDER OF:

Mighty Ducks
1608 E. 57th ST
PI. #A
Kearney, NE 68847

Santee Community Schools

00068437

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Mighty Ducks	625.00	
Invoice No.	Date	PO Number	Description	Amount
17686	06/13/23		kitchen exhaust cleaning	\$625.00

Santee Community Schools

00068437

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Mighty Ducks	625.00	
Invoice No.	Date	PO Number	Description	Amount
17686	06/13/23		kitchen exhaust cleaning	\$625.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$7,223.13

PAY: Seven thousand two hundred twenty-three and 13/100 DOLLARS

TO THE ORDER OF:

Moody Motor Company Inc
 PO Box 260
 Niobrara, NE 68760

Santee Community Schools

00068438

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Moody Motor Company Inc	7,223.13

Invoice No.	Date	PO Number	Description	Amount
Job 98827	06/13/23		Fusion repair from deer accident	\$7,223.13

Santee Community Schools

00068438

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Moody Motor Company Inc	7,223.13

Invoice No.	Date	PO Number	Description	Amount
Job 98827	06/13/23		Fusion repair from deer accident	\$7,223.13

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$752.82**

PAY: Seven hundred fifty-two and 82/100

DOLLARS

TO THE ORDER OF:

David J Mroczek
 333 West 2nd Street
 Minden, NE 68959

Santee Community Schools

00068439

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	David J Mroczek	752.82

Invoice No.	Date	PO Number	Description	Amount
reimbursement 6/23	06/13/23		mileage to Minden for 2 meetings in Kearney, phone c ...	\$752.82
*****	*****	*****	*See Warrant Stub Detail Report	

Santee Community Schools

00068439

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	David J Mroczek	752.82

Invoice No.	Date	PO Number	Description	Amount
reimbursement 6/23	06/13/23		mileage to Minden for 2 meetings in Kearney, phone c ...	\$752.82
*****	*****	*****	*See Warrant Stub Detail Report	

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$230.00	

PAY: Two hundred thirty and 00/100

DOLLARS

TO THE ORDER OF:

NE ASD Network
 120 Barkley Memorial Center
 Lincoln, NE 68583.0738

Santee Community Schools

00068440

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	NE ASD Network	230.00

Invoice No.	Date	PO Number	Description	Amount
23-0502	06/13/23		ASD Conference - kearney	\$230.00

Santee Community Schools

00068440

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	NE ASD Network	230.00

Invoice No.	Date	PO Number	Description	Amount
23-0502	06/13/23		ASD Conference - kearney	\$230.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,320.00	

PAY: One thousand three hundred twenty and 00/100 DOLLARS

TO THE ORDER OF:

NE Association Of School Board
 1311 Stockwell St.
 Lincoln, NE 68502-5345

Santee Community Schools

00068441

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	NE Association Of School Board	1,320.00

Invoice No.	Date	PO Number	Description	Amount
INV-12451-K6W6M1	06/13/23		NE leadership workshop	\$1,320.00

Santee Community Schools

00068441

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	NE Association Of School Board	1,320.00

Invoice No.	Date	PO Number	Description	Amount
INV-12451-K6W6M1	06/13/23		NE leadership workshop	\$1,320.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$50.00	

PAY: Fifty and 00/100 _____ DOLLARS

TO THE ORDER OF:

Nebraska Council of School Administrators
 455 South 11 Street
 Suite A
 Lincoln, NE 68508-2105

Santee Community Schools

00068442

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Nebraska Council of School Administrators	50.00

Invoice No.	Date	PO Number	Description	Amount
e16450-715126	06/13/23		2023 Session Legal Implications - Livestream - One Member	\$50.00

Santee Community Schools

00068442

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Nebraska Council of School Administrators	50.00

Invoice No.	Date	PO Number	Description	Amount
e16450-715126	06/13/23		2023 Session Legal Implications - Livestream - One Member	\$50.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$220.40**

PAY: Two hundred twenty and 40/100

DOLLARS

TO THE ORDER OF:

Nebraska Safety Center @ UNK
 West Center Building 233E
 UNK Campus
 Kearney, NE 68849-4550

Santee Community Schools

00068443

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Nebraska Safety Center @ UNK	220.40

Invoice No.	Date	PO Number	Description	Amount
57-10779	06/13/23		Mileage for bus driver class	\$220.40

Santee Community Schools

00068443

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Nebraska Safety Center @ UNK	220.40

Invoice No.	Date	PO Number	Description	Amount
57-10779	06/13/23		Mileage for bus driver class	\$220.40

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$195.00**

PAY: One hundred ninety-five and 00/100

DOLLARS

TO THE ORDER OF:

Norfolk Daily News
525 Norfolk Ave
Norfolk, NE 68701

Santee Community Schools

00068444

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Norfolk Daily News	195.00

Invoice No.	Date	PO Number	Description	Amount
2023-2024 Subscription	06/13/23	23-0531	Subscription for 2023-24 school year-Norfolk Daily News	\$195.00

Santee Community Schools

00068444

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Norfolk Daily News	195.00

Invoice No.	Date	PO Number	Description	Amount
2023-2024 Subscription	06/13/23	23-0531	Subscription for 2023-24 school year-Norfolk Daily News	\$195.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,105.65	

PAY: One thousand one hundred five and 65/100 DOLLARS

TO THE ORDER OF:

North Central Public Power
 1409 Main St
 PO Box 90
 Creighton, NE 68729-0090

Santee Community Schools

00068445

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	North Central Public Power	1,105.65	
Invoice No.	Date	PO Number	Description	Amount
June 2023 statement	06/13/23			\$1,105.65

Santee Community Schools

00068445

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	North Central Public Power	1,105.65	
Invoice No.	Date	PO Number	Description	Amount
June 2023 statement	06/13/23			\$1,105.65

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$6,146.10	

PAY: Six thousand one hundred forty-six and 10/100 DOLLARS

TO THE ORDER OF:

Np Dodge Insurance Agency
 8701 W Dodge Rd Suite 100
 Omaha, NE 68114-3429

Santee Community Schools

00068446

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Np Dodge Insurance Agency	6,146.10

Invoice No.	Date	PO Number	Description	Amount
120633	06/13/23		Cyber Liability, Policy fee, surplus lines tax	\$6,146.10

Santee Community Schools

00068446

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Np Dodge Insurance Agency	6,146.10

Invoice No.	Date	PO Number	Description	Amount
120633	06/13/23		Cyber Liability, Policy fee, surplus lines tax	\$6,146.10

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$109.00	

PAY: One hundred nine and 00/100 DOLLARS

TO THE ORDER OF:

NSO
 PO Box 371302
 Pittsburgh, PA 15250

Santee Community Schools

00068447

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	NSO	109.00

Invoice No.	Date	PO Number	Description	Amount
0683774057-8	06/12/23		Renewal for Nursing Malpractice Insurance	\$109.00

Santee Community Schools

00068447

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	NSO	109.00

Invoice No.	Date	PO Number	Description	Amount
0683774057-8	06/12/23		Renewal for Nursing Malpractice Insurance	\$109.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$596.06	

PAY: Five hundred ninety-six and 06/100

DOLLARS

TO THE ORDER OF:

Ohiya Casino & Bingo
 5314 Hwy 12
 Niobrara, NE 68760

Santee Community Schools

00068448

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Ohiya Casino & Bingo	596.06

Invoice No.	Date	PO Number	Description	Amount
	06/13/23		Miles Frazier room/interview	\$596.06
*****	*****	*****	*See Warrant Stub Detail Report	

Santee Community Schools

00068448

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Ohiya Casino & Bingo	596.06

Invoice No.	Date	PO Number	Description	Amount
	06/13/23		Miles Frazier room/interview	\$596.06
*****	*****	*****	*See Warrant Stub Detail Report	

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$315.34	

PAY: Three hundred fifteen and 34/100

DOLLARS

TO THE ORDER OF:

Omaha World-herald
 Omaha World-Herald Building
 1314 Douglas Street Suite 650
 Omaha, NE 68102-1811

Santee Community Schools

00068449

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Omaha World-herald	315.34

Invoice No.	Date	PO Number	Description	Amount
Advertisement May 2023	06/13/23			\$315.34

Santee Community Schools

00068449

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Omaha World-herald	315.34

Invoice No.	Date	PO Number	Description	Amount
Advertisement May 2023	06/13/23			\$315.34

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$317.78	

PAY: Three hundred seventeen and 78/100

DOLLARS

TO THE ORDER OF:

Pearson Education
 NCS Pearson, Inc.
 13036 Collection Center Drive
 Chicago, IL 60693

Santee Community Schools

00068450

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Pearson Education	317.78

Invoice No.	Date	PO Number	Description	Amount
June Statement	06/13/23		January 2023-May 2023	\$317.78

Santee Community Schools

00068450

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Pearson Education	317.78

Invoice No.	Date	PO Number	Description	Amount
June Statement	06/13/23		January 2023-May 2023	\$317.78

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$73.27	

PAY: Seventy-three and 27/100

DOLLARS

TO THE ORDER OF:

Pease General Store
 PO Box 186
 Niobrara, NE 68760

Santee Community Schools

00068451

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Pease General Store	73.27

Invoice No.	Date	PO Number	Description	Amount
30602	06/13/23		5/24/23	\$73.27

Santee Community Schools

00068451

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Pease General Store	73.27

Invoice No.	Date	PO Number	Description	Amount
30602	06/13/23		5/24/23	\$73.27

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,741.49	

PAY: One thousand seven hundred forty-one and 49/100 DOLLARS

TO THE ORDER OF:

Pinnacle Carpet Cleaning
 4101 Progressive Ave, #3
 Lincoln, NE 68504

Santee Community Schools

00068452

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Pinnacle Carpet Cleaning	1,741.49

Invoice No.	Date	PO Number	Description	Amount
37270	06/13/23		Service Date 5/28/23	\$1,741.49

Santee Community Schools

00068452

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Pinnacle Carpet Cleaning	1,741.49

Invoice No.	Date	PO Number	Description	Amount
37270	06/13/23		Service Date 5/28/23	\$1,741.49

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$171.42**

PAY: One hundred seventy-one and 42/100

DOLLARS

TO THE ORDER OF:

Quill Corporation
PO Box 37600
Philadelphia, PA 19101-0600

Santee Community Schools

00068453

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Quill Corporation	171.42	
Invoice No.	Date	PO Number	Description	Amount
QL978135 May 2023	06/13/23		supplies	\$171.42

Santee Community Schools

00068453

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Quill Corporation	171.42	
Invoice No.	Date	PO Number	Description	Amount
QL978135 May 2023	06/13/23		supplies	\$171.42

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$32,264.14

PAY: Thirty-two thousand two hundred sixty-four and 14/100 DOLLARS

TO THE ORDER OF:

Rasmussen Mechanical Services
 3211 Nebraska Ave
 Council Bluffs, IA 51501

Santee Community Schools

00068454

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Rasmussen Mechanical Services	32,264.14

Invoice No.	Date	PO Number	Description	Amount
CON010929;SRV102304;SRV1	06/13/23		Preventative Maintenance; repairs	\$32,264.14

Santee Community Schools

00068454

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Rasmussen Mechanical Services	32,264.14

Invoice No.	Date	PO Number	Description	Amount
CON010929;SRV102304;SRV1	06/13/23		Preventative Maintenance; repairs	\$32,264.14

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$4,896.78

PAY: Four thousand eight hundred ninety-six and 78/100

DOLLARS

TO THE ORDER OF:

SANTANDER LEASING LLC
PO BOX 847387
Boston , MA 02284-7387

Santee Community Schools

00068455

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	SANTANDER LEASING LLC	4,896.78

Invoice No.	Date	PO Number	Description	Amount
5683623	06/13/23		blue bus lease	\$4,896.78

Santee Community Schools

00068455

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	SANTANDER LEASING LLC	4,896.78

Invoice No.	Date	PO Number	Description	Amount
5683623	06/13/23		blue bus lease	\$4,896.78

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
***\$427.85**	

PAY: Four hundred twenty-seven and 85/100

DOLLARS

TO THE ORDER OF:

Santee Community School Petty Cash Account

Santee Community Schools

00068456

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Santee Community School Petty Cash Account	427.85	
Invoice No.	Date	PO Number	Description	Amount
	06/13/23		Mileage reimbursement - interview	\$427.85

Santee Community Schools

00068456

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Santee Community School Petty Cash Account	427.85	
Invoice No.	Date	PO Number	Description	Amount
	06/13/23		Mileage reimbursement - interview	\$427.85

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$478.02**

PAY: Four hundred seventy-eight and 02/100

DOLLARS

TO THE ORDER OF:

Santee Grocery
RR 302 Box 5101
Niobrara, NE 68760

Santee Community Schools

00068457

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Santee Grocery	478.02	
Invoice No.	Date	PO Number	Description	Amount
May Statement 2023	06/13/23		Statement dated 1/2/23 and 5/1/23	\$478.02

Santee Community Schools

00068457

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Santee Grocery	478.02	
Invoice No.	Date	PO Number	Description	Amount
May Statement 2023	06/13/23		Statement dated 1/2/23 and 5/1/23	\$478.02

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$3,360.00

PAY: Three thousand three hundred sixty and 00/100 DOLLARS

TO THE ORDER OF:

Santee Utility Commission
 425 Frazier Avenue North
 Niobrara, NE 68760

Santee Community Schools

00068458

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Santee Utility Commission	3,360.00

Invoice No.	Date	PO Number	Description	Amount
may and June statements 2023	06/13/23			\$3,360.00

Santee Community Schools

00068458

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Santee Utility Commission	3,360.00

Invoice No.	Date	PO Number	Description	Amount
may and June statements 2023	06/13/23			\$3,360.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$104.00**

PAY: One hundred four and 00/100

DOLLARS

TO THE ORDER OF:

SCHOLASTIC INC. 3
 PO Box 639852
 Cincinnati, OH 45263-9852

Santee Community Schools

00068459

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	SCHOLASTIC INC. 3	104.00

Invoice No.	Date	PO Number	Description	Amount
7545631;8160046	06/13/23		2nd grade books	\$104.00

Santee Community Schools

00068459

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	SCHOLASTIC INC. 3	104.00

Invoice No.	Date	PO Number	Description	Amount
7545631;8160046	06/13/23		2nd grade books	\$104.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$826.96

PAY: Eight hundred twenty-six and 96/100

DOLLARS

TO THE ORDER OF:

Schuurmans Farm Supply
 41111 303rd St
 Avon, SD 57315-5510

Santee Community Schools

00068460

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Schuurmans Farm Supply	826.96

Invoice No.	Date	PO Number	Description	Amount
33545;33547	06/13/23		lawn mower services	\$826.96

Santee Community Schools

00068460

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Schuurmans Farm Supply	826.96

Invoice No.	Date	PO Number	Description	Amount
33545;33547	06/13/23		lawn mower services	\$826.96

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$2,000.00	

PAY: Two thousand and 00/100

DOLLARS

TO THE ORDER OF:

Stacey Nickels
900 Karen Dr
Yankton, SD 57078

Santee Community Schools

00068461

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Stacey Nickels	2,000.00	
Invoice No.	Date	PO Number	Description	Amount
May 2023 Hours	06/13/23			\$2,000.00

Santee Community Schools

00068461

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Stacey Nickels	2,000.00	
Invoice No.	Date	PO Number	Description	Amount
May 2023 Hours	06/13/23			\$2,000.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,350.20	

PAY: One thousand three hundred fifty and 20/100 DOLLARS

TO THE ORDER OF:

STATE OF NEBRASKA
 DAS STATE ACCTC Central Finance OCIO
 1526 K St. Ste 190
 Lincoln, NE 68508-2741

Santee Community Schools

00068462

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	STATE OF NEBRASKA	1,350.20	
Invoice No.	Date	PO Number	Description	Amount
1370053	06/13/23			\$1,350.20

Santee Community Schools

00068462

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	STATE OF NEBRASKA	1,350.20	
Invoice No.	Date	PO Number	Description	Amount
1370053	06/13/23			\$1,350.20

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$654.00

PAY: Six hundred fifty-four and 00/100

DOLLARS

TO THE ORDER OF:

Student Assurance Services
PO Box 196
Stillwater, MN 55082-0196

Santee Community Schools

00068463

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Student Assurance Services	654.00	
Invoice No.	Date	PO Number	Description	Amount
23-24 Billing Invoice	06/13/23		student insurance	\$654.00

Santee Community Schools

00068463

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Student Assurance Services	654.00	
Invoice No.	Date	PO Number	Description	Amount
23-24 Billing Invoice	06/13/23		student insurance	\$654.00

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$39.00	

PAY: Thirty-nine and 00/100

DOLLARS

TO THE ORDER OF:

Susan Pike

Niobrara, NE 68760

Santee Community Schools

00068464

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Susan Pike	39.00

Invoice No.	Date	PO Number	Description	Amount
1141719A	06/12/23		reimbursement for parking 5/31/23	\$19.50
Parking Reimbursement	06/13/23			\$19.50

Santee Community Schools

00068464

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Susan Pike	39.00

Invoice No.	Date	PO Number	Description	Amount
1141719A	06/12/23		reimbursement for parking 5/31/23	\$19.50
Parking Reimbursement	06/13/23			\$19.50

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$1,864.00	

PAY: One thousand eight hundred sixty-four and 00/100 DOLLARS

TO THE ORDER OF:

Tangeman Plumbing
 PO Box 57
 Bloomfield, NE 68718

Santee Community Schools

00068465

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Tangeman Plumbing	1,864.00

Invoice No.	Date	PO Number	Description	Amount
1026	06/13/23		new dishwasher leaks other parts on order	\$488.00
1033;1025;1024;1023	06/13/23		serwer backup;steam table; building main sewer; dish ...	\$1,376.00
*****	*****	*****	*See Warrant Stub Detail Report	

Santee Community Schools

00068465

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Tangeman Plumbing	1,864.00

Invoice No.	Date	PO Number	Description	Amount
1026	06/13/23		new dishwasher leaks other parts on order	\$488.00
1033;1025;1024;1023	06/13/23		serwer backup;steam table; building main sewer; dish ...	\$1,376.00
*****	*****	*****	*See Warrant Stub Detail Report	

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$403.09**

PAY: Four hundred three and 09/100

DOLLARS

TO THE ORDER OF:

Victors Service
Box 231
Niobrara, NE 68760

Santee Community Schools

00068466

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Victors Service	403.09	
Invoice No.	Date	PO Number	Description	Amount
may charges 2023	06/13/23			\$403.09

Santee Community Schools

00068466

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Victors Service	403.09	
Invoice No.	Date	PO Number	Description	Amount
may charges 2023	06/13/23			\$403.09

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	***\$399.87**

PAY: Three hundred ninety-nine and 87/100

DOLLARS

TO THE ORDER OF:

Wells Fargo Vendor Fin Serv
PO Box 030310
Los Angeles, CA 90030-0310

Santee Community Schools

00068467

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Wells Fargo Vendor Fin Serv	399.87	
Invoice No.	Date	PO Number	Description	Amount
5025395275	06/13/23		2 copier leases	\$399.87

Santee Community Schools

00068467

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Wells Fargo Vendor Fin Serv	399.87	
Invoice No.	Date	PO Number	Description	Amount
5025395275	06/13/23		2 copier leases	\$399.87

Farmers & Merchants State Bank
Niobrara, NE 68760
76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
AMOUNT	
\$74.50	

PAY: Seventy-four and 50/100

DOLLARS

TO THE ORDER OF:

Sheldon T Whipple
513 Leafshooters Dr.
Niobrara, NE 68760

Santee Community Schools

00068468

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Sheldon T Whipple	74.50	
Invoice No.	Date	PO Number	Description	Amount
reimbursement from Sr. Trip	06/13/23			\$74.50

Santee Community Schools

00068468

Voucher	Check Date	Payee Name	Total Amount	
BOE June 2023 Payables	06/13/2023	Sheldon T Whipple	74.50	
Invoice No.	Date	PO Number	Description	Amount
reimbursement from Sr. Trip	06/13/23			\$74.50

Farmers & Merchants State Bank
 Niobrara, NE 68760
 76-209/1041

DATE	VOUCHER
06/13/2023	BOE June 2023 Payables
	AMOUNT
	\$6,744.28

PAY: Six thousand seven hundred forty-four and 28/100 DOLLARS

TO THE ORDER OF:

Yankton Daily Press and Dakotan
 319 Walnut
 Yankton, SD 57078

Santee Community Schools

00068469

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Yankton Daily Press and Dakotan	6,744.28

Invoice No.	Date	PO Number	Description	Amount
	06/13/23		Job Advertisement Listings	\$6,744.28

Santee Community Schools

00068469

Voucher	Check Date	Payee Name	Total Amount
BOE June 2023 Payables	06/13/2023	Yankton Daily Press and Dakotan	6,744.28

Invoice No.	Date	PO Number	Description	Amount
	06/13/23		Job Advertisement Listings	\$6,744.28

AMERICAN FENCE COMPANY

Of Sioux City

4505 Dustin Dr. Sioux City, IA 51101

712-454-7732

Omaha Lincoln Des Moines Sioux Falls Grand Island Rochester Sioux City Iowa City Wichita
AmeriFence Corporation – Kansas City

PROPOSAL

Date: 05/22/2023	Santee Schools
Contact: Dave Mroczek	
Company: Santee Schools	
Project: New Playground Fence & Gates	
Billing Address: 206 Frazier Ave East	
Contact Info. dmroczek@santeeschools.org (308) 830-3878	
Project Location: Same as Billing	
Scope: Fence & Gates	<i>Note: This scope of work is specific and limited to the following:</i>
Addendum Received: N/A	
Specifications Section: N/A	Plan Sheets: N/A

Option #1

American Fence will Remove & Dispose of Existing Fence & Gates.

American Fence will Provide and Install 750' of 6' Black Vinyl Chain Link Fence w/ (1) 10' Double Swing Gate and (1) 4' Walk Gate. Fence will include both Top and Bottom Rail. All Gate Posts, Corner Posts and Terminal Posts will be concreted.

Option #2

American Fence will Provide and Install Everything in Option #1 PLUS an additional 105' Of Black Vinyl Fence and (1) 6' Gate. To replace the remaining 4' galvanized fence and gate as discussed.

Project Specific Notes:

1. No delegated design. No engineering or stamped engineered drawings. Add \$1,200.00
2. Material will take 4 weeks to arrive.
3. Installation to take about 2 weeks.

Start Date: Allow 2 weeks for submittals. Once approved, allow 6 weeks for receipt of materials.

Material lead time: Allow 6 weeks upon approved submittals

Working Days Included: 16 days upon approved submittals and receipt of materials.

Crew Size: 4 – 8 depending upon available work.

Project specific supervision: Not included.

Notes are specific to the scope and directly impact project pricing. If not agreeable, advise prior to acceptance.

Project Pricing: Option #1: 25,125.00 Option #2: \$27,575.00

Unless otherwise stated, pricing does not include sales tax, subject to change after 10 days of date of proposal. This proposal is not binding unless signature is affixed to page two. Do not sign and return this sheet without signed second page.

Contact Information: **Lon Rochester** l.rochester@americafence.com (712) 522-7100

Standard Notes & Exclusions: Unless otherwise noted: (Notes & exclusions set in global standards).

1. One mobilization is included for the installation of the fence.
2. Block-out(s) in concrete / masonry for fence by others. No core drilling included. Sleeves required but not provided by AFC.
3. No surveying and/or staking included. Fence line to be staked by others.
4. Private utilities to be located by others in accordance with State's One Call System standards. In the event these utilities are damaged as a result of improper locating, AFC will not be responsible for damages and associated costs.
5. Fence line to be staked clear of utilities. No excavation included for digging within 18" of utilities but at additional expense. Hand excavation due to interference with utilities at \$35.00 per post hole.
6. No permits, bonds, dues, completed operations, or primary-none contributory included.
7. No project specific employee background, drug screen or DMV history included. Add \$65.00 per employee if required.
8. No removals, grading, grubbing, and/or demolition are included.
9. No electrical wire, wiring, grounding, conduit, connections, and/or initial electrical/controls set-up. Only after electrician has confirmed connections and operations, AFC will review installation.
10. AFC will not be subject to liquidated damages or back charges as a result of delays.
11. Material fabricated per plans. No field verification, engineering, delegated design included.
12. Accounts not paid within thirty days will be charged eighteen percent (18%) per annum. No retention to be withheld.
13. No prevailing, union or Davis – Bacon wages included.
14. No participation in billing processing programs, Textura. Participation fee to be added to contract if required.

REV 08-23-16

Terms and Conditions

By signing this proposal, the customer has completely reviewed and agreed with the prices, specifications and conditions as stated herein. Furthermore, the customer is authorizing American Fence Company / AmeriFence Corporation to complete the work. Unless stated, the fence does not include a warranty. Customer is financially responsible for cancellation fees and costs of special order materials if the customer elects to cancel the contract. TERMS: 60% Down. Balance due on date of completion. No retention to be withheld. If withheld without approval, the contract amount will be 5% more than what is shown on the proposal. Service and handling charge of 1.5% per month-18% per annum applies to delinquent accounts not paid within 5 days of completion. Customer assumes full responsibility for location of property pins, staking of fence, and inaccurately placed pins and stakes. Customer understands that American Fence Co. may stake the fence based on the proposal and/or in consideration of existing utilities that do not reflect the actual location of customer's property. Customer agrees to defend, hold harmless and indemnify American Fence Co. against claims, liabilities and expenses for trespass and damage arising out of location of said fence. Customer assumes full responsibility for damage to marked and unmarked underground utility, telephone, T.V., cable or sprinkler systems. Customer requests, agrees or allows American Fence Co. to locate the fence within 18 inches of any buried utilities; customer agrees to defend, hold harmless and indemnify American Fence Co. against all claims, liabilities and expenses as a result of damage to these utilities and property. If the contract price is not paid when due, customer agrees to allow American Fence Co. to trespass on to their property and remove fence at the company's discretion. Furthermore, customer agrees to indemnify and hold harmless American Fence Co. for any damage done to the property as a result of removal of the fence. All modifications shall be in writing and shall be affixed to the original bid. This agreement and subsequent modifications shall be contingent upon strikes, accidents, shortages or delays beyond the control of American Fence Co. Time stated for installation is purely estimated. Customer agrees and accepts that AFC will not extend discounts or credits for any delays or be held responsible for interest charges on any payments made by customer. Changes to the fence due to varying ground conditions are not the responsibility of American Fence Co. Customer to carry fire, tornado and other necessary insurance. This proposal cannot be withdrawn by customer after acceptance of proposal. American Fence Co. has the right to reject any bid. Legal and related fees accrued in an effort to collect on this account for whatever reason will be the responsibility of the customer. By signing this proposal, customer has completely reviewed and agreed with the prices, specifications and conditions as stated herein. Furthermore, customer is authorizing American Fence Co. to complete the work. The customer is financially responsible for cancellation fees and costs of special order materials in the event the customer elects to cancel the contract. TERMS: 60% Down. Balance due on substantial completion. Service and handling charge of 5% per month-60% per annum will apply to delinquent accounts past 10 days. Customer acknowledges that this is page two of two and has received page one.

By signing below, I acknowledge and agree with all stated herein inclusive of both pages one and two of this proposal.

Customer signature: _____ Date: _____

Customer printed name: _____ Date: _____

THIS SERVICES AGREEMENT (this "**Agreement**") is made by and between TNTP, Inc., a Delaware nonprofit corporation organized and operated exclusively for charitable and educational purposes and qualifies for exemption from federal income taxation as an organization described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "**Code**"), and is further classified as a public charity within the meaning of Section 509(a)(1) of the Code, with its principal office at 500 7th Avenue, 8th Floor, New York, New York 10018 ("**TNTP**"), and **Santee Community Schools**, with its principal office at **206 E Frazier Avenue, Santee, NE 68760** (the "**Client**"). This Agreement shall be effective as of the later of the dates beneath the parties' signatures below (the "**Effective Date**"). This Agreement consists of the following terms, as well as the Scope of Services in the attached Schedule A.

STATEMENT OF PURPOSE: The Client wants to engage TNTP to provide school support as detailed in this Agreement.

Section 1. Term and Services.

For the period commencing on the Effective Date until **June 30, 2024** (the "**Term**"), TNTP agrees to provide services for the Client as specified in the services stated in Schedule A ("**TNTP's Services**," "**Scope of Services**," or "**Services**"). The Services may include the provision of documentation, reports, analysis, and other content ("**Deliverables**"). TNTP's Services will be considered accepted upon the Effective Date or upon commencement of the Services at Client's direction following Client's instructions to commence Services under the Proposal. TNTP will use its reasonable efforts to achieve the deadlines for Services, if any, set forth in any timetable and/or dates for delivery contained in Schedule A. TNTP may, upon written notice to Client, subcontract any portion of the Services in its sole discretion.

Section 2. TNTP and Client Responsibilities.

- a. Client will cooperate with TNTP to facilitate the performance of TNTP's Services. If necessary to facilitate TNTP's provision of the Services, Client will provide TNTP with access (which may be in-person or remote via virtual means such as teleconference and videoconference, as agreed upon by the parties) to Client personnel, classrooms, meeting spaces, buildings, and background check processes as needed for TNTP's Services. If applicable, the Services may require student and/or staff/leader/teacher surveys, data collection and analysis, focus groups, student work samples, and video recordings of classroom activities, and all these activities will be done in compliance with this Agreement.
- b. Client, and not TNTP, is responsible for all employment-related obligations, liabilities, and decisions that may relate to the implementation of the Services or results from the Services.
- c. TNTP and Client may mutually agree to permit in-person, essential work-site visits under certain circumstances. In deciding to permit in-person, essential work-site visits, TNTP and Client will take into account CDC guidance, state and local regulations and guidance, the school and district's health and safety plan related to pandemics or infectious disease, and the internal policies of both Client and TNTP. If the parties agree to work-site visits, school staff will be instructed to follow all school district and TNTP health and safety procedures. Client releases TNTP from any liability related to pandemic or infectious disease-related transmission from in-person work-site visits. TNTP reserves the right to discontinue work-site visits at any time if TNTP determines that cessation of work-site visits is necessary to protect the health and safety of its personnel.

Section 3. Representations and Warranties; Disclaimer.

Each party represents and warrants that it:

- a. Has the full right, power, legal capacity, and authority to enter into this Agreement and to carry out its obligations hereunder;

contract with other additional clients, persons, or companies as TNTP, in its sole discretion, sees fit, provided those services do not pose a conflict of interest with the services performed to Client.

Section 6. Termination; Survival.

If at any time either of the parties believes that the other party has materially breached its obligations under this Agreement, written notice shall be given by the party alleging breach setting forth the asserted breach and providing an opportunity to cure the same within thirty (30) days after such written notice. If the asserted breach has not been cured to the reasonable satisfaction of the party providing the written notice, but reasonable attempts to cure (as determined by the party providing written notice of asserted breach) have been made in writing by the party to whom the written notice of asserted breach was given, said party will have an additional opportunity to cure for a period of thirty (30) days following the expiration of the initial thirty (30) day cure period. If the asserted breach has not been cured to the satisfaction of the party providing written notice of asserted breach, that party may elect to terminate this Agreement upon written notice to the breaching party. If this Agreement is terminated, the rights and obligations of each party hereunder will terminate, provided, however, that such termination will not terminate the rights and obligations of the parties that expressly survive the termination of this Agreement, including, without limitation, the obligation of the Client to pay TNTP for time and expenses incurred in rendering the Services pursuant to this Agreement prior to the effective date of such termination.

Sections 3 (Representations and Warranties; Disclaimer), 4 (Payment and Invoicing), 6 (Termination; Survival), 7 (Indemnification, Exclusion of Certain Damages, Limitation of Liability, Subpoenas, and Insurance Coverage), 8 (Intellectual Property Rights (IRPs)), 9 (Promotional Materials and Publicity), 10 (Data), 11 (Confidentiality) and 12 (Miscellaneous), and terms of Schedule A that expressly survive termination, will survive expiration or termination of this Agreement.

Section 7. Indemnification, Exclusion of Certain Damages, Limitation of Liability, Insurance and Subpoenas.

7.1 Indemnification. To the extent permitted by applicable law, each party agrees to defend and indemnify the other party, their subsidiaries and affiliates, and hold them harmless from any and all unaffiliated third party claims ("**Claims**"), losses, damages, penalties, costs, and expenses, including without limitation, settlement costs and any legal, accounting and other expenses for investigation or defending any actions or threatened actions (collectively, "**Losses**") to the extent such Claims were caused by (a) the intentional misconduct of a party, or any of their employees or agents, or (b) any untruth, inaccuracy, fraud or material omission in any representation or warranty made by a party. In addition, Client will defend, indemnify, and hold harmless TNTP from and against any Claims arising from employment decisions made by Client related to the Services provided by TNTP. The party seeking indemnification shall provide the indemnifying party with prompt written notice of any Claim(s) and give complete control of the defense and settlement of the indemnifying party, and shall cooperate with the indemnifying party, its insurance company, and its legal counsel in its defense of such Claim(s). This indemnity shall not cover any Claim in which there is a failure to give the indemnifying party prompt notice to the extent such lack of notice materially prejudices the defense of the Claim.

7.2 Exclusion of Certain Damages. TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT WILL TNTP BE LIABLE FOR ANY CONSEQUENTIAL, INDIRECT, INCIDENTAL, PUNITIVE, OR SPECIAL DAMAGES WHATSOEVER, ARISING OUT OF OR THAT RELATE IN ANY WAY TO THIS AGREEMENT OR ITS PERFORMANCE. THIS EXCLUSION WILL APPLY REGARDLESS OF THE LEGAL THEORY UPON WHICH ANY CLAIM FOR SUCH DAMAGES IS BASED, WHETHER TNTP HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, WHETHER SUCH DAMAGES WERE REASONABLY FORESEEABLE, OR WHETHER APPLICATION OF THE EXCLUSION CAUSES ANY REMEDY TO FAIL OF ITS ESSENTIAL PURPOSE. THE FOREGOING EXCLUSION DOES NOT APPLY TO CLAIMS RELATED TO TNTP'S FRAUD OR INTENTIONAL MISCONDUCT.

7.3 Limitation of Liability. NOTWITHSTANDING ANY DAMAGES THAT CLIENT MIGHT INCUR UNDER THIS AGREEMENT FOR ANY REASON WHATSOEVER (INCLUDING, WITHOUT LIMITATION, ALL DIRECT DAMAGES), TNTP'S ENTIRE LIABILITY UNDER THIS AGREEMENT AND CLIENT'S EXCLUSIVE REMEDY UNDER THIS AGREEMENT WILL BE LIMITED TO THE CLIENT FEES PAID TO TNTP IN THE SIX (6) MONTH PERIOD IMMEDIATELY PRECEDING THE CLAIM. THE FOREGOING LIMITATIONS, EXCLUSIONS, AND DISCLAIMERS SHALL APPLY TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, EVEN IF ANY REMEDY FAILS OF ITS ESSENTIAL PURPOSE.

be (a) subject to the prior written approval by TNTP, (b) consistent with the terms of this Agreement, and (c) used for the sole purpose of the Project, TNTP's Services and work with Client. The Marks may not be altered or modified in any way unless approved in writing by TNTP. Client will immediately cease using the Marks upon the earlier of TNTP's request, the termination of this Agreement, or the completion of the Services. Client shall not attempt to register the Marks and will cooperate with TNTP protecting and defending them.

Section 9. Promotional Materials and Publicity.

Subject to the terms of this Agreement, Client and TNTP agree that either party may use descriptions of the Services performed by TNTP in promotional materials, including bid applications and client lists, and that TNTP may explicitly identify Client as a client of TNTP.

Section 10. Data.

10.1 Use of Data. If required by the Scope of Services, Client agrees to provide to TNTP, at no cost to TNTP, and within thirty (30) days of TNTP's written request, all requested student data ("**Student Data**"), teacher and staff related data ("**Staff Data**"), and demographic and school/district information ("**School Data**"). Student Data, Staff Data, and School Data is collectively referred to herein as "**Data**". The Client's failure to provide TNTP with Data, or access to collect the Data, may cause a material delay in the delivery of Services for which TNTP will not be held responsible.

The parties agree that Data may be shared between the parties and may only be used by the parties for the purposes identified in this Agreement, including Schedule A, and in a manner consistent with the terms outlined in this Agreement. The parties agree to comply with all relevant federal, state, and local laws and regulations governing the privacy and security of personally identifiable information (including transmission of data), to the extent applicable.

For the purposes of this Agreement and pursuant to the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g, 34 CFR Part 99, a "school official" is a contractor that: (1) performs an institutional service or function for which the agency or institution would otherwise use employees; (2) is under the direct control of the agency or institution with respect to the use and maintenance of education records; and (3) is subject to CFR §99.33(a) governing the use and re-disclosure of personally identifiable information from student records. Client recognizes and agrees that for purposes of FERPA, Client will designate TNTP to act in a "school official" role for the purposes outlined in the Scope of Services. Pursuant to this Agreement, TNTP is considered a school official with a legitimate educational interest, providing services that would otherwise be performed by Client, and under the control and direction of Client with respect to the education records. TNTP shall not disclose any information that would be considered "Personally Identifiable Information" (as such term is defined in FERPA) unless either the disclosure would be permissible under 34 C.F.R. § 99.31 or TNTP has obtained appropriate written consent to the disclosure.

Notwithstanding the above, Client shall not provide or make available to TNTP any student's Personally Identifiable Information from education records (for purposes of FERPA) unless: (i) Client has obtained, with respect to each student's Personally Identifiable Information provided to TNTP, appropriate written consent to disclose such Personally Identifiable Information to TNTP, and authorization for TNTP to use such Personally Identifiable Information in connection with performing the Services, and (ii) written notice identifying particular Student Data as Personally Identifiable Information.

All Personally Identifiable Information will be destroyed within sixty (60) days of the termination of this Agreement. In furtherance of the Services, TNTP may use video, sound, or other recordings ("**Recordings**") of any of TNTP's Services in its sole discretion and for its legitimate business purposes in perpetuity so long as the recording is made pursuant to all applicable laws relating to confidentiality and protected information.

Separate from the parties' obligations with respect to Student Data, Client agrees not to send TNTP any data that can identify an individual ("**Personal Data**") unless the parties otherwise mutually agree that it is a requirement in order to effectuate the provision of TNTP's Services under this Agreement. In such circumstances, the parties shall comply with the obligations

- b. If in any event any provision of this Agreement is held by a court to be unenforceable as written, that provision will be reformed so as to give effect to the intentions of the parties, and the other provisions of the Agreement.
- c. Neither the Client nor TNTP may assign their rights under this Agreement without the prior written consent of the other.
- d. TNTP will not be liable to the Client or to any third party, nor be deemed to have breached this Agreement, for any failure or delay in performing any of its obligations under this Agreement when such failure or delay is caused by or results from an event beyond TNTP's reasonable control, including without limitation (1) acts of God, (2) natural disasters, (3) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot, or other civil unrest, (4) governmental orders or restrictions, (5) international, national or regional emergency, (6) flood, fire, or explosion, (7) strikes, labor shortages, stoppages or slowdowns, (8) epidemics, pandemics, diseases, quarantines, or other extraordinary events which is determined to constitute a public health risk ("**Force Majeure Event**"). TNTP will use commercially reasonable efforts to give notice of the Force Majeure Event to the Client stating the period of time the occurrence is expected to continue, provided that (a) TNTP is able, given the nature and scope of the Force Majeure Event, to reasonably state such time period, and (b) any delay by TNTP to provide such notice or to state the time period when performance will be resumed will not negate the enforceability of this Section. Upon cessation of such Force Majeure Event, as reasonably determined by TNTP, TNTP will thereupon use commercially reasonable efforts to resume efforts to promptly perform or complete the performance of TNTP's Services hereunder as soon as reasonably practicable after the cessation or resolution of the Force Majeure Event. If TNTP's failure or delay to resume efforts to promptly perform or complete the performance remains uncured for a period of 60 days following notice given by it to Client under this Section, either party may thereafter suspend or terminate its performance under the applicable Scope of Work upon thirty (30) days' written notice.
- e. All notices required by this Agreement will be in writing and either personally delivered or mailed to such party at its address specified on the first page of this Agreement or to such other address as such party may designate by notice given in accordance herewith. All notices will be deemed given when delivered. If to TNTP, the notice will be to Florrie Chapin, Vice President, General Counsel and Corporate Secretary, Legal Department.
- f. This Agreement will be governed by New York law without reference to conflicts of laws principles. The parties agree and consent to the exclusive jurisdiction of and venue in the state or federal courts in the city of Manhattan and the state of New York in all disputes arising out of or relating to this Agreement.
- g. Neither party has entered into this Agreement in reliance on any promise, representation, or warranty not contained herein. This Agreement will be construed according to the fair intent of the language as a whole, and not for or against either party.
- h. This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, representations, and agreements, if any, with respect to the subject matter hereof. Neither this Agreement nor any provision hereof may be modified, amended, supplemented, waived, discharged, or terminated except in a writing signed by the parties. No failure or delay in exercising any right or remedy hereunder shall constitute a waiver of such, any other, right, or remedy.
- i. The Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. The Agreement may also be executed by email, or other electronic means, and so executed shall have the full force and legal effect of an original.

[Signature Page to Follow]

Schedule A

Scope of Services

In the 2023-2024 school year, TNTP proposes continuing our work with Isanti Public Schools to build toward lasting capacity and continuous improvement on the goals outlined in the Priority Planning process. Our recommendation is that this work include the following streams of work:

- Leadership Capacity Building - this scope of work will be covered by the NDE Priority Plan work
- K-8 Instructional Systems Development - this scope of work will be funded by the school directly
- High School Design and Implementation – this scope of work will be funded through the CSI grant (but included in total contract with the school)
- *Recruitment & Data Services Add Ons - areas that TNTP can support, but are not included in the current scope*

Leadership Capacity Building (for reference only – this is the NDE Priority Plan work)

The success of Isanti Community Schools rests in the capacity of building and district leaders to coalesce around a vision for student experience, identify the mechanisms that will achieve that vision, and progress monitor those levers actively. Leaders must also be able to create a positive school culture that can recruit and retain staff invested in the mission and willing to engage in professional development, while also cultivating relationships with community stakeholders to build support toward that vision.

That coaching may take shape in the following ways:

- TNTP project team will help facilitate team-forming and vision-setting spaces in the Summer of 2023, returning to those conversations in periodic (quarterly, or mid-quarter) stepbacks on leadership team culture, norms, and impact.
- TNTP Director will visit Isanti Schools approximately one time per month (with some virtual visits when weather and schedules dictate) to observe building and district leaders working against priority plan measures.
- TNTP Director will attend weekly or bi-monthly administrative leadership team meetings – facilitated by Isanti leaders – to advise on the progress toward priority plan execution.
- TNTP Partner and Director will attend weekly or bi-monthly 1:1 virtual coaching with Principals and Superintendent (coordinated appropriately with team meetings mentioned above) to help leaders reflect on their goals, their adaptive capacities that help or hinder impact, and to plan for the weeks ahead.
- TNTP project team will identify opportunities for collective visits to communities and schools executing elements of the Priority Plan vision successfully so that leaders have the opportunity to reflect on their progress and set continued aspirations for learning.
- Talent Structures
 - TNTP Director will meet with Isanti Principals/Instructional team to set vision for staff development opportunities to ensure they align with the needs and desires of staff **This can (and maybe should happen) in the weekly/bi-monthly 1:1 virtual coaching sessions**
 - TNTP Director will support Isanti Leadership Team in reviewing quarterly staff satisfaction survey, identify key trends to address to improve staff satisfaction and retention, and support in action planning around survey trends **This should be timed up with on site visits**
 - TNTP Director weekly/bi-monthly 1:1 virtual coaching sessions with identified Isanti Talent Lead to support against the key goals and priorities for recruitment and hiring

Criteria for Success

Over the course of the 2023-2024 school year, it will be critical that Isanti leaders are able to develop sustainable systems of communication, execution, and progress monitoring. For this to be true, TNTP must be in the position of advisor and coach rather than facilitator and executor. When setting goals for leader development and priority plan execution, TNTP and the Principals/Superintendent will name a plan and timeframe to gradually release actions and levers currently facilitated by TNTP to an Isanti-based leader.

The content of the coaching structures above will be focused on the priority plan metrics (student performance, student attendance, school climate), and the levers identified by school leader. For example, Isanti school leaders will prepare progress updates on student attendance plans – the implementation and projected impact – and will come to these structures prepared to engage in root-cause reflection and iterative problem-solving. Another example is that bi-weekly check ins with the Superintendent may be in preparation for communication to the School Board on progress against priority measures (with monthly data-based updates expected) including how to involve the Board in problem-solving or invest them in shifts as needed.

This is articulated here in recognition of the fact that Isanti Leaders and the team they create will need to communicate regularly and formally about much of the day-to-day operation of the school without TNTP in order to reserve this meeting structures for coaching, strategic advice,

- TNTP Senior Manager observes the teacher structures facilitated by the Instructional Coach (such as unit internalization, lesson internalization, data reflection protocols for unit-based or summative assessments) and provides feedback to Instructional Coach against goals set for skill development of others as well as adaptive capacities.
- TNTP Senior Manager will identify with the Instructional Coach opportunities to engage in external professional development
- TNTP Senior Manager, Director of Special Education, and Instructional Coach will observe intervention and enrichment blocks in reading and math in order to determine the implementation success as well as impact on student performance.

Criteria for Success

The focus of TNTP's work in the 2023-2024 school year being on building capacity in Isanti leaders to support implementation of strong K-8 instructional systems based off the foundation started in the 2022-2023 school year. Full ownership of this workstream will be transitioned gradually over the course of the year, outlined by TNTP and the School Principal in the initial year-long planning. This will mean that at the start of the year, there will be some aspects of the work that TNTP will own/co-own with the plan to gradually release it to an Isanti leader throughout the year. Additionally, there will be aspects of the work that TNTP owned this year that an Isanti leader will be expected to own fully at the start of the 23-24 school year.

The content of all coaching will be in service of developing, coaching, and supporting appropriate Isanti leaders (Instructional Coach, Director of SPED, Principals as needed) on ensuring strong implementation of the chosen curriculum and intervention programs. This would look like Isanti leaders taking the lead on scheduling and conducting observations of how the key curriculum is being implemented, inputting data into the chosen tracker, and prepping for a coaching conversation with the teacher. TNTP will support as a thought partner and norming eye to ensure that we are narrowing in on the highest leverage piece of coaching and to help prep coaching conversations to ensure satisfaction of the teacher. Another example is that in weekly or bi-weekly coaching sessions, TNTP Senior Manager would support in setting vision for key teacher structures aligned to the academic priorities and then following up to coach and observe the Instructional Coach executing that structure. With TNTP really focusing on being an advisor to Isanti leaders, there will be significant opportunity for the Instructional Coach to fully live into all the responsibilities of that role.

Part of ensuring that there is strong, coherent K-8 Instructional Structures will be continuous communication of the instructional leaders of the school, including the Instructional Coach, Director of SPED, and School Principals through the implementation of team meetings held on a consistent basis. The purpose of these meetings will be to reflect on progress of implementation, problem solve challenges, and review quantitative and qualitative data to ensure we are on track toward our student outcomes. TNTP will be able to support in the planning and execution of these meetings, but an Isanti leader should be the primary voice and leader of these meetings.

High School Design Implementation

Isanti High School, in addition to being included in the Priority Plan work, has been newly re-identified as a Comprehensive Support school. The work to identify goals has been performed in conjunction with the school improvement work led by NDE. The work to reflect on school performance, identify root causes, and generate interventions for the school was performed by a working group consisting of the Superintendent, Instructional Coach, Director of Special Education, Elementary Principal, School Counselor, ESU 1's School Psychologist and Parent Educator. A continued barrier to momentum on this work is that the Superintendent has been acting as High School administrator from November 2023. TNTP has supported with the recruitment and selection of qualified candidates who will ideally be in place before the 2024-2025 school year.

Much of the discussion on school improvement has surfaced the importance of consistent leadership, stronger community engagement, and rebuilding of a positive climate for students and staff. The emergent theory of action from the Comprehensive Needs Assessment and SFI planning is that the Isanti High School needs to:

1. develop a vision for the student experience that is connected to their Dakota identity and relevant to their future service to their community
2. create and cultivate a leadership team invested in and capable of creating a positive school climate for all, and
3. strengthen ties to the community to enhance support of students in all areas.

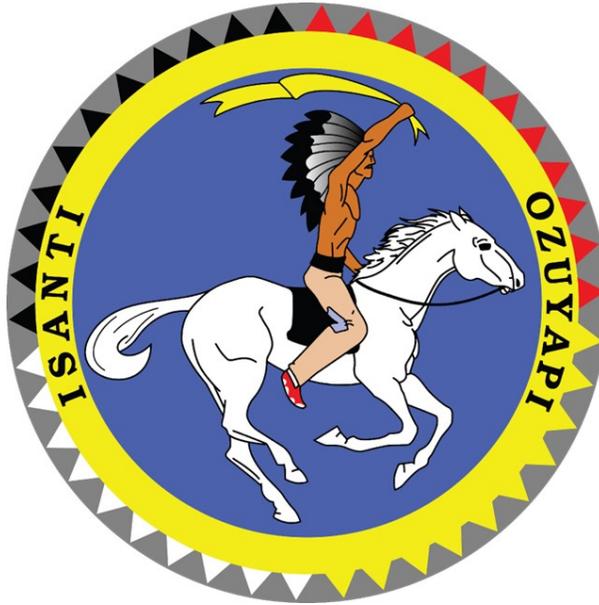
The key partnerships section outlines more about this engagement, but TNTP is hoping to continue to work with Ha'hanna Consulting, using a framework developed by Tamera Miyasoto and Savannah Greseth, called Wo'awacin Spirals, focusing on **Program Structure** and **Relativeship**. This process will help engage students, community, and staff in the creation of a local, place-based vision for the school that can center students' understanding of themselves as Isanti Dakota. It can also serve as structure for school climate – creating mechanisms through which adults engage with students, with one another, and with families toward realization of that vision. In 2023-2024, school leaders will formally engage in this framework at least once a month, engaging an advisory circle identified to reflect on areas of growth.

It is through this engagement framework that the school will be able to design interventions that will meet the needs of the community to improve AQuESTT indicators and the CSI goals.

2023-24

Student Handbook

Isanti Community School



WARRIOR PRIDE

STUDENT HANDBOOK ISANTI COMMUNITY SCHOOLS 2023-2024

TABLE OF CONTENTS

Foreword

		Daycare	PreK	K-6	7-12
Section 1	Intent of Handbook	6	6	6	6
Section 2	Members of Board of Education	6	6	6	6
Section 3	Administrative Staff	7	7	7	7
Section 4	Teaching Staff	7	7	7	7
Section 5	Support Staff	8	8	8	8

Article 1: Mission and Goals

		Daycare	PreK	K-6	7-12
Section 1	School Vision/Mission and Virtues	11	11	11	11
Section 2	Grievance Procedure	12	12	12	12

Article 2: School Day/Calendar

		Daycare	PreK	K-6	7-12
Section 1	Calendar	13	13	13	13
Section 2	Daily/Shortened Schedules	14	14	14	14
Section 3	Severe Weather and Cancellations	15	15	15	15
Section 4	Supervision Responsibility Before/After School	16	16	16	16

Article 3: Use of Building and Grounds

		Daycare	PreK	K-6	7-12
Section 1	Visitors	17	17	17	17
Section 2	Smoke-Free and Peanut-Free Environment	17	17	17	17
Section 3	Care of School Property	17	17	17	17
Section 4	Required Materials for Courses	18	18	18	18
Section 5	Lockers	18	18	18	18
Section 6	Personal and School Property Searches	18	18	18	18
Section 7	Video Surveillance	19	19	19	19
Section 8	Use of Telephone	19	19	19	19
Section 9	Student Valuables	19	19	19	19
Section 10	Lost and Found	19	19	19	19
Section 11	Accidents	19	19	19	19
Section 12	Laboratory Safety Glasses	19	19	19	19
Section 13	Insurance	19	19	19	19
Section 14	Communication and Announcements	20	20	20	20
Section 15	Copyright and Fair Use Policy	20	20	20	20

Article 4: Attendance

		Daycare	PreK	K-6	7-12
Section 1	Attendance Policy and Procedures	21	21	21	21
Section 2	Attendance and Absence	21	21	21	21
Section 3	Make-up Work	24	24	24	24
Section 4	Attendance for Activities	24	24	24	24
Section 5	Truancy Policy	25	25	25	25

Article 5: Scholastic Achievement

		Daycare	PreK	K-6	7-12
Section 1	Grading System			26	26
Section 2	Graduation, Honors, and Yearly Course Requirements			26	26
Section 3	Promotion and Retention			28	28
Section 4	Schedule Changes			28	28
Section 5	Progress/Report Cards		28	28	28
Section 6	Parent-Teacher Conferences	28	28	28	28
Section 7	Honor Roll			28	28
Section 8	Academic Integrity			29	29

Article 6: Support Services

		Daycare	PreK	K-6	7-12
Section 1	Special Education Services	31	31	31	31
Section 2	Section 504 Plans	31	31	31	31
Section 3	Guidance and Mental Health Services		32	32	32
Section 4	Health Services	33	33	33	33
Section 5	Transportation Services		35	35	35

Article 7: Drugs, Alcohol, and Tobacco

		Daycare	PreK	K-6	7-12
Section 1	Drug-Free Schools: Education and Prevention	37	37	37	37
Section 2	Standards of Student Conduct Pertaining to Drugs, Alcohol, and Tobacco	38	38	38	38

Article 8: Student Rights, Conduct, Expectations, and Regulations

		Daycare	PreK	K-6	7-12
Section 1	Purpose of Student Conduct Rules	40	40	40	40
Section 2	Behavior Intervention Structure	40	40	40	40
Section 3	Student Conduct Expectations			42	42
Section 4	Reporting Student Law Violations			55	55

Article 9: State and Federal Programs

		Daycare	PreK	K-6	7-12
Section 1	Notice of Nondiscrimination	56	56	56	56
Section 2	Designation of Coordinator(s)	56	56	56	56
Section 3	Anti-discrimination and Harassment Policy	56	56	56	56
Section 4	Multicultural Policy	58	58	58	58
Section 5	Notice to Parents of Rights Afforded by Section 504 of the Rehabilitation Act of 1973	58	58	58	58
Section 6	Notification of Rights Under FERPA	59	59	59	59
Section 7	Notice Concerning Disclosure of Student Recruiting Information	60	60	60	60
Section 8	Notice to Parents of Students in Programs Receiving Title I Funding	61	61	61	61
Section 9	Student Privacy Protection Policy	61	61	61	61
Section 10	Parent and Family Involvement Policy	64	64	64	64
Section 11	Pregnant and Parenting Student Policy	67	67	67	67
Section 12	Homeless Students Policy	69	69	69	69
Section 13	Breakfast and Lunch Programs	70	70	70	70

Article 10: Extracurricular Activities: Rights, Conduct, Rules, and Regulations

		Daycare	PreK	K-6	7-12
Section 1	Extracurricular Activity Philosophy				74
Section 2	Extracurricular Activity Code of Conduct				86
Section 3	Eligibility Policy				100
Section 4	Academic Standards				100
Section 5	Team Selection and Playing Time				100
Section 6	Student Celebrations				101
Section 7	Relationships Between Parents and Coaches/Sponsors				101
Section 8	Good Sportsmanship: Behavior Expectations of [Players and] Spectators				103
Section 9	Student Fees and Equipment				103

Article 11: Early Childhood Center

		Daycare	PreK	K-6	7-12
Section 1	Infant/Toddler-Little Warriors Learning Center	105			
Section 2	Little Warriors Preschool		109		
Section 3	Little Warriors Expectations		113		
Section 4	Early Entrance		113		

Article 12: Parent and Student Signature Pages

		Daycare	PreK	K-6	7-12
Section 1	Athletics Forms	114	114	114	114
Section 2	2023-2024 Parent and Student Handbook Signature Pages	116			
Section 3	Health Forms			118	118

Isanti Community School Student Handbook

2023-2024 School Year

Foreword

Section 1 Intent of Handbook

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Isanti Community School. Each student is responsible for becoming familiar with the handbook and for the information contained within. Parents are encouraged to use this handbook as a resource to assist their child in following the rules at Isanti Community School.

Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all-encompassing or to cover every situation and circumstance that may arise during the school year. This handbook does not create a “contract.” The administration reserves the right to make decisions and rule revisions at any time to implement the educational program and to assure the well-being of all students. The administration will be responsible for interpreting the rules contained in the handbook. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, as well as state and federal statutes and regulations.

Section 2 Members of the Board of Education

Stacy Johnson	Board President
Susan Pike	Vice President
Lindarae Starlin	Secretary
Waylon LaPlante	Treasurer
Anita LaPointe	Member
DeWayne Wabasha	Member

Section 3 Administrative Staff

David Mroczek	Superintendent
Cindy Nagel	PK-8 Principal
Shawn McDiffet	9-12 Principal
Noella Eagle	9-12 Assistant Principal
John Brazell	Business Manager
Miranda Fuhrer	Business Manager & Early Childhood Director

Section 4 Teaching Staff

Name	Title
Shayna Balvin	Pre-K 4 year old Classroom
Sara Bathke	Special Education MS-HS & SUB
Mildred Calugan	Special Education ELE & MS SS & HS Physc
Tashina Denney	Pre-K 3 year old Classroom
Lorie Anne Estrada	6-8 Science & Intervention
Jessica Fischer	Grade 2
Jordan Foos	9-12 Science & ELA Comp
Delberta Frazier	STEM & Family and Consumer Sciences
Myles Frazier	K-12 PE & Health
Ken Hajek	HS Transitions & Activities Director
Taylor Hamilton	Grade 5 /Substitute
Harold Jones	Full Time Substitute
Nephtys Justo	Grade 3
Tammy Kester	Title I
Calvin Krogman	8-12 Math
James Larson (Tuff)	9-12 Industrial Technology & PE
Bailey McCain	Special Education ELE Transitions

Patricia McGlone (Megan)	School Psychologist
Raya Nagel	Grade 4
Jessica Purviance	9-12 Social Studies & 12th Grade ELA
Emily Romkema	Operations Manager & Technology Director
Hannah Rygaard	Special Education 9-12
Mary Snowdon	Guidance Counselor
Jill Stark	Librarian & 5th Grade ELA
Amanda Steffen	Kindergarten
Breann Sweeney	Grade 1
Miles Thomas	Title I
Cultural Director	Cultural Director
Kristen Tucker	6-8 ELA
Soulykha Wanawan	Special Education K-5
Dena Wronko	Instructional coach
John Zilla	5-7 Math

Section 5 Support Staff

Name	Title
Jeremy Archambeau	Custodian
Jody Archambeau	Paraeducator - MS & ELA
Ruth Bathke	Administrative Assistant/Data Steward/Registrar
Isaac BearShield Denney	Custodian
Holly Bouza	Paraeducator- Behavior
Liz Brandt	Health Aide -Office Assistant
Carol Brandt-Denney	Bookkeeper
Chelsey Chohon	Nurse
Judi Coffman (Sherri)	Food Service

Georgianna Denney	Paraeducator EC Toddler Classroom
Laci Denney	Paraeducator EC Toddler Classroom
David Freemont	Paraeducator - Transitions
Stacy Fritz	Food Service Manager
Bobbie Jo Goodteacher	Paraeducator- Grade 2
Corrina Harte	Paraeducator - HS & Culture
Dawn Hefner	
Jake Hernadez	Paraeducator - HS
Deanna(Annie) Jessen	Paraeducator - Grade 1
Cody Johnson	Paraeducator - MS & Science
Paula Johnson	Receptionist
Phillip Johnson, Jr	Custodian
Katelynn Justo	Paraeducator
Cecelia Klug	Food Service
Shandara Lee	Para Educator EC - Infant Classroom
Juan Lucas	Custodian
Jonathan Lucas-Melgoza	Custodian
Cheryl Moose	Paraeducator 5th & K-5 Zearn
Jessica Pike	Paraeducator PK - 3 yr old Classroom
Melvin Pike	Maintenance
Brooke Redowl,	Paraeducator EC - Infant Classroom
Daniel RedOwl	Paraeducator - Kindergarten
Shania RedOwl	Paraeducator PK & Culture
Miranda Roberts	Paraeducator - Interventions & Burst K-5
Sianne Schoenfeld	Paraeducator PK 4 yr old Classroom
Claris Smith	Paraeducator EC - Infant Classroom
Deb Tangeman	Library Aide

Cetan Thomas	Culture Associate
Natalie Torrez	Truancy Diversion Officer
Tori Tuttle	Culture Associate
Isabella Whipple	Paraeducator - Grade 2
Sheldon Whipple	Paraeducator - Kindergarten
Bianca White	Paraeducator - Intervention & MS-Math

Article 1: Mission and Goals

Section 1 School Vision/Mission and Virtues

Vision Statement

Isanti Community School ensures all students are prepared to be successful members of society.

Mission Statement - [policy 1003](#)

Isanti cares for students through career exploration, cultural growth, character development, and community involvement.



Warrior Virtues

Wo'okiya – to listen, help or aid

Wounds'ida - compassion

Wacantohnaka - generosity - sharing time, talent, experience

Wo'waditaka - fortitude -discomfort is ok..it means we are growing

Wo'wicada - truthfulness, honesty

Wo'wicaka - faith, belief, trust, (or truthfulness is penciled in, what is correct?)

Wo'ohoda - politeness, respectfulness, respect.

We pledge by our actions to:

Be Safe

Be Responsible

Be Respectful

Be Healthy

Section 2 Grievance Procedure

In some instances a student may feel justified in questioning a school official's decision with regard to grades, disciplinary action, or general welfare. To facilitate communication and proper channels of command, the following guide has been developed. The "days" referred to in these procedures are school days, Monday through Friday.

Level I - The aggrieved student will arrange a private conference with the staff member involved, in an agreed-upon time and location within the school. Two days prior to the conference, the aggrieved party (student) will submit to the staff member a brief statement indicating the nature of the grievance. Within three days following the conference, the staff member will submit to the student a written decision regarding the grievance.

Level II - If the aggrieved party is not in agreement with the staff member's decision, he or she may appeal it to the principal within three days of receipt of the decision. Within five days of receipt, the principal will rule on the appeal and submit his or her decision in writing to the aggrieved.

Level III - If the aggrieved party is not satisfied with the decision of the principal, he or she may appeal the decision to the superintendent of schools. The aggrieved has five days to appeal upon receipt of the principal's decision. The superintendent, in cooperation with the board of education, will reach a decision within seven days of involvement in the process, or three days before the next school board meeting, whichever occurs sooner.

Level IV - The aggrieved party may be placed on the agenda of the regular school board meeting with the right to defense by an attorney and cross-examination of person(s) accusing. All proceedings of such a meeting are confidential and shall be reduced to writing containing no evidence other than that arising from the original grievance. With regard to district chain-of-command, the decision of the school governing body (board) is final.

Isanti Community Schools Calendar

2023-2024



This calendar was approved by the Isanti Community School Board of Education on 3/21/23.

* The board of education reserves the right to change the school calendar to respond to emergencies or other unforeseen circumstances.

Calendar Color Key

- New Staff Orientation
- No School for Students and Staff
- Staff Development
- School Day
- 10:00am Late Start for Students(morning PD)
- 1:00pm Dismissal for Students and Staff
- Potential Snow Make-up Days

School Day From 8:15 - 3:30

2022-2023 Grading Terms Summary			
Term	Dates	Student Days	Teacher Days
1st Quarter	Aug. 3 - Oct. 6	41	44
2nd Quarter	Oct. 10 - Dec.13	42	46
Semester 1	Aug. 3 - Dec. 13	83	90
3rd Quarter	Jan. 4 - Mar. 7	43	46
4th Quarter	Mar. 12 - May 17	45	49
Semester 2	Jan. 4 - May 17	88	95
Year Total	Aug. 3 - May 17	171	185

July						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

July 26 - 28 Administrator Days

August						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Aug. 1-2 Teacher In-Service
 Aug. 3 First day of School 10am start
 *** No School on Fridays in August

September						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Sept. 4 Labor Day
 Sept. 29-30 LNI Volleyball

October						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Oct. 9 Native American Day
 Oct. 19 Parent Teacher Conferences

November						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Nov. 11 Veterans Day, *observed*
 Nov. 22 1pm dismissal
 Nov. 23-24 Thanksgiving Break

December						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Dec. 13-16 LNI Basketball
 Dec. 14-15 Snow Make-up
 Dec. 21-Jan. 3 Winter Break
 Dec. 26 Day of Remembrance

January						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Jan. 1 New Year's Day
 Jan. 15 MLK Jr. Day

February						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

Feb. 19 President's Day

March						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Mar. 8-11 Spring Break
 Mar. 29 Good Friday

April						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

April 1 Easter Monday

May						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

May 3 Graduation
 May 17 Last Day of School
 20-21 Teacher In-service

June						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Article 2: School Day

Section 2 Daily Schedules

High School

Regular Day			1pm Dismissal			10am Start	
Advisory	8:15 - 8:21		Advisory	N/A		Advisory	N/A
Period 1	8:24 - 9:18		Period 1	8:15 - 8:48		Period 1	10:00 - 10:40
Period 2	9:21 - 10:15		Period 2	8:51 - 9:25		Period 2	10:43 - 11:23
Period 3	10:18 - 11:12		Period 3	9:28 - 10:02		Period 3	11:26 - 12:06
Period 4	11:15 - 12:09		Period 4	10:05 - 10:39		Lunch	12:06 - 12:36
Lunch	12:09 - 12:39		Period 5	10:42 - 11:16		Period 4	12:39 - 1:19
Period 5	12:42 - 1:36		Period 6	11:19 - 11:53		Period 5	1:22 - 2:02
Period 6	1:39 - 2:33		Period 7	11:56 - 12:30		Period 6	2:05 - 2:46
Period 7	2:36 - 3:30		Lunch	12:30 - 1:00		Period 7	2:49 - 3:30

Middle School

Regular Day			1pm Dismissal			10am Start	
Period 1	8:30 - 9:30		Period 1	8:15 - 9:04		Period 1	10:00 - 10:49
MS Specials	9:32 - 10:02		MS Specials	N/A		MS Specials	10:51 - 11:09
Period 2	10:04 - 11:04		Period 2	9:06 - 9:54		Period 2	11:11 - 12:00
Period 3	11:06 - 12:06		Period 3	9:56 - 10:44		Lunch	12:00 - 12:30
Lunch	12:06 - 12:36		Period 4	10:46 - 11:04		Period 3	12:32 - 1:21
Period 4	12:38 - 1:09		Period 5	11:06 - 11:24		Period 4	1:23 - 1:44
Period 5	1:10 - 1:40		Period 6	11:26 - 11:44		Period 5	1:46 - 2:09
Period 6	1:41 - 2:11		Period 7	11:46 - 12:04		Period 6	2:11 - 2:34
Period 7	2:12 - 2:42		Period 8	12:06 - 12:30		Period 7	2:36 - 2:59
Period 8	2:44 - 3:30		Lunch	12:30 - 1:00		Period 8	3:01 - 3:30

Elementary School

Elementary class schedules vary on a grade-by-grade basis. Please refer to your child's teacher for the daily schedule. Specials and lunch times can be found below:

Regular Day			1pm Dismissal			10am Start	
Specials	8:30 - 9:30		Specials	8:30 - 9:20		Specials	10:00 - 10:50
K-2 Lunch	11:30 - 12:00		K-2 Lunch	11:30 - 12:00		K-2 Lunch	11:30 - 12:00
3-5 Lunch	12:00 - 12:30		3-5 Lunch	12:00 - 12:30		3-5 Lunch	11:45 - 12:15

Breakfast on Regular days is from 7:45am - 8:15am. On late start days, Breakfast is grab and go. Regular dismissal time for PK is 3:15pm, k-12 is 3:30pm.

Section 3 Severe Weather and Cancellations

Weather-Related School Closing - [policy 6026](#)

The Superintendent will occasionally announce an emergency early school dismissal, late start, or cancellation of school due to extreme heat, snow, or ice. School closing will be announced on social media and through the district platform for communication. Parents should assume that school is open and a regular schedule is being followed if there is no announcement concerning the school district. Please do not call the school or individual staff members to find out whether school is being canceled. Parents who do not believe it is safe to transport their students to school may keep their students home after contacting the district office.

Unless the administration determines that it is permissible for the activity to continue as scheduled, all activities will be canceled or postponed in the event that school has been called off for inclement weather or any other reason as determined by the administration. Unless the administration determines that it is permissible for the activity to continue as scheduled.

Decision to Close School

A decision to close school is made when forecasts by the weather service and civil defense officials indicate that it would be unsafe for students and staff to go to school. If possible, a decision about the next school day will be made by 9:00 PM and transmitted through the automated school messenger phone system. An early decision is not always possible due to uncertain weather conditions. School officials will monitor conditions and make a decision as soon as possible.

School Closures During the Day

Every attempt will be made to avoid closing school once classes are in session. In some instances, closing school during the day is necessary to ensure students and staff return home safely before a storm hits. In these cases, as much advance notice as possible will be given to parents. If school is closed during the day, the notice will be broadcast by social media and through the district platform for communication; parents should have a plan in place to accommodate these circumstances. The school will contact other agencies in the community as well.

What Not To Do

School officials are not permitted to release students from the school building during a tornado warning. Tornado safety procedures are practiced by students and staff members. Parents are urged not to call radio and television stations or the school during severe weather. Every effort will be made to provide accurate and timely information through the media.

Drills and Response Systems

Isanti Community School has a signal for evacuation or movement to safe areas of the building. Regular drills are held as required by law throughout the school year. There are procedures in place for lockout, lockdown, evacuation (fire, chemicals, etc.), and shelter (tornado) drills and incidents.

Coats and Boots

Elementary students must wear coats outdoors when the weather makes it advisable. The staff will decide when coats are required for recess. Elementary students may choose to wear over shoes or boots when the playground is wet or muddy. Waterproof boots worn to school should be taken off and regular shoes worn during the day. Boots worn to school must be marked with the student's name.

Section 4 Supervision Responsibility Before/After School

Arrival at School / Dismissal From School

School doors are unlocked at 7:45 AM for breakfast. **Prior to that time, the school was not responsible for supervision of students.**

Students will be dismissed at the end of the last period of the school day, except in the event of circumstances such as early dismissal or detention. Upon dismissal, students must leave the school grounds and proceed home or to a previously designated location unless participating in a school-sponsored activity. **The school is not responsible for supervision of students once they have left the building.**

Certain days on the calendar are shortened days, meaning that the school day starts or ends at a different time from the normal schedule. Parents are strongly encouraged to be aware of late starts and early releases so that their children are not left in an unsupervised situation or without a means to get home upon dismissal.

Signing a Child In and Out of School

Students who come to school after the first class begins must sign in at the front desk before reporting to class.

Parents or guardians are required to sign their children out of school if they are leaving prior to the end of the day. The parent/guardian must report to the front desk for this purpose. If a child is being signed out, the school secretary will contact the appropriate classroom and indicate to the teacher that the child is leaving. Parents are not to go directly to the classrooms. The school will only release children to adults designated by the parent on the emergency contact list.

Special circumstances, such as court orders that impact the emergency contact list, require a copy of the document or written parental permission for the school to keep on file.

Supervision at Dismissal

Parents or guardians of children in grades Pre-K through 6, wherein the child does not use district-provided transportation after dismissal, may request that the school not release the child to walk home after dismissal unless the child is released to the parent/guardian, or an escort designated by the school.

Emergency Closing Procedures

Parents are requested to provide an emergency contact telephone number to have on file in the event of an emergency. If a parent does not have such a number or cannot be contacted, it will be assumed that the parent has instructed their children concerning the procedure they are to follow, should school be dismissed early. Realizing that the school might be unable to reach all parents, it is suggested that all children be advised as to what they are to do should they ever be dismissed early. It is recommended that parents give their children an alternate destination and that the building principal be made aware of this information.

If conditions allow and supervision is available in the event of an early dismissal, the child will be held in school until the normal dismissal time. If the parent/guardian has not arrived to pick up the child by the normal dismissal time, law enforcement or child protective services may be contacted to ensure the safety of the child.

Article 3: Use of Building and Grounds

Section 1 Visitors

Isanti Community School has implemented a secure access system for all exterior doors. Visitors must access the building through the front door by ringing the bell located to the left of the doors inside the vestibule. **All visitors must check in at the office, sign in, and wear a visitor's badge while visiting the school.** Parents, guardians, or grandparents visiting a child while in the classroom must get prior approval from the classroom teacher and the principal 24 hrs. in advance. All visitors must also sign out at the front desk when their visit is completed.

We want all stakeholders to feel welcome in our school and want to make sure that your visit is worthwhile. To ensure this, we ask that you call ahead and make arrangements to visit because there are times when the class may be engaged in an activity that is not well suited for visitors(ex: taking a test, substitute teacher, etc.). We encourage you to visit school anytime after the first week of school and before the last two weeks of school.

Students that do not attend Isanti Community School may not attend school during instructional times but are welcome during lunch with approval from the building principal 24 hours in advance. No visitor passes will be issued during the first two weeks or the last two weeks of the school year. Alumni students are allowed to visit with teachers before or after school or during the teacher's plan period.

Section 2 Smoke-Free and Peanut-Free Environment

Isanti Community School declares all of our school buildings and grounds to be smoke-free, tobacco-free, and peanut- and tree nut-free. Please refer to the [Peanut- and Nut-Free Policy](#) on the school website. Remember that this policy applies to all events held on school grounds.

Section 3 Care of School Property

Students are financially responsible for the proper care of all books, chromebooks, iPads, equipment, supplies, and furniture provided by the school. Damaged or stolen school property is the responsibility of the student to whom it is issued, or wherein such damage is caused or aided by the student.

Chairs, tables, or other equipment or furniture must never be removed from any room without consulting the teacher in charge of the classroom. A teacher's desk and its contents are school property and should never be touched by any student without the permission of the teacher or principal.

Students who disfigure property, break windows, or damage school property or equipment will be required to pay for the damage or replace the item.

Fines issued for damaged school property will be calculated based on the condition and replacement value at the discretion of the building administrator or designee.

All fines must be settled with the business manager prior to the release of the student's report card, school publications, and final grades. **Students with outstanding bills will not be allowed to participate in their class's senior trip.**

Section 4 Required Materials for Courses [policy 5045](#)

The district will provide or make available to students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts; chemical or chemical-physical classes that involve exposure to hot molten metals or other molten materials; milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials; heat treatment, tempering, or kiln firing of any metal or other materials; gas or electric arc welding or other forms of welding processes; repair or servicing of any vehicle; caustic or explosive materials, or laboratory classes involving caustic or explosive materials, hot liquids or solids, injurious radiations, or other similar hazards. Other required materials for specialized courses, such as musical instruments and reeds, paints and other art supplies, and technological equipment shall also be provided. Building administrators are directed to assure that such equipment is available in the appropriate classes and areas of the school buildings, teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

Section 5 Lockers [policy 5036](#)

Each high school student will be assigned a locker. Students must use their own lockers and are not to share lockers with other students for safety reasons. It is required that the locker be secured with a combination lock. Students will be provided a lock. Students are responsible for maintaining a clean locker and may be assessed a fine for damage to lockers. In accordance with the [Health Policy](#) listed on the school website, there should be NO food or beverage stored in school lockers.

Backpacks

Students are allowed to use and bring backpacks to school. Backpacks must be stored in students' lockers.

Water Bottles

Students will be allowed to carry a clear container of water. No colored fluids or non-clear bottles allowed.

Section 6 Personal and School Property Searches

Students' lockers, desks, computer equipment, and other such property are owned by the school, and therefore are subject to search. The school exercises exclusive control over school property. Random searches of lockers, desks, computers and other such property may be conducted at the discretion of the administration. Students are reminded that although backpacks are personal property, they are still subject to search when on school grounds.

The following rules shall apply to searches of students and of a student's personal property and to the seizure of items in a student's possession:

- A. School officials may conduct a search if there is reasonable basis to believe that the search will uncover evidence of a crime or a school rule violation. The search will be conducted in a reasonable manner.
- B. Illegal items or other items reasonably determined to be a threat to the safety of others or a threat to educational purposes may be taken and kept by school officials. Any firearm or other weapon shall be confiscated and delivered to law enforcement officials.
- C. Items which may be or are reasonably expected to be used to disrupt or interfere with the

educational environment will be removed from student possession.

Section 7 Video Surveillance [policy 5063](#)

The board of education has authorized the use of video cameras on school property to ensure the health, welfare, and safety of all staff, students, and visitors, and to safeguard district facilities and equipment. Video cameras may be used in locations as deemed appropriate by the superintendent.

Notice is hereby given that video surveillance may occur on district property. In the event an audio-video surveillance recording captures a student or other building user violating school policies or rules or local, state, or federal laws, the audio-video surveillance recording may be used in appropriate disciplinary proceedings against the student or other building user and may also be provided to law enforcement agencies.

Students and parents/guardians should be aware that privacy laws will be enforced once a video has been recorded which may prohibit viewing of the evidence.

Section 8 Use of School Telephone

Use of the phone will only be granted during sickness or emergency. The student must make every effort to use the phone only during the lunch period or between classes. Use of the phone is not an excuse to be tardy to class. Use of the school phone requires approval from front office staff, the nurse/health aide, or administration prior to use.

Section 9 Student Valuables

Students are responsible for their personal property. Students are cautioned not to bring large amounts of money or items of value to school.

Section 10 Lost and Found

Students who find lost articles are asked to take them to the front office. If articles are lost at school, report that loss to front office personnel.

Section 11 Accidents

Every accident in the school building, on the school grounds, at practice sessions, or at any athletic event sponsored by the school must be **reported immediately to the building principal**. This notification needs to be followed up with a written report of the event within a 24-hour period of time.

Section 12 Laboratory Safety Glasses

As required by law, approved safety glasses will be required of every student and teacher while participating in or observing vocational, technical, industrial technology, science, and art classes. All visitors to these areas must check out a pair of safety glasses when entering any of these areas.

Section 13 Insurance [policy 5025](#)

Under Nebraska law, the district may not use school funds to provide general student accident or athletic insurance. **The district requires that all student participants in athletic programs have**

injury and accident insurance, and encourages all students who are in classes with risk of personal injury or accident to have insurance coverage. The district does not make recommendations, nor handle the premiums or claims for any insurance company, agent, or carrier. Information about student insurance providers will be available in the school office or on school bulletin boards.

Section 14 Communication and Announcements

School Communications [policy 5019](#)

The school utilizes a variety of methods of communication in order to share information with parents and the community. School events and activities may be advertised via Messenger, the website, the school Facebook page, the monthly newsletter, and school and community bulletin boards. Additional notes may be sent home with students.

Use of Bulletin Boards [policy 5042](#)

Bulletin boards and display cases are available for school-related and approved materials to be posted and displayed. Posters to be used in the halls or materials for distribution need to be approved by the building principal or designee. Students may not post any material containing any statement or expression that is libelous, obscene, or vulgar; that would violate board of education policies, including the student code of conduct; or that is otherwise inappropriate for the school environment. Posters are not to be attached to any painted wall surfaces. Place posters on marble, glass, metal, brick, and wood. The person or organization responsible for distributing the posters must be identifiable on the publication and ensure that all posters are removed within forty-eight hours after the event.

Section 15 Copyright and Fair Use Policy

It is the school's policy to follow federal copyright law. Students are reminded that, when using school equipment and when completing coursework, they also must follow the federal copyright laws. The federal copyright law governs the reproduction of works of authorship. Copyrighted works are protected regardless of the medium in which they are created or reproduced; thus, copyright extends to digital works and works transformed into a digital format. Copyrighted works are not limited to those that bear a copyright notice.

The "fair use" doctrine allows limited reproduction of copyrighted works for educational and research purposes. The relevant portion of the copyright statute provides that the "fair use" of a copyrighted work, including reproduction "for purposes such as criticism, news reporting, teaching (including multiple copies for classroom use), scholarship, or research" is not an infringement of copyright. The law lists the following factors for determining whether a particular use of a copyrighted work is a permitted "fair use," rather than an infringement of the copyright:

- A. The purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes
- B. The nature of the copyrighted work
- C. The amount and substantiality of the portion used in relation to the copyrighted work as a whole
- D. The effect of the use upon the potential market for or value of the copyrighted work

Although all of these factors will be considered, the last factor is the most important in evaluating whether a particular use is "fair." Students should seek assistance from a faculty member if there are any questions regarding what may be copied.

Article 4: Attendance

Section 1 Attendance Policy and Procedures

Enrollment

Before a student enrolls at Isanti Community School, a copy of the child's state birth certificate and registration packet must be turned in to the front office. In addition, students must have a physical examination, current and up-to-date immunization record (or refusal of such), and an eye examination prior to beginning kindergarten. Out-of-State transfers are also required to have a physical on file prior to starting school.

Attendance Policy - [policy 5001](#)

Regular and punctual student attendance, being present in the classroom for at least 154 days or the hourly equivalent, is a mandated requirement of federal, state, and tribal law. The administration is responsible for developing further attendance rules and regulations, and staff is responsible for assisting in the enforcement of these rules and regulations. Students and parents are responsible for developing behaviors that will result in regular and punctual attendance.

Any administrator, teacher, or member of the Isanti Board of Education who knows of any failure on part of a parent and/or child age 6 to 18 years of age to attend school regularly without lawful reason shall immediately report such violation to the Isanti Community School administration. The administration shall initiate an investigation of such report, and ICS, in conjunction with Isanti community resources, will enforce mandatory attendance policies and procedures accordingly.

Attendance Officer

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

Tardy Policy

Students will be considered tardy to class if they are not in their classroom when the tardy bell rings. A student in K-12th grade who misses less than one half of a class period and does not have a pass from a teacher or administrator will be counted as tardy; a student who misses more than one half of a class period without a pass will be counted as absent.

Checkin and Checkout Procedure

Students who must leave school for any reason during the school day must be cleared in advance by a note or phone call from the student's parent or legal guardian. The student must check out at the front desk before leaving. Upon returning to school that same day, students are expected to sign in at the office.

Walkout of School

Students who leave the building without permission and without signing out in the proper manner will be considered truant, identified as a "walkout of school," and counted absent. Authorities will be notified.

Walkout of Classroom

Students who leave class without permission will be counted absent, and will be reported to the building administrators. Students will be expected to make up time missed after school, with progressively more serious consequences for repeated occurrences.

Section 2 Absences

Absence Procedure

Parents are asked to call school before 8:15 AM if their child will be absent for the day. The school will contact parents via the automated messaging system, phone call, email or social media, when a student fails to report to class.

Excused Absences

The following absences will be considered excused if they are confirmed by communication to the school's front office staff from the student's parent/guardian, by 9:00 a.m. the day of the absence when possible:

1. Physical or mental illness of the student (a physician's verification is required after four (4) consecutive days of absence for illness)
2. Severe Weather
3. Medical appointments for the students
4. Death or serious illness of the student's family member
5. Attending a funeral, wedding or graduation
6. Appearance at court or for other legal matters
7. Observance of religious or cultural holidays or events of the student's culture or faith
 - a. Whenever possible the student will make the principal aware of the cultural and/or religious event and have assignments made up in advance. The student will be required to write a paper or make an oral report to a class concerning the event.
8. College planning visits
9. Any absence deemed an excused absence by the Superintendent in consultation with the building principal and counselor.

Unexcused Absence

Any absence that is not an excused absence

Absences due to illness

The school district will contact parents if a student becomes ill at school. If the nurse (or her designee), sends a child home due to illness they will be marked excused for the remainder of the day. Any following days missed due to illness, a Dr. Note will be required for attendance purposes. A student who is absent due to illness has two days for every day of absence to complete missed assignments.

Planned absences

Parents who know in advance that a student will be absent must call the school or send a written note at the earliest possible date. Students who will be absent for reasons that can be anticipated, such as routine medical appointments and school activities, must complete any work required by the teachers before the absence. Parents should make every attempt to schedule medical and other appointments after school hours when possible.

Students are obligated to:

- 1) Complete all class work in advance for any absence that can be anticipated.

- 2) Attend school a ½ day before attending practice or participating in a scheduled student activity except in cases of family emergencies or pre-arranged absences.
- 3) Check out of school at the office if leaving school during the school day.
- 4) Make up any and all work that is assigned by teachers as make-up work for the instructional time that has been missed.

Parents are obligated to:

- 1) Call the appropriate building office to inform the school of the reason for each absence.
- 2) Submit a doctor's statement, if requested, for each period of absence due to illness that exceeds five days.

Same Day Absences

When a student returns to school after an absence during that school day, he or she will check in with the office and be issued an admittance slip before returning to class.

Chronic Absence policy [5001.1](#)

Parents/guardians will receive a letter when their student accumulates three, five, and ten days of absences, excused absences included.

Excessive Absenteeism

Procedures for dealing with absences:

1. The building principal/or designee will contact the student's parent/guardian on any absence.
 - a. If contact cannot be made by phone the principal/or designee will visit the parent/guardian at home to determine the cause of the absences.
 - b. A determination will be made of the cause of the absence, and if the absences become chronic the principal/or designee will convene a team to develop a strategy to rectify the issue. (ex. provide transportation if needed)
2. After three (3) unexcused absences or ten (10) total absences in a semester, the principal/or designee will write a letter to the parent documenting the absences, and setting up a meeting with the parent/guardian, students, principal, counselor and first responder to develop a plan to:
 - a. Discover the reasons for the absences
 - b. Identify those individuals who can have a positive impact on student's attendance
 - c. Set a goal for future attendance
 - d. Develop strategies to deal with any future attendance issues
 - e. Set up additional meetings to address attendance issues
3. After ten (10) all absences in a semester, in each class, the parent and child will meet with the Superintendent to determine:
 - a. **Steps to earning credit in classes** as a high school student
 - b. **Determine a time to make up minutes to earn credit**
 - c. Develop consequences if attendance issues continue
 - d. To determine if a letter should be written to the tribal court outlining attendance issues.
 - e. Any other consequences or remedies the superintendent feels would be appropriate to address the attendance issues.
4. If, after meeting with the Superintendent, the parent is not happy with the determination made, the parent/guardian may appeal the decision to the full Isanti Community Schools Board of Education.

Section 3 Make-up Work

Middle/High School

Late or missing work will be recorded as an incomplete grade (0 INC). Students with incomplete or missing grades recorded are encouraged to attend AM(8:00-8:30) or PM(3:30-4:00) study sessions in the library, which is time set aside for students to complete missing work, daily until the work is made up. Students consistently not completing work will be placed in the Lunch study session. The student has the responsibility to contact teachers regarding make-up assignments. **It is the student's responsibility to ensure that he or she makes up this work.**

Elementary

K-6 students are permitted 2 days to make up missing work following an absence. Teachers are to use professional judgment when assisting a student with extended absences and allotting extended time. Students may be required to complete missing work during any non-academic time. If a student feels that he or she is not given a reasonable amount of time to complete the make-up work, the student/parent may discuss the issue with the principal. The principal has the authority to extend the make-up time if it is determined additional time is required.

Section 4 Attendance for Activities

Students must attend a half day of school to be eligible to participate in or attend any school activity. Activities include sports contests, practices, dances, etc. Failure to attend on that day will result in a student being withheld from participation and/or attendance in the activity. *The administration retains the right to grant participation should exceptional circumstances prevail.*

After ten absences in a semester, a student is no longer allowed to participate in or attend any school activity for that semester (including holiday tournaments), unless students have made up their education time as described in section 5. This attendance procedure will reset at the beginning of the second semester. **Additionally, seniors who accrue ten absences or more in the first semester may be excluded from participating in or attending graduation, unless the student has made up for their excessive absences and has completed work to bring grades to passing over the 10 absences regardless of whether they earn their diploma.**

The administration will determine whether or not an absence qualifies as excused. The administration will investigate the reason for the unexcused absences, and will work towards eliminating the cause of unexcused absences.

Appeal to the board: If a student or the student's parents believe that the administration has unfairly characterized an absence as unexcused, the student or the student's parents may request that the administration place the issue on the board agenda. To have it placed on the agenda, there must first be a majority vote of the administration in favor of placing the item on the agenda.

Make-up slips: All students participating in extracurricular activities or activities outside the school must complete a make-up slip to be signed by teachers to demonstrate that all classroom work has been made up prior to their participation in the activity, or the student will not be permitted to attend the activity.

Section 5 Truancy Policy

Truancy and habitual truancy are criminal offenses. Any administrator, teacher, or member of the board of education who knows of any failure on the part of any child age 6 to 18 to attend school regularly without lawful reason shall, within three days, report such violation to the superintendent. The superintendent shall immediately initiate an investigation of any such report. An investigation will occur:

- A. If a student has accumulated absences totaling three days or the hourly equivalent in a semester. At that time, the building administrator or designee will mail a letter to the parent/guardian of the student. This notification will also be sent to the appropriate Tribal entities as outlined by tribal law. Please note that once three days of absence are recorded, for any reason, letters will be sent home. At this point, the Student Assistance Team(SAT) Process will begin for that student, as an early intervention to facilitate success in attendance. The student and parent/guardian will attend a meeting with the SAT Team to develop a plan that will help the student successfully attend school.
- B. If a student has accumulated five absences, he or she will be turned over to the appropriate Tribal entities as outlined by tribal law, and a letter will be sent home. The SAT Team will review the plan and address any further needs identified.
- C. If a student has accumulated absences totaling 10 days or the hourly equivalent, the student will be expected to attend additional sessions to recover lost education time as determined by the building administrator or designee in order to retain credit for classes.

Article 5: Scholastic Achievement

Section 1 Grading System

Isanti Community Schools will use the letter grading system as follows in grades 6-12:

A	90-100	Excellent
B	80-89	Good
C	70-79	Satisfactory
D	60-69	Needs Improvement
F	Below 60	NO Credit Earned
INC	Incomplete course	(not included in GPA)
NP	Not passing	(not included in GPA)
P	Passing	(not included in GPA)

Each teacher should define for students and parents/guardians the grading procedures to be used in their classes.

Section 2 Graduation, Honors, and Yearly Course Requirements

Graduation

To participate in commencement exercises or receive a Isanti Community Schools diploma, a student must fully complete all requirements for graduation prior to the official commencement exercises, and complete other administrative requirements or conditions.

To be eligible for graduation from Isanti Community Schools, a student must have earned a minimum of 220 semester hours credit in grades 9-12 inclusive.

Satisfactory completion of the following courses must be presented in the candidate's record:

English	40 semester hours
Social Sciences	30 semester hours
Science	30 semester hours
Math	30 semester hours
P.E. and Health	15 semester hours
Career and Technical Education	15 semester hours
Fine / Practical Arts	15 semester hours
Electives	45 semester hours

Exceptions to these requirements may be made by the board of education upon recommendation from the superintendent; the board will support the recommendation with justifiable reasons. A complete record of the recommendation and of the action taken upon it by the board shall be included in the minutes. The candidates for graduation shall be presented to the board of education for approval.

Valedictorian and Salutatorian

- A. "Valedictorian" is an academic title conferred upon the student who delivers the closing or farewell statement at a graduation ceremony. The valedictorian is the highest academically ranked student among those graduating from an educational institution.
- B. "Salutatorian" is an academic title given to the second highest academically ranked student in the graduating class. Only the valedictorian is ranked higher. The honor is traditionally based on

grade point average (GPA) and number of credits taken, but consideration may also be given to other factors such as extracurricular activities. The title comes from the salutatorian's traditional role as the first speaker at a graduation ceremony, delivering the salutation, whereas the valedictorian speaks last, delivering the valediction. In a high school setting, a salutatorian may also be asked to speak about the current graduating class or to deliver an invocation or benediction. The general themes of a salutatorian speech and valediction are usually of growth, outlook towards the future, and thankfulness.

- C. Class rank is determined first by GPA, then highest average percent.
- D. GPA Calculation Methodology:

- 4 - A - 90-100
- 3 - B - 80-89
- 2 - C - 70-79
- 1 - D - 60-69
- 0 - F - <60
- All classes averaged and weighted equally

Qualifications for Valedictorian and Salutatorian

In order to be recognized with the title of valedictorian or salutatorian, a student must complete his or her two final semesters in entirety at Isanti Community Schools. Transfer students during their senior year may be recognized for their outstanding academic achievement, but will not be named as valedictorian or salutatorian.

Yearly Course Requirements

The following courses are required:

FRESHMEN (9th)

- English
- Math
- Science
- Social Science
- Physical Education

SOPHOMORES (10th)

- English
- Math
- Science

JUNIORS (11th)

- English
- Math
- Science
- American History
- Personal Finance/Financial Literacy

SENIORS (12th)

- English
- Government

In addition to the aforementioned coursework, students must attain the following credits over the course of their high school career:

Fine Arts/Practical Arts	15 credits
Career and Technical Education (CTE)	15 credits
Physical Education (PE)	15 credits

Students will be required to attain a minimum of 220 total credits required for graduation. Administration will be authorized to allow exceptions in sequence for transfer students. School-to-work experience and college coursework are also factored into the calculation of credits.

Students failing required classes will be rescheduled during the school year when possible. Summer school is only an option for credit recovery in grades 9-12 with approval by the principal. Students in grades 7-12 may be eligible for summer school in order to be promoted to the next grade with the approval of the principal. In all summer school cases, contracts will be required.

Section 3 Promotion and Retention

Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when it is determined by the professional staff and parent to be appropriate for the educational interest of the student. Students may only be retained in grades K-8.

Section 4 Schedule Changes

Students needing schedule changes should notify the counselor or principal immediately. Schedule changes will be made only during the drop/add period which occurs during the first three full days of each semester, with the approval of administration and appropriate school personnel.

Section 5 Progress/Report Cards

Various supplemental reports may be sent to parents throughout the school year concerning a student's performance. These reports describe student work of an exceptional nature or work that needs improving. Progress reports will be sent out midway through each quarter, or more frequently as the teacher determines. Included in the academic improvement reports will be a request for parents to contact the teacher by phone to discuss the student's progress. Report cards are issued within five school days after the end of each quarter. Letter grades are used to designate a student's performance.

Section 6 Parent-Teacher Conferences

Parent-teacher conferences will be held once a year. Refer to the school calendar for the schedule. Additional conferences may be scheduled by calling the school office at 402-857-2741 and making an appointment with the teacher.

Section 7 Honor Roll

The purpose of the honor roll is to recognize those students who demonstrate academic excellence. Honor Roll will be determined for first, second, third, and fourth quarters. Students will be recognized accordingly:

- A. Students receiving all As will be placed on the Gold Honor Roll.
- B. Students receiving all As and Bs will be placed on the Blue Honor Roll.
- C. All classes with a letter grade will count toward honor roll status, including core and noncore.
- D. Honor Roll lists are published in the Niobrara Tribune each quarter by Isanti Community School.

The guidance counselor and/or the director of student services will be responsible for computing the averages and making notifications about the honors.

Section 8 Academic Integrity

Policy Statement

Students are expected to abide by the standards of academic integrity set forth by their teachers and school administration. Standards of academic integrity are established in order for students to learn as much as possible from instruction, to earn grades that accurately reflect the level of learning and progress, to provide a level playing field for all students, and to instill appropriate values.

Cheating and plagiarism violate the standards of academic integrity. Sanctions will be imposed against students who engage in such conduct.

Definitions

The following definitions provide a guide to the standards of academic integrity:

"Cheating" means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation.

Cheating includes, but is not limited to:

- A. Tests (includes tests, quizzes, examinations, or other academic performances):
 - a. Advance Information: Obtaining, reviewing, or sharing copies of tests or information about a test before these are distributed for student use by the instructor.
 - b. Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulas in calculators, or other unauthorized material, devices, or information while taking a test except as expressly permitted.
 - c. Use of Other Student Answers: Copying or looking at another student's answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted.
 - d. Use of Other Student to Take Test: Having another person take one's place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.
 - e. Misrepresenting Need to Delay Test: Presenting false or incomplete information in order to postpone or avoid the taking of a test.
- B. Papers (includes papers, essays, lab projects, and other similar academic work):
 - a. Use of Another's Paper: Copying another student's paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.
 - b. Re-use of One's Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.
 - c. Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work.
 - d. Failure to Contribute to Group Projects: Accepting credit for a group project in which the student failed to contribute a fair share of the work.
 - e. Misrepresenting Need to Delay Paper: Presenting false or incomplete information in order to postpone or avoid turning in a paper when due.
- C. Alteration of Assigned Grades: Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.

"Plagiarism" means to take and present as one's own a material portion of the ideas or words of another, or to present as one's own an idea or work derived from an existing source without full and

proper credit to the source of the ideas, words, or works.

Plagiarism includes, but is not limited to:

- A. Failure to Credit Sources: Copying work (words, sentences, paragraphs, illustrations, or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.
- B. Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.

Sanctions

The following sanctions will occur for academic integrity offenses:

- A. Academic Sanction: The instructor will refuse to accept the student's work in which the cheating or plagiarism took place, assign a grade of "F" or zero for the work, and require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the event that the student completes the replacement test or project at a level meeting minimum performance standards, the instructor will assign an appropriate grade for the work. Credit for the class may be withheld pending successful completion of the replacement test or project.
- B. Report to Parents and Administration: The instructor will notify the principal of the offense, and the instructor or principal will notify the student's parent or guardian.
- C. Student Discipline Sanctions: Academic integrity offenses are a violation of school rules. The principal may recommend sanctions in addition to those assigned by the instructor, up to and including suspension or expulsion. Such additional sanctions will be given strong consideration wherein a student has engaged in a serious or repeated academic integrity offense or other rule violations, and wherein the academic sanction is otherwise not a sufficient remedy, such as for offenses involving altering assigned grades or contributing to academic integrity violations.

Article 6: Support Services

Section 1 Special Education Services

Under the Individuals with Disabilities Education Act (IDEA), it is the Isanti Community Schools district's legal obligation to locate, identify, and evaluate all children with disabilities or those who are suspected of having a disability and are in need of special education and related services. This includes children who are homeless, are wards of the State or Tribe, or are attending private schools regardless of the severity of the disability. To fulfill its obligation, Isanti Community Schools district offers special education diagnostic testing and programming for students who are suspected of having or who are determined to have a qualifying disability. Parents who have questions about the special education process, testing, or available programs that may benefit their child should contact a Isanti Community School administrator for more information.

What Does Special Education Mean?

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

IDEA Regulations

The school must ensure that the IEP Team for each child with a disability includes:

- A. The parents of the child
- B. Not less than one regular education teacher of the child
- C. Not less than one special education teacher of the child, or where appropriate, not less than one special education provider of the child
- D. A representative of the school
- E. An individual who can interpret the instructional implications of evaluation results and who may also be one of the other listed members
- F. At the discretion of the parent or the agency, other individuals who have knowledge or special expertise regarding the child, including related services personnel as appropriate
- G. Whenever appropriate, the child with a disability

In accordance with 34 CFR 300.321(a)(7), the public agency must invite a child with a disability to attend the child's IEP Team meeting if a purpose of the meeting will be the consideration of the postsecondary goals for the child and the transition services needed to assist the child in reaching those goals.

Section 2 Section 504 Plans

Section 504 of the Rehabilitation Act of 1973 is a federal law. This law makes it illegal for public schools to discriminate against children with disabilities. The definition of a student with a disability is specified as any otherwise qualified student, who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such impairment or is regarded as having such impairment. Examples of major life activities may include: seeing, hearing, breathing, walking, learning, communicating, thinking, concentrating, reading, or operation of major bodily functions. Section 504 requires that school districts provide a free appropriate public education (FAPE) to qualified students in

their jurisdictions who have a physical or mental impairment that substantially limits one or more major life activities.

A section 504 plan is a written document that ensures that students who have a disability will receive reasonable accommodations from their school district for accessing a free appropriate public education. If a parent or teacher thinks a child may need a 504 plan, they will need to contact the 504 Coordinator at Isanti Community Schools, and provide documentation, such as medical records, to determine the eligibility of that child. There is no formalized testing under the Section 504 process; however, the 504 group may consider the student's grades, MAPS scores, medical records, observations, and behavior data. After looking at the various pieces of information, the group decides if the child needs to be supported by a 504 plan. A single source of information cannot be the only information considered. If the child is in need of a Section 504 plan, a meeting will be held to develop one.

Section 504 only requires that a group of people who are knowledgeable about the child decide what services and supports the child will receive under the 504 plan. This team may consist of the 504 Coordinator, the classroom teacher, parents, principal, student, and school nurse if medical support is needed. When the 504 plan is completed by the 504 group, the parents will receive a copy of the plan.

The Section 504 plan will be reviewed annually at the building level with the 504 team to monitor the plan and make revisions if needed. A re-evaluation will be conducted every three years unless the parent and school personnel agree it is unnecessary. A review may be conducted more frequently if conditions warrant, or if the student's parents or teacher requests the re-evaluation. It will not be more than once a year unless parents and school agree otherwise. A copy of all materials, including yearly 504 Plans and re-evaluation, will be kept on file with the 504 Coordinator.

Section 3 Guidance and Mental Health Services

Isanti Community Schools employs a school guidance counselor and school psychologist for purposes of assisting students in their education by providing personal support. These individuals are available to help and will have access to any student who presents with an acute mental health issue or need for immediate support. This arrangement is designed to enable appropriate personnel to respond to students' social and emotional needs, assess level of risk, provide immediate intervention, and ensure the safety and well-being of all students and staff.

When a student returns to school after hospitalization (including 3 to 5 day mental health holds,) inpatient treatment, or detention stemming from criminal involvement, it is the parent's or guardian's responsibility to provide appropriate documentation of well being and readiness for the school environment if requested.

In certain cases, the school may require justified reassurances of student stability and/ or safety in the form of an outside evaluation.

The guidance department exists for the benefit of every student at Isanti Community Schools. The guidance services, including personal, educational, and vocational counseling, are available to the students. The doors to the guidance counselor's office are always open to the students. Parents are also welcome to confer with the guidance counselors. The purpose of the guidance department is to:

- A. Help each student get the most from his or her class work
- B. Help each student find his or her place in the extracurricular programs

- C. Help each student plan for his or her life's work
- D. Help each student with his or her personal problems
- E. Give students information on available scholarships
- F. Administer aptitude, interest, and achievement tests so students may realize their capabilities
- G. Assist students in the selection of an appropriate vocation

Section 4 Health Services

Student Illnesses

School health personnel will notify parents/guardians when a student needs to be sent home from school due to illness. Conditions requiring a student be sent home include: Temperature greater than 100° F., vomiting, diarrhea, unexplained rashes, or on determination by the school nurse or the health aide that the child's condition prevents meaningful participation in the educational program, presents a health risk to the child or others, or that medical consultation is warranted. Please also inform the school health office staff of health-related information important for the student's success in the classroom and/or safety at school.

Guidelines for Administering Medication

Whenever possible, children should be provided medications by the parent/guardian outside of school hours. In the event it is necessary that the child takes or has medication available at school, the parent/guardian must provide signed written consent for the child to be given medication at school. The Over-the-counter medication consent form is in the student admission packet. Prescription medications can also be given at school, but a separate consent form is available at the school health office and must be communicated with the school nurse prior to administering any prescription medications

Medications must be provided to the school by the parent/guardian in the pharmacy-labeled or manufacturer-labeled bottle. Repackaged medications will not be accepted. All medications also require a physician's authorization to be given at school. The school nurse may limit medications to those set forth in the Physician's Desk Reference (PDR).

School Health Screening

Children in PreK-3rd grade, 6th grade, and 9th grade are required to be screened for vision, hearing, dental defects, height, and weight. All students may be screened annually as part of the health office protocol. The screening program may also include blood pressure checks at the 6th and 9th grades. Students entering the Student Assistance Process at any grade level, and those about whom health concerns are identified to the school nurse, may also be screened. Parents are notified of any health concerns as they are identified. Parents who do not wish their child to participate in the school screening program must communicate this in writing to the school health office at the start of the school year. Because Nebraska statutes require school-age screening, parents who remove their child from the screening program must submit findings from an alternate medical provider to the school by December 1.

Physical Examination

Evidence of a physical examination by a qualified physician is required within six months prior to the entrance of the child into any early childhood program, kindergarten, and 7th grade, or in the case of transfer from out of state to any other grade. A parent/guardian who objects may submit a written statement of refusal for his or her child. The statement will be kept in the student's file. Waiver forms are available in the school health office.

Vision Examination

A vision evaluation is required prior to enrollment entrance. The vision evaluation must consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity. A printed or typewritten statement signed by a physician, physician assistant, advanced practice registered nurse, or optometrist that addresses these topics will be sufficient. A parent/guardian may reject a vision examination and is required to submit a written objection in writing to a vision evaluation.

Immunizations

Each student must be protected by immunization against the following diseases, unless otherwise exempted from this requirement:

- A. Measles Diphtheria
- B. Invasive pneumococcal disease
- C. Mumps
- D. Tetanus
- E. Rubella
- F. Pertussis
- G. Polio Haemophilus Influenzae type b (HIB)
- H. Hepatitis B
- I. Varicella

For the purposes of complying with the requirement of immunization against the diseases listed above, students 2-5 years of age enrolled in a school-based program not licensed as a child care provider are considered to be immunized if they have received each of the following:

- A. Three doses of hepatitis B vaccine
- B. Four doses of DTaP, or DT vaccine
- C. Three doses of polio vaccine;
- D. One dose of MMR vaccine given no earlier than four days before the first birthday
- E. Three doses of HIB vaccine, or one dose of HIB vaccine given at or after fifteen months of age
- F. One dose of varicella vaccine
- G. Four doses of pneumococcal vaccine, or one dose of pneumococcal vaccine give at or after fifteen months

All students from Kindergarten through 12th grade, including all transfer students from outside the state of Nebraska and any foreign students, are considered immunized if they have received each of the following:

- A. Three doses DTaP, DTP, DT, or Td vaccine, with at least one dose given no earlier than four days before four years of age
- B. Three doses of polio vaccine
- C. Two doses of MMR vaccine, with the first dose give no earlier than four days before the first birthday, and the two doses separated by at least twenty-eight days
- D. Three doses of pediatric hepatitis B vaccine, or two doses of adolescent vaccine if the student is 11-15 years of age
- E. Two doses of varicella (chicken pox) or MMRV given on or after twelve months of age. Written documentation (including year) of varicella disease from parent/guardian or health care provider will be accepted. If the child has had varicella disease, they do not need any varicella shots
- F. One dose of Tdap (must contain Pertussis booster). This dose can be received any time after ten or eleven years of age, depending on which brand of vaccine is utilized

Proof of Immunization

All students must show proof of immunization upon enrollment in Isanti Community Schools. Any student who does not comply with the immunization requirements will not be permitted to continue in school. Students with medical conditions or sincerely held religious beliefs that do not allow immunizations may complete a waiver statement which is available in school health offices. Students with a signed waiver statement may be excluded from school in the event of a disease outbreak.

Guidelines for Head Lice

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

- A. Children will not be sent home from the school due to head lice or nits. Head lice has been determined as a non-contagious condition by the American Academy of Pediatrics. They recommend that students not be excluded from school due to head lice.
- B. Head checks will be completed by health office personnel only. Those children identified as having live head lice or nits are not considered unclean or to be kept from activities or school. Parents/guardians will be notified of the condition, and the health office staff will provide treatment shampoo, written treatment information, and instructions, including how to check for and identify head lice.
- C. Chronic conditions or episodes of head lice resulting in four or more episodes per semester will result in a family meeting including the parent/guardian, health office personnel, and the principal.
- D. Families are encouraged to report episodes of head lice to the school health office.

Nit removal will be emphasized for effective management of the condition. For more information, call the nurse at Isanti Community Schools.

Section 5 Transportation Services [policy 3011](#)

The district operates school buses as a convenience for students and parents. They represent a substantial investment, and students are expected to care for and respect them.

Transportation to and from school is provided to students in accordance with law and board policy. Students may also be provided transportation on field trips and when participating in school activities. Students are expected to follow the behavioral expectations for riding school buses.

General Conduct Rules

While riding the bus, the same conduct rules apply as those for attending school activities and events.

Special Conduct Rules

- A. Rules for Getting On and Off the Bus:
 - a. Students must be on time to be picked up. Students should arrive at the bus stop five minutes before the scheduled pick up time. If a student misses the bus, he or she should return home immediately to report this to the parent/guardian, who will be responsible for bringing the student to school.
 - b. While waiting for the bus, students must stay at least five feet away from the street, road, or highway. Students will wait until the bus comes to a complete stop before approaching the bus.
 - c. Students may exit the bus only at the approved destination, and as directed by the driver. Do not run.

- d. If a student must cross the street after exiting the bus, he or she must cross in front of the bus, within the driver's visual range. Students must wait for the driver's signal before crossing the street.
- B. Rules on the Bus:
- a. Be respectful of the bus driver. Immediately follow all directions of the driver and any paraeducator or adult on the bus.
 - b. Sit in your seat facing forward. Use seat belts in vehicles in which they are available.
 - c. Talk quietly and use appropriate language.
 - d. Keep all parts of your body inside the bus.
 - e. Keep your arms, legs, and belongings to yourself.
 - f. No fighting, harassment, bullying, intimidation, or horseplay.
 - g. Do not throw any object.
 - h. No eating, drinking, use of tobacco, alcohol, drugs, or flammables.
 - i. Do not bring any weapon (real or imitation) or dangerous objects on the school bus.
 - j. Do not damage the school bus.

Getting the Driver's Assistance

If a student requires assistance from the driver, he or she must wait until the bus is at a full stop. If sitting near enough, the student may tell the driver what he or she needs. If sitting too far away for the driver to hear, he or she may ask a student seated farther forward to get the driver's attention. If necessary, a student may walk up to the driver while the bus is at a full stop. In the event of an emergency, students may take all action needed to safely get the help of the driver.

Consequences for Rule Violations

Consequences for school bus misconduct may include restriction or suspension of bus privileges and other disciplinary measures, up to and including expulsion from school.

Article 7: Drugs, Alcohol, and Tobacco

Section 1 Drug-Free Schools: Education and Prevention

Drug-Free Schools

The board of education has adopted policies to comply with the Federal Drug-Free Schools and Communities Act. Students are prohibited from using, possessing, or selling any drug, alcohol, or tobacco while on school grounds, at a school activity or in a school vehicle. In addition, students who participate in the school's activities program should refer to the Activities Handbook which prohibits the use or possession of alcohol, controlled substances and tobacco at all times.

Any student who violates any school policy regarding drug, alcohol, and tobacco use will be disciplined, up to and including short-term suspension, long-term suspension, or expulsion from school and/or referral to appropriate authorities for criminal prosecution.

Sniffer (Drug) Dogs

The administration is authorized to use sniffer dogs to minimize the presence of illicit items on school grounds. Students and staff are specifically notified of the following:

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

Drug and Alcohol Counseling, Rehabilitation, and Reentry Programs

Information concerning available drug and alcohol counseling, rehabilitation, and reentry programs is available to all of the students upon request of the counselor. In the event of disciplinary proceedings against a student for any district policy pertaining to the prohibition against the unlawful possession, use, or distribution of illicit drugs and alcohol, appropriate school personnel will confer with the student and the student's parent/guardian concerning available drug and alcohol counseling, rehabilitation, and reentry programs that appropriate school personnel consider to be of benefit.

Safe and Drug-Free Schools: Parental Notice

Pursuant to the provisions of federal law, if upon receipt of information regarding the content of safe and drug free school programs and activities other than classroom instruction a parent objects to the participation of their child in such programs and activities, the parent may notify the district of such objection in writing. Upon the receipt of such notice, the student will be withdrawn from the program or activity to which parental objection has been made.

Enforcement Notification

Isanti Community Schools will be enforcing its Drug and Alcohol Policy. This process is a Isanti Board of Education policy and will be enforced by the administration. A complete copy of the board policy can be made available upon written request to the superintendent.

Section 2 Standards of Student Conduct Pertaining to Drugs, Alcohol, and Tobacco

These standards are in addition to standards of student conduct elsewhere adopted by board policy or administrative regulation. The district's standards prohibit the possession, use, or distribution of illicit drugs or alcohol on school premises, in school vehicles, or as a part of any of the school's activities on or off school premises. Conduct prohibited at places and activities as hereinabove described shall include, but not be limited to, the following:

- A. Possession, use, distribution or being under the influence of any controlled substance, including but not limited to marijuana, any narcotic drug, any hallucinogen, any stimulant, or any depressant
- B. Possession of any prescription drug in an unlawful fashion
- C. Possession, use, distribution, or being under the influence of alcohol
- D. Possession, use, distribution, or being under the influence of any abusable glue or aerosol paint or any other chemical substance for inhalation, including but not limited to lighter fluid, whiteout, and reproduction fluid, when such activity constitutes a substantial interference with school purposes
- E. Possession, use, or distribution of any look-alike drug or look-alike controlled substance when such activity constitutes a substantial interference with school purposes
- F. Possession, use, or distribution of any tobacco product
- G. Vaping: nicotine and marijuana

The manufacture, possession, selling, dispensing, use, or being under the influence of alcohol, any alcoholic beverage, or alcoholic liquor on school grounds, or during an educational function or event off school grounds, is prohibited.

The possession, selling, dispensing, use or being under the influence of any controlled substance or drug, including but not limited to marijuana, any narcotic drug, any hallucinogen, any stimulant, or any depressant on school grounds, or during an educational function or event off school grounds if there is a substantial interference with school purposes, is prohibited.

The possession, selling, dispensing, use, or being under the influence of any abusable glue or aerosol paint or any other chemical substance for inhalation, including but not limited to lighter fluid, whiteout, and reproduction fluid is prohibited.

The possession, selling, dispensing, or use of any look-alike drug or look-alike controlled substance is against school rules.

Any prescription or non-prescription drug, medicine, vitamin, or other chemical may not be taken unless authorized as stated in the next section on AUTHORIZED USE.

Authorized Use

Any student whose parent/guardian requests that he or she be given any prescription or non-prescription medicine, drug, or vitamin shall provide signed permission by physician or parent, and parent personal or phone confirmation.

Disciplinary Sanctions

Violation of this policy may result in suspension or expulsion. Prohibited substances will be confiscated and will be turned over to law enforcement authorities. The student may be referred for counseling or treatment. Parents/guardians will be notified.

If the student is observed to be violating this policy, the student will be escorted to the principal's office immediately, or if not feasible, the principal will be notified. The student's parent/guardian will be asked to pick the student up. If it appears there is imminent danger to other students, school personnel, or students involved, the principal, superintendent, or other appropriate personnel as authorized by the principal or superintendent may have the student removed by medical or law enforcement personnel. Law enforcement and parent/guardian will be notified immediately if a student is determined to be in the possession of any illegal substance at school.

Parents and students shall be given a copy of the standards of conduct and disciplinary sanctions required, and shall be notified that compliance with the standards of conduct is mandatory.

Intervention

The Isanti Community Schools district does not have the authority or responsibility to make medical or health determinations regarding chemical dependency. However, when observed behavior indicates that a problem exists that may affect the student's ability to learn or function in the educational climate or activity, the school then has the right and responsibility to refer the student for a formal chemical dependency diagnosis based on behavior observed by school staff. The administration is authorized to adopt such administrative rules, regulations, or practices necessary to properly implement this policy. Such regulations, rules, or practices may vary the procedures set forth herein to the extent necessary to fit the circumstances of an individual situation. Such rules, regulations, and practices may include administrative forms, such as checklists to be used by staff to record observed behavior and to determine the proper plan of action.

Article 8: Student Rights, Conduct, Rules, and Regulations

Section 1 Purpose of Student Conduct Rules

These student conduct rules are established to maintain a school atmosphere which is conducive to learning, to aid student development, to further school purposes, and to prevent interference with the educational process. Violations of the rules will result in disciplinary action.

Section 2 Behavior Intervention Structure

Isanti Community Schools uses Multi-Tiered Systems of Support (MTSS). MTSS is defined as "the practice of providing high-quality instruction and interventions matched to student need, monitoring progress frequently to make decisions about changes in instruction or goals, and applying child response data to important educational decisions" (Batsche et al., 2005). Based on a problem-solving model, the MTSS approach considers environmental factors as they might apply to an individual student's difficulty, and provides services/intervention as soon as the student demonstrates a need.

Behavior Intervention Structure

This applies to all students attending Isanti Community Schools, while on any school grounds. School grounds include the campus, vehicles, school-sponsored activities and excursions, and optional district educational programs such as summer school, after-school programs, and pre-kindergarten or preschool programs.

Where appropriate, discipline should be progressive. This means that a student's first violation will usually merit a consequence of a lesser degree than subsequent violations, taking into account all factors relevant to the severity of the current violation. A student may be suspended only when there has been a determination that other means of correction have failed to bring about proper conduct or that the student's presence causes a danger to persons. At the principal's discretion, a student with documented discipline problems not requiring expulsion may be removed from the remainder of an optional educational program. When a removal occurs, the parent will receive a written notice and an opportunity to be heard in front of the principal or principal's designee.

Consequences and Interventions

Understanding that consequences and interventions represent "teachable moments" is fundamental to a positive approach to discipline. The goal of progressive consequences and interventions is the teaching of prosocial behavior. Progressive consequences seek accountability and behavioral change. Prevention of negative behavior occurs by helping students learn from their mistakes. Essential to progressive discipline is helping students who have engaged in unacceptable behavior to:

- A. Understand why the behavior is unacceptable and the harm it has caused
- B. Understand what they could have done differently in the same situation
- C. Take responsibility for their action
- D. Be given the opportunity to learn prosocial strategies and skills to use in the future
- E. Understand the progression of more stringent consequences if the behavior reoccurs

To improve the behavior of any student who is subject to discipline, the principal/designee should, to the extent allowed by law, first use an alternative(s) to suspension. Except for single acts of a grave

nature or multiple offenses, suspension or expulsion is used only when other means of correction have failed to bring about proper conduct or the student's presence causes a continuing danger to persons. All district staff are to assure due process for students. When choosing interventions and consequences for a student's behavior, staff will consider the following factors:

- A. Age, health, maturation, and disability or special education status of the student
- B. Student's prior conduct and record of behavior
- C. Student's understanding of the impact of their behavior
- D. Student's willingness to repair the harm caused by their behavior
- E. Seriousness of the behavior offense and the degree of harm caused
- F. Impact of the incident on overall school community
- G. Whether the student's violation threatened the safety of any student or staff member
- H. The likelihood that a lesser intervention or consequence would adequately address the violation

When students are disruptive or act inappropriately, and following consideration of the factors previously mentioned, consequences should be paired with an appropriate intervention. ***The following chart is not a comprehensive list of behaviors, consequences, and interventions. District staff shall determine the appropriate tier needed to assist the student in meeting expectations for a positive learning environment.***

	Definition	Responsible Party to Resolve Behavior Issue	Examples of Qualifying Behavior	Possible Consequences/ Interventions
Tier 1	Minor infractions of classroom and school expectations, rules, and routines.	Teacher	-Talking in class -Head down -Cursing/Swearing -Classroom disruptions -Tardy	-Classroom management strategies -Brain break -Quiet room -Reteaching on student time -Contact Parents/Guardians
Tier 2	Elevated or repeated Tier 1 behaviors and/or chronic problem behavior that requires more support to be successful than classroom can provide.	-SAT -Administration -Teacher	-Verbal assault -Repeated refusal -Skipping class -Walking out of class/school	-Parent/Guardian conference -Check in/Check out -Scheduled breaks -Social skill training
Tier 3	Serious and/or repeated problem behavior that is resistant to both Tier 1 and 2 interventions and therefore necessitates an <i>individualized support system or intervention.</i>	Administration	-Fighting -Bullying -Property damage -Unresponsive to Tier 2 Interventions	-In School Suspension -Out of School Suspension -Parent/Guardian conference -Counseling -Modified schedule/day -Alternative placement -Police involvement
Extreme/ Safety Concern	Legal issue and/or safety risk to themselves or others. Required mandatory administrative action.	-Administration -Law Enforcement	-Bomb threats -Drugs/Alcohol -Weapons -Self-harm	-Police involvement -Out of School Suspension -Expulsion -Mandatory counseling

Section 3 Student Conduct Expectations

Students are not to engage in conduct that causes or creates a reasonable likelihood of substantial disruption in or material interference with any school function, activity, or purpose; or that interferes with the health, safety, well-being, or rights of other students, staff, or visitors.

Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion, or Mandatory Reassignment

The following conduct has been determined by the board of education to have the potential to seriously affect the health, safety, or welfare of students, staff, and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds; during school hours; in a vehicle owned, leased, or contracted by the school and being used for a school purpose; in a vehicle being driven for a school purpose by a school employee or an employee's designee; or at a school-sponsored activity or athletic event.

- A. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
- B. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that can be reasonably interpreted as a serious expression of an intent to harm or cause injury to another.
- C. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
- D. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision.
- E. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.
- F. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon, or possessing any explosive device, including fireworks.
- G. Selling, using, possessing, or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
- H. Public indecency or sexual conduct.

- I. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds; in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee; or at school-sponsored activities or school-sponsored athletic events.
- J. Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction.
- K. Engaging in any activity forbidden by law that constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or has the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off school grounds to threaten.
- L. Repeated violation of any rules established by the school district or school officials if such violations constitute substantial interference with school purposes.
- M. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes, or assigned activities.
- N. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, disability, national origin, or religion.
- O. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others, or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar, or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
- P. Willfully violating the behavioral expectations for those students riding Isanti Community Schools' buses.
- Q. A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:
 - a. The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or
 - b. The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm.
- R. Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one calendar year. "Firearm" means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: "The term 'firearm' means (a) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device." The superintendent

may modify such one year expulsion requirement on a case-by-case basis, provided that such modification is in writing.

Additional Student Conduct Expectations and Grounds for Discipline

The following additional student conduct expectations are established. Failure to comply with such rules is grounds for disciplinary action. When such conduct occurs on school grounds; in a vehicle owned, leased, or contracted by a school being used for a school purpose; in a vehicle being driven for a school purpose by a school employee or by his or her designee; or at a school-sponsored activity or athletic event; the conduct is grounds for long-term suspension, expulsion, or mandatory reassignment.

I. Student Appearance

Students at Isanti Community Schools are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is dangerous to the health and safety of anyone or interferes with the learning environment or teaching process. Following is a list of examples of attire that will not be considered appropriate; this list is not exclusive, and other forms of attire may be deemed inappropriate by administration for the school setting:

1. Clothing displaying indecent, suggestive or profane writing, pictures or slogans
2. Clothing that advertises or displays alcohol, tobacco or any illegal substance
3. Bare feet (some type of footwear must be worn)
4. Any clothing that could cause damage to others or school property
5. Shirts, blouses, or other clothing worn unbuttoned, unzipped, or otherwise purposely unfastened
6. Any clothing the building administrator determines is inappropriate.

Consideration will be made for students who wear special clothing as required by religious beliefs, disability, or to convey a particularized message protected by law. The final decision regarding attire and grooming will be made by the principal or superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school's guidelines, the student should contact the principal for approval, and may also review such additional posting of prohibited items or grooming which may be available in the principal's office.

Coaches, sponsors, or teachers may have additional requirements for students who are in special lab classes, students who are participants in performing groups, or students who are representing the school as part of an extracurricular activity program.

On a first offense of the dress code, the student may call home for proper apparel. If clothes cannot be brought to school, the student will be assigned to in-school suspension for the remainder of the day. Students will not be allowed to leave campus to change clothes. Continual violations of the dress code will result in more stringent disciplinary actions, up to expulsion. Further, in the event the dress code violation is determined to also violate other student conduct rules (e.g., public indecency, insubordination, expression of profanity, and the like), a first offense of the dress code may result in more stringent discipline, up to expulsion.

II. Electronic Devices [policy 6025](#)

Cell Phone and Earbud Use

Cell phone and earbuds are allowed before and after school and during lunch. Isanti Community School is committed to protecting the learning environment from the adverse impacts of increased screen time usage on developing minds. In the learning environment, students are expected to have phones off and stored. In some cases, when it benefits the learning environment, teachers may allow students to utilize

cell phones/earbuds. Teachers do have the right to take a student's phone and turn it into the office when the student has violated the expectations of the learning environment.

- A. Philosophy and Purpose: Isanti Community Schools strongly discourages students from bringing and/or using electronic devices at school. The use of electronic devices can be disruptive to the educational process, and such items are frequently lost or stolen. In order to maintain a secure and orderly learning environment, and to promote respect and courtesy regarding the use of electronic devices, the district hereby establishes the following rules and regulations governing student use of electronic devices, and procedures to address student misuse of electronic devices.
- B. Definitions:
 - a. "Electronic devices" include, but are not limited to, cell phones, ear buds, Mp3 players, iPods, personal digital assistants (PDAs), compact disc players, portable game consoles, cameras, digital scanners, laptop computers, and other electronic or battery powered instruments which transmit voice, text, or data from one person to another.
 - b. "Sexting" means generating, sending or receiving, encouraging others to send or receive, or showing others, through an electronic device, a text message, photograph, video, or other medium that:
 - i. Displays sexual content, including erotic nudity, any display of genitalia, unclothed female breasts, unclothed buttocks, or any sexually explicit conduct as defined at Neb. Rev. Stat. § 28-1463.02; or
 - ii. Sexually exploits a person, whether or not such person has given consent to creation or distribution of the message, photograph, or video by permitting, allowing, encouraging, disseminating, distributing, or forcing such student or other person to engage in sexually explicit, obscene, or pornographic photography, films, or depictions; or
 - iii. Displays a sexually explicit message for sexual gratification, flirtation, or provocation, or to request or arrange a sexual encounter.
- C. Possession and Use of Electronic Devices:
 - a. Students are not permitted to possess or use any electronic devices during class time except as otherwise provided by this policy. Cell phone usage is strictly prohibited during any class period, including voice usage, digital imaging, or text messaging.
 - b. Students are permitted to possess and use electronic devices before school hours, at lunch, and after school hours, provided that the student not commit any abusive use of the device (see paragraph (4)(a)). Administrators have the discretion to prohibit student possession or use of electronic devices on school grounds during these times in the event that the administration determines such further restrictions are appropriate; an announcement will be given in the event of such a change in permitted use.
 - c. Electronic devices may be used during class time when specifically approved by the teacher or a school administrator in conjunction with appropriate and authorized class or school activities or events (e.g., student use of a camera during a photography class, or student use of a laptop computer for a class presentation).
 - d. Students may use electronic devices during class time when authorized pursuant to an Individual Education Plan (IEP), a Section 504 Accommodation Plan, or a Health Care Plan, or pursuant to a plan developed with the student's parent when the student has a compelling need to have the device (e.g., a student whose parent is in the hospital could be allowed limited use of the cell phone for family contacts, so the family can give the student updates on the parent's condition).
- D. Violations:
 - a. Prohibited Use of Electronic Devices: Students shall not use electronic devices for: (a) activities which disrupt the educational environment; (b) illegal activities in violation of state

- or federal laws or regulations; (c) unethical activities, such as cheating on assignments or tests; (d) immoral or pornographic activities; (e) activities in violation of board or school policies and procedures relating to student conduct and harassment; (f) recording others (e.g., photographs, videotaping, sound recording) without direct administrative approval and consent of the person(s) being recorded, other than recording of persons participating in school activities that are open to the public; (g) “sexting;” or (h) activities which invade the privacy of others. Such student misuses will be dealt with as serious school violations, and immediate and appropriate disciplinary action will be imposed, including, but not limited to, suspension and expulsion from school.
- b. Disposition of Confiscated Electronic Devices: Electronic devices possessed or used in violation of this policy may be confiscated by school personnel and returned to the student or parent/guardian at an appropriate time. If an electronic device is confiscated, the electronic device shall be taken to the school’s main office to be identified, placed in a secure area, and returned to the student and/or the student’s parent/guardian in a consistent and orderly way.
 - i. First Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the parent personally comes to the school’s main office and retrieves the electronic device.
- E. Penalties for Prohibited Use of Electronic Devices:
- a. Students who receive a “sexting” message are to report the matter to a school administrator and then delete such a message from their electronic device. Students shall not participate in “sexting” or have any “sexting” message on their electronic devices regardless of whether or not the message was received while on school grounds or at a school activity. Students who violate the prohibitions of this policy shall be subject to the imposition of appropriate disciplinary action, up to and including expulsion, provided that at a minimum the following penalties shall be imposed:
 - i. Students found in possession of a “sexting” message shall be subject to a one-day suspension from school.
 - ii. Students who send or encourage another to send a “sexting” message shall be subject to a five-day suspension from school.
- F. Reporting to Law Enforcement: Violations of this policy regarding the prohibited use of electronic devices that may constitute a violation of federal or state laws and regulations, including but not limited to the Nebraska Child Protection Act or the Nebraska Child Pornography Prevention Act, shall be reported to appropriate legal authorities and law enforcement.
- G. Responsibility for Electronic Devices: Students or their parents/guardians are expected to claim a confiscated electronic device within ten days of the date it was relinquished. The school shall not be responsible, financially or otherwise, for any unclaimed electronic devices. By bringing such devices to school, students and parents authorize the school to dispose of unclaimed devices at the end of each semester. The district is not responsible for the security and safekeeping of students’ electronic devices and is not financially responsible for any damage, destruction, or loss of electronic devices.

III. Internet Safety [policy 5037](#)

Computer Network Use by Students

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

Student Expectations in the Use of the Internet

A. Acceptable Use

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

B. Unacceptable Use

1. Students shall not use school computers to gain access to material that is obscene, pornographic, harmful to minors, or otherwise inappropriate for educational uses.
2. Students shall not engage in any illegal or inappropriate activities on school computers, including the downloading and copying of copyrighted material.
3. Students shall not use e-mail, chat rooms, instant messaging, or other forms of direct electronic communications on school computers for any unauthorized or unlawful purpose or in violation of any school policy or directive.
4. Students shall not use school computers to participate in on-line auctions, on-line gaming or mp3 sharing systems including, but not limited to Aimster or Freenet and the like.
5. Students shall not disclose personal information, such as their names, school, addresses, or telephone numbers outside the school network.
6. Students shall not use school computers for commercial advertising or political advocacy of any kind without the express written permission of the system administrator.
7. Students shall not publish web pages that purport to represent the school district or the work of students at the school district without the express written permission of the system administrator.
8. Students shall not erase, rename, or make unusable anyone else's computer files, programs or disks.
9. Students shall not share their passwords with fellow students, school volunteers or any other individuals, and shall not use, or try to discover, another user's password.
10. Students shall not copy, change or transfer any software or documentation provided by the school district, teachers or another student without permission from the system administrator.
11. Students shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called, but is not limited to, a bug, virus, worm, or Trojan Horse.
12. Students shall not configure or troubleshoot computers, networks, printers or other associated equipment, except as directed by a teacher or the system administrator.
13. Students shall not take home technology equipment (hardware or software) without permission of the system administrator.
14. Students shall not falsify electronic mail messages or web pages.

Enforcement

C. Methods of Enforcement

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

measure for the student to access a site with legitimate educational value that is wrongly blocked.

4. The school district staff will monitor students' use of the Internet through direct supervision and by monitoring Internet use history to ensure enforcement of the policy.

D. Consequences for Violation of this Policy

1. Access to the school's computer system and to the Internet is a privilege, not a right. Any violation of school policy and rules may result in:
 - a. Loss of computer privileges;
 - b. Short-term suspension;
 - c. Long-term suspension or expulsion in accordance with the Nebraska Student Discipline Act; and
 - d. Other discipline as school administration and the school board deem appropriate.
2. Students who use school computer systems without permission and for non-school purposes may be guilty of a criminal violation and will be prosecuted.

Protection of Students

E. Children's Online Privacy Protection Act (COPPA)

1. The school will not allow companies to collect personal information from children under 13 for commercial purposes. The school will make reasonable efforts to disable advertising in educational computer applications.
2. This policy allows the school to act as an agent for parents in the collection of information within the school context. The school's use of student information is solely for education purposes.

F. Education About Appropriate On-Line Behavior

1. School district staff will educate students about appropriate online behavior, both in specific computer usage units and in the general curriculum.
2. Staff will specifically educate students on
 - a. Appropriate interactions with other individuals on social networking websites and in chat rooms.
 - b. Cyberbullying awareness and response.
3. The School District's technology coordinator shall inform staff of this educational obligation and shall keep records of the instruction which occurs in compliance with this policy

Computer Acceptable Use Policy

This computer acceptable use policy is supplemental to the district's Internet Safety Policy.

- A. Technology Subject to this Policy: This Computer Acceptable Use Policy applies to all technology resources of the district or made available by the district. Technology resources include, without limitation, computers and related technology equipment, all forms of email and electronic communications, and the internet.
- B. Access and User Agreements: Use of the district technology resources is a privilege and not a right. The superintendent or designee shall develop appropriate user agreements and shall require that employees, students (and their parents or guardians), and others to sign such user agreements as a condition of access to the technology resources, as the superintendent determines appropriate. Parents and guardians of students in programs operated by the district shall inform the superintendent or designee in writing if they do not want their child to have access. The district reserves the right to restrict any communications and to remove communications that have been posted.
- C. Acceptable Uses: The technology resources are to be used for the limited purpose of advancing the district's mission. The technology resources are to be used, in general, for educational

purposes, meaning activities that are integral, immediate, and proximate to the education of students as defined in the E-rate program regulations.

- D. Unacceptable Uses: The following are unacceptable uses of the technology resources:
 - a. Personal Gain: Technology resources shall not be used, and no person shall authorize its use, for personal financial gain other than in accordance with prescribed constitutional, statutory, and regulatory procedures, other than compensation provided by law.
 - b. Personal Matters: Technology resources shall not be used, and no person shall authorize its use, for personal matters.
 - i. Occasional use that the superintendent or designee determines to ultimately facilitate the mission of the district is not prohibited by this provision.
 - ii. This occasional use exception does not permit use by employees contrary to the expectations of their position. For example, employees may not play games or surf the net for purposes not directly related to their job during duty time; nor may students do so during instructional time.
 - iii. The occasional use exception also does not permit use of the technology resources for private business, such as searching for or ordering items on the internet for non-school use; or sending an email related to one's own private consulting business.
- E. Campaigning: Technology resources shall not be used for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
- F. Technology-Related Limitations: Technology resources shall not be used in any manner that impairs effective operations or the rights of other technology users. Users shall follow the generally accepted rules of network etiquette. The superintendent or designees may further define such rules. Users shall not:
 - a. Utilize another person's name, log-on, password, or files for any reason, or allow another to use their password (except for authorized staff members).
 - b. Erase, remake, or make unusable another person's computer, information, files, programs, or disks. Users shall not access resources not specifically granted to the user or engage in electronic trespassing.
 - c. Gain unauthorized access to the operating system software or to the system of other users.
 - d. Copy, change, or transfer any software without permission from the network administrators.
 - e. Write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software.
 - f. Engage in any form of vandalism of the technology resources.
- G. Other Policies and Laws: Technology resources shall not be used for any purpose contrary to any district policy, any school rules to which a student user is subject, or any applicable law. Without limitation, this means that technology resources may not be used to:
 - a. Access any material contrary to the Internet Safety Policy; or to create or generate any such material.
 - b. Engage in unlawful harassment or discrimination, such as sending emails that contain sexual jokes or images.
 - c. Engage in violations of employee ethical standards and employee standards of performance, such as sending emails that are threatening or offensive or which contain abusive language; use of end messages on emails that may imply that the district is supportive of a particular religion or religious belief system, a political candidate or issue,

- or a controversial issue; or sending emails that divulge protected confidential student information to unauthorized persons.
- d. Engage in or promote violations of student conduct rules.
 - e. Engage in illegal activity, such as gambling.
 - f. In a manner contrary to copyright laws.
 - g. In a manner contrary to software licenses.
- H. Disclaimer: The district does not imply or expressly warrant that any information accessed will be valuable or fit for a particular purpose or that the system will operate error free. The district is not responsible for the integrity of information accessed, or software downloaded from the internet.
- I. Filter: A technology protection measure is in place that blocks and/or filters access to prevent access to internet sites that are not in accordance with policies and regulations. In addition to blocks and/or filters, the district may also use other technology protection measures or procedures as deemed appropriate. Notwithstanding technology protection measures, some inappropriate material may be accessible by the internet, including material that is illegal, defamatory, inaccurate, or potentially offensive to some people. Users accept the risk of access to such material and responsibility for promptly exiting any such material. The technology protection measure that blocks and/or filters internet access may be disabled only by an authorized staff member for bona fide research or educational purposes: (a) who has successfully completed district training on proper disabling circumstances and procedures, (b) with permission of the immediate supervisor of the staff member requesting said disabling, or (c) with the permission of the superintendent. An authorized staff member may override the technology protection measure that blocks and/or filters internet access for a minor to access a site for bona fide research or other lawful purposes provided the minor is monitored directly by an authorized staff member.
- J. Monitoring: Use of the technology resources, including but not limited to internet sites visited and email transmitted or received, is subject to monitoring by the administration and network administrators at any time to maintain the system and insure that users are using the system responsibly, without notice to the users. Users have no privacy rights or expectations of privacy with regard to use of the district's computers or internet system. All technology equipment shall be used under the supervision of the superintendent and the superintendent's designees.
- K. Sanctions: Violation of the policies and procedures concerning the use of the district technology resources may result in suspension or cancellation of the privilege to use the technology resources and disciplinary action, up to and including expulsion of students and termination of employees. Use that is unethical may be reported to the Commissioner of Education. Use that is unlawful may be reported to the law enforcement authorities. Users shall be responsible for damages caused and injuries sustained by improper or non-permitted use.

V. Harassment and Bullying Policy [policy 5054](#)

One of the missions of Isanti Community Schools is to provide safe and secure environments for all students and staff. Positive behaviors such as non-violence, cooperation, teamwork, understanding, and acceptance of others are encouraged in the educational program and required of all students and staff. Inappropriate behaviors such as bullying, intimidation, and harassment are to be identified and corrected. Students and staff are to avoid such behaviors. Strategies and practices are implemented to reinforce positive behaviors and to discourage and protect others from inappropriate behaviors.

The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic

abuse.” The District’s administrators are authorized to use both of these definitions to determine whether any specific situation constitutes bullying. Both of these definitions include both in-person and cyberbullying behaviors. Bullying and harassment constitute violations of student conduct rules, and appropriate disciplinary measures, up to expulsion, will be enforced. When bullying or harassment is committed on the basis of gender, disability, race, orientation, religion, or other protected status, it is considered a very serious offense for which expulsion may be a likely consequence depending upon the severity of the conduct. The disciplinary consequences for bullying will depend on the severity, frequency, duration, and effect of the behavior and may result in sanctions up to and including suspension or expulsion.

The bullying process will include following policy 5054 and the student discipline policy 5035. The processes and procedures are outlined in these board policies.

Students who are the victim of bullying or harassment, or who observe such occurring, are to promptly report the problem to a staff member. Students who make reports of bullying activity will not face retaliation for making the report.

VI. Initiations, Hazing, Secret Clubs, and Outside Organizations policies: [5028](#), [5046](#)

- A. Initiations: Initiations by classes, clubs or athletic teams are prohibited except with the approval of the administration. Any student who engages in or encourages initiations that have not been approved by the administration is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion. The administration may only give consent to initiation activities that are consistent with student conduct expectations and that do not present a risk of physical or mental injury or belittlement.
- B. Hazing: Hazing by classes, clubs, athletic teams, or other student organizations is prohibited. “Hazing” is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any school organization. Hazing is prohibited even if the person who has been the subject of the hazing consents to the activity. Any student who engages in or encourages hazing is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.
- C. Secret Organizations: It is unlawful for students to participate in or be members of any secret fraternity or secret organization that is in any degree a school organization. Any student who violates this restriction is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.
- D. Outside Organizations: It is unlawful for any person, whether a student of the district or not, to enter the school grounds or any school building for the purpose of rushing or soliciting any student to join any fraternity, society, or association organized outside of the schools. Any person who violates this restriction is subject to criminal prosecution and removal and exclusion from school grounds.

VII. Inappropriate Public Displays of Affection (IPDA)

Students are not to engage in inappropriate public displays of affection on school property or at school activities. Such conduct includes kissing, touching, fondling, or other displays of affection that would be reasonably considered to be embarrassing or a distraction to others. Any student engaging in IPDA will be confronted and directed to cease. If IPDA persists, a parent/guardian will be notified.

VIII. Specific Rule Items

Failure to abide by the following rules and expectations may result in disciplinary action, in which repeated violations may result in expulsion.

- A. Students must have a pass when not in class during class time. Students are to use the pass only for the purpose requested. For example, if given a pass to use the restroom, the student must promptly proceed to and use the nearest restroom and promptly return to class.
- B. Gum, candy, seeds, and other outside food items are not allowed in the school building or classrooms.
- C. Students are expected to bring all books and necessary materials to class. This includes study halls.
- D. Assignments for all classes are due as assigned by the teacher.
- E. Students are not to touch objects that do not belong to them without permission.
- F. Classes are ended by the teacher. Students are not to begin to pack up or leave the class until the dismissal bell has rung or the teacher has dismissed the class.
- G. Students are to be in their seats and ready for class by the time that the tardy bell sounds.
- H. Special classes such as Industrial Technology, Art, Music, P.E., and Computer courses will have other safety or clean-up rules that will be explained to students by that teacher, which must be followed.
- I. Students are not to bring nuisance items to school. A nuisance item is something that is not required for educational purposes and that may cause a distraction to the student or others.
- J. Students are to stand back from the entry steps and doors in the mornings before school and at noon before the bell so that others may pass in and out of the entry doors.
- K. Snow handling is prohibited.

IX. Network, Email, Internet, and Other Computer Use Rules

- A. General Rules:
 - a. The network is provided to staff and students to conduct research and communicate with others. Access to network services is given to staff and students who have agreed to act in a responsible manner. Parental permission is required for student use. Access for all staff and students is a privilege and not a right.
 - b. Individual users of the district network are responsible for their behavior, actions, problems, and communications involving and over the network. Users will comply with district rules and will honor the agreements they have signed. Beyond clarification of such rules, the district is not responsible for restricting, monitoring, editing, or controlling the information, equipment or communications of individuals utilizing the network or the end product or result of such utilization.
 - c. Network storage areas shall be treated like school lockers for students. Network administrators may review files, information, equipment, messages and communications of staff and students to maintain system integrity and ensure that users are using the network system responsibly. Users should not expect that files or any information stored or otherwise used or retained on the network, district servers, or in computers will be private. No reasonable expectation of privacy shall exist in relation to network use.
 - d. Users should not expect, and the district does not warrant, that any information or products obtained from the network, or any files or information stored, obtained, or used on the network will be private, and use of the network waives and relinquishes all such privacy rights, interests, or claims to confidentiality that the user may have under state or federal law.
 - e. The district will not be liable for, and does not warrant in any way, purchases made by any user over the network. Users shall not make purchases of goods and/or services via the district's network.
- B. Policy for Acceptable Use of Computers and the Network: The following policy and rules for acceptable use of computers and the network, including internet, shall apply to all district administrators, faculty, staff, and students. The term "Users," as contained herein, shall apply to

all such individuals. The superintendent, or the superintendent's designee, is hereby delegated all authority and is the ultimate person in charge of the district network and technology resources or equipment, and the same shall also be under the direct supervision of the site or building administrator where located, sometimes herein called "network administrators."

- a. Users shall not erase, remake, or make unusable anyone else's computer, information, files, programs, or disks. In addition to any other disciplinary action or legal action that may occur, any user violating this rule shall be liable for any and all damages to the computer, information, files, programs, or disks.
 - b. Users shall not let other persons use their name, account, log-on password, or files for any reason (except for authorized staff members).
 - c. Users shall not use or try to discover another user's account or password.
 - d. Users shall not use the computers or network for non-instructional or non-administrative purposes (e.g., games or activities for personal profit).
 - e. Users shall not use the computer for unlawful purposes, such as illegal copying or installation of unauthorized software.
 - f. Users shall not copy, change, or transfer any software or documentation provided by teachers or other students without permission from the network administrators.
 - g. Users shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code, software, or information designed to self-replicate, damage, or otherwise hinder the performance of the network or any computer's memory, file system, or software. Such software is often called a bug, virus, worm, Trojan horse, or similar name.
 - h. Users shall not use the computer to annoy or harass others with language, images, or threats. Users shall not access, accept, create, or send any obscene, vulgar, lewd, tasteless, or objectionable messages, information, language, or images.
 - i. Users shall not damage the network or equipment, damage information belonging to others, misuse network resources, or allow others to misuse network resources. In addition to any other disciplinary action or legal action that may occur, any user violating this or any other rule shall be liable for any and all damages to the computer, network, information, files, programs, or disks.
 - j. Users shall not tamper with computers, networks, printers, or other associated equipment except as directed by the teacher or network administrator.
 - k. Users shall not take technology equipment (hardware or software) from the school grounds or remove such from computer work areas without written permission of the network administrator.
- C. Etiquette and Rules for Use of Computers and the Network: All users of computers and the network are expected to abide by the generally accepted rules of network etiquette. Informal rules of behavior have evolved for the use of and communication on the network, Internet, and other online services. Breaches can result in harsh criticism by others. These rules of behavior include but are not limited to the following:
- a. Be polite. Do not become abusive in your messages to others.
 - b. Use appropriate language. Do not swear, use vulgarities or any other inappropriate language, message, information, or images.
 - c. Do not reveal your personal account, address, or phone numbers, or that of other students or colleagues.
 - d. Note that electronic mail (email) is specifically not guaranteed to be private. People who operate the system do have access to mail. Messages relating to or in support of illegal activities may be reported to the authorities. Messages which violate the rules will result in disciplinary action.
 - e. All communications and information accessible via the network should be assumed to be private property of others.

- f. Do not place unlawful information on any network system.
 - g. Keep paragraphs and messages short and to the point. Focus on one subject per message.
 - h. Include your signature at the bottom of email messages. Your signature footer should include your name, position, affiliation, and network or internet address.
 - i. Other rules may be established by the network administrators or teachers from time to time.
- D. Penalties for Violation of Rules: All of the policies, rules, and procedures for acceptable use of computers and the network are intended to make the computers and the network more reliable for users. They are also intended to minimize the burden of managing the networks so that more time can be spent on education and enhancing services. Use of the computer and access to telecommunications resources is a privilege and not a right. Violation of the policies, rules, and procedures concerning the use of computers and the network may result in disciplinary action up to and including loss of access, suspension, and/or expulsion of students from school and loss of access, suspension, termination, non-renewal, or cancellation of the contract of administrators, teachers, or other school employees.
- E. Student and Parent Agreements: Students and parents may be required to sign a computer and network use agreement as a condition of the student being permitted to use such equipment.

X. Risks of Facebook, SnapChat and other Social Networking Sites

The purpose of this message is to give our students information about the risks of using Facebook, SnapChat, TikTok, Twitter, WhatsApp, Instagram and similar social networking sites.

These sites are public sources of information. The information may be seen by school administrators, parents, and law enforcement. It is also accessible to people and institutions such as university admissions officials, scholarship officials, and prospective employers. Many companies seek the online presence of potential employees as a means of conducting background checks. Statements made on social media can have ramifications for years to come.

Actions and statements on social media can also affect students right now. Pictures or writings that show evidence of violation of student conduct rules may result in school discipline. Criminal charges may be filed against a student based on information posted on social media websites.

The following are some guidelines for social media use by students:

- A. Online profiles and forums are public spaces. Do not post anything you would not want the world to know (e.g., your phone number, address, IM screens name, or specific whereabouts).
- B. Avoid posting anything that would make it easy for a stranger to find you, such as where you hang out every day after school.
- C. People are not always who they say they are. Be careful about adding strangers to your friends list. Avoid meeting people in person whom you do not fully know. If you must meet someone, do it in a public place and bring a friend or trusted adult.
- D. Harassment, hate speech and inappropriate content should be reported. If you feel someone's behavior is inappropriate, react. Talk with a trusted adult, or report it to the social media platform and the authorities.
- E. Do not post anything that would embarrass you later.
- F. Do not mislead people into thinking that you are older or younger.

Section 4 Reporting Student Law Violations

Cases of law violations or suspected law violations by students will be reported to the police and to the student's parent/guardian as soon as possible.

When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official will take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken. An exception applies when a minor has been taken into custody as a victim of suspected child abuse; in that event, the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parent/guardian.

In an effort to demonstrate that student behavior is always subject to possible legal sanctions regardless of where the behavior occurs, it shall be the policy of Isanti Community Schools to notify the proper legal authorities when a student engages in any of the following behaviors on school grounds or at a school-sponsored event:

- A. Knowingly possessing illegal drugs or alcohol
- B. Assault
- C. Vandalism resulting in significant property damage
- D. Theft of school or personal property of a significant nature
- E. Automobile accident
- F. Any other behavior that significantly threatens the health or safety of students, staff, or other persons, or that is required by law to be reported

Article 9: State and Federal Programs

Section 1 Notice of Nondiscrimination

In accordance with federal law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, disability, or age.

To file a complaint of discrimination, write USDA Director, Office of Civil Rights, 1400 Independence Avenue, S.W., Washington D.C. 20250-9410, or call toll free (866) 632-9992 (voice). Individuals who are hearing impaired or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339 or (800) 845-6136 (Spanish). USDA is an equal opportunity provider and employer. Inquiries or forms regarding nondiscrimination policies or grievance procedures for Title IX may be obtained by contacting Isanti Community School, 206 Frazier Ave. E, Niobrara, Nebraska 68760, (402) 857-2741. For Title VI Section 504, contact Superintendent Justin Hayes.

Section 2 Designation of Coordinator(s)

Any person having concerns or needing information about the district's compliance with anti-discrimination laws or policies should contact the district's designated coordinator for the applicable anti-discrimination law.

Law, Policy, or Program	Issue or Concern	Coordinator
Title VI	Discrimination or harassment based on race, color, or national origin; harassment	Superintendent
Title IX	Discrimination or harassment based on sex; gender equity	Superintendent
Section 504 of the Rehabilitation Act and the Americans with Disability Act (ADA)	Discrimination, harassment, or reasonable accommodations of persons with disabilities	504 Coordinator
Homeless student laws	Children who are homeless	Superintendent
Safe and Drug-Free Schools and Communities	Safe and drug-free schools	Superintendent

The Coordinator may be contacted at: 206 Frazier Ave. E, Niobrara, Nebraska 68760, telephone number (402) 857-2741.

Section 3 Anti-discrimination and Harassment Policy

Elimination of Discrimination

Isanti Community Schools hereby gives this statement of compliance and intent to comply with all state and federal laws prohibiting discrimination or harassment and requiring accommodations. This school district intends to take necessary measures to assure compliance with such laws against any prohibited form of discrimination or harassment or that require accommodations.

Preventing Harassment and Discrimination of Students

Isanti Community Schools is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers, students, or other persons is

prohibited. In addition, Isanti Community Schools will try to protect employees and students from reported discrimination or harassment by non-employees or others in the workplace and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth, or related medical condition, or other protected status, is prohibited. The following are general definitions of what might constitute prohibited harassment.

In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status constitute harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional, or educational environment.

Age Discrimination

Age harassment (40 years of age and higher) has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults, or intimidation based on a person's age.

Sexual Harassment

Sexual harassment is defined by federal and state regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the workplace, classroom, or educational environment.

Sexual harassment may exist when:

- A. Submission to such conduct is either an explicit or implicit term and condition of employment, or of participation and enjoyment of the school's programs and activities
- B. Submission to or rejection of such conduct is used or threatened as a basis for employment related decisions, such as promotion, performance, evaluation, pay adjustment, discipline, work assignment; or school program or activity decisions, such as admission, credits, grades, school assignments, or playing time
- C. The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, classroom, or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," practical jokes, jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching, or brushing against another's body.

Grievance Procedures

Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or classroom teacher. However, if the employee or student is uncomfortable presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision. In the case of a student, the principal would be the next or alternative person to contact.

If the report of the employee or student is not resolved to his or her satisfaction within five to ten calendar days, the discrimination or harassment continues, or the aggrieved party needs immediate help for any reason, a report should be made to the Superintendent of Isanti Community Schools. If a

satisfactory arrangement cannot be obtained through the superintendent, the report may be processed by the board of education.

The supervisor, teacher, or superintendent will thoroughly investigate all complaints. These situations will be treated with the utmost confidence, consistent with resolution of the problem. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, and disciplinary action up to expulsion against a harassing student, may be taken. Under no circumstances will any threats or retaliation be permitted to be made against an employee or student for alleging in good faith a violation of this policy.

Section 4 Multicultural Policy

The philosophy of the district's multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our nation and the world, and of the contributions made by diverse cultures and races, including but not be limited to African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans; and (b) with the ability and skills to be sensitive toward and to study, work, and live successively with persons of diverse cultures and races. The mission shall also include preparing students to eliminate stereotypes, discrimination, and harassment of others based on ethnicity, religion, gender, orientation, socioeconomic status, age, or disability.

Section 5 Notice to Parents of Rights Afforded by Section 504 of the Rehabilitation Act of 1973

The following is a description of the rights granted to qualifying students with disabilities under Section 504 of the Rehabilitation Act. The intent of the law is to keep the parent/guardian fully informed concerning decisions about the child, and to inform the parent/guardian of his or her rights if he or she disagrees with any of these decisions. The parent/guardian reserves the right to:

- A. Have his or her child take part in, and receive benefits from, public education programs without discrimination because of a disability
- B. Have the school district advise the parent/guardian of his or her rights under federal law
- C. Receive notice with respect to identification, evaluation, or placement of a child
- D. Have his or her child receive a free appropriate public education
- E. Have his or her child receive services and be educated in facilities comparable to those provided to every student
- F. Have evaluation, educational, and placement decisions made based on a variety of information sources, and by persons who are knowledgeable about the student, the evaluation data, and the placement options
- G. Have transportation provided to and from an alternative placement setting (if the setting is a program not operated by the district) at no greater cost to the parent/guardian than would be incurred if the student were placed in a program operated by the district
- H. Have his or her child be given an equal opportunity to participate in nonacademic and extracurricular activities offered by the district
- I. Examine all relevant records relating to decisions regarding the child's identification, evaluation, and placement
- J. Request mediation or an impartial due process hearing related to decisions or actions regarding the child's identification, evaluation, educational program, or placement.
 - a. The parent/guardian and child may take part in the hearing

- b. Hearing requests are to be made to the superintendent
- K. File a local grievance

Section 6 Notification of Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over eighteen years of age (“eligible students”) certain rights with respect to the student’s education records. They are:

- A. The right to inspect and review the student’s education records within forty-five days of the day on which the district receives a request for access: Parents or eligible students should submit to the school principal or appropriate school official a written request that identifies the record(s) they wish to inspect. The school official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.
- B. The right to request the amendment of the student’s education records that the parent or eligible student believes are inaccurate or misleading: Parents or eligible students may ask the school district to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the district decides not to amend the record as requested by the parent or eligible student, the district will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.
- C. The right to consent to disclosures of personally identifiable information contained in the student’s education records, except to the extent that FERPA authorizes disclosure without consent: One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the district as an administrator, supervisor, instructor or support staff member, including health or medical staff and law enforcement unit personnel; a person serving on the school board; a person or company with whom the district has contracted to perform a special task, such as an attorney, auditor, medical consultant, or therapist; or a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.
 - a. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.
 - b. Upon request, the district discloses education records without consent to officials of another school district in which a student seeks or intends to enroll.
- D. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the district to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202-4605

Notice Concerning Directory Information

The district may disclose directory information. The types of personally identifiable information that the district has designated as directory information are as follows:

- A. The name, address, and telephone listing of the student; and the name, address, telephone listings (if not unlisted), email address, and work or other contact information of the student’s

parent/guardian, or another adult acting in loco parentis or with authority to act as parent/guardian in educational matters for the student

- B. School and dates of attendance
- C. Student's current grade
- D. Student's enrollment status (e.g., full-time or part-time)
- E. Student's date and place of birth
- F. Student's extracurricular participation
- G. Student's achievement awards or honors
- H. Student's weight and height if a member of an athletic team
- I. Student's photograph
- J. School or district attended before the student enrolled in Isanti Community Schools

Notwithstanding the foregoing, the district does not designate as directory information personally identifiable information from students' education records where the district determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances wherein the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student.

A parent or eligible student has the right to refuse to let the district designate information about the student as directory information. The period of time within which a parent or eligible student has to notify the district in writing that he or she does not want information about the student designated as directory information is as follows: two weeks from the time this information is first received. Any parent/guardian or eligible student must contact the superintendent's office to indicate refusal to have the child's information designated as directory information.

The district may disclose information about former students without meeting the conditions in this section.

The district's policy is for education records to be kept confidential except as permitted by the FERPA law, and the district does not approve any practice which involves an unauthorized disclosure of education records. In some courses, student work may be displayed or made available to others. Also, some teachers may have persons other than the teacher or school staff, such as volunteers or fellow students, assist with the task of grading student work and returning graded work to students. The district does not either approve or disapprove such teaching practices, and designates such student work as directory information and/or as non-education records. Each parent and eligible student shall be presumed to have accepted this designation in the absence of the parent or eligible student giving notification to the district in writing in the manner set forth above pertaining to the designation of directory information. Consent will be presumed to have been given in the absence of such a notification from the parent or eligible student.

Notice Concerning Designation of Law Enforcement Unit:

The district designates the Isanti Police Department as the district's law enforcement unit for purposes of enforcing any and all federal, state, or local laws; maintaining the physical security and safety of the schools in the district; and maintaining safe and drug-free schools.

Section 7 Notice Concerning Disclosure of Student Recruiting Information

Federal law requires that the district provide military recruiters and institutions of higher education access to secondary school students' names, addresses, and telephone listings. Parents and

secondary students have the right to request that the district not provide this information to military recruiters or institutions of higher education without prior written parental consent. The district will comply with any such request.

Section 8 Notice to Parents of Students in Programs Receiving Title I Funding

Staff Qualifications

Parents may request, and the District will provide the parents of students attending any school receiving Title I funds on request and in a timely manner, information regarding the professional qualifications of the student's classroom teachers, including at a minimum the following:

- A. Whether the student's teacher
 - a. has met state qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction,
 - b. is teaching under emergency or other provisional status through which state qualification or licensing criteria have been waived, and
 - c. is teaching in the field of discipline of the certification of the teacher.
- B. Whether the child is provided services by paraprofessionals and, if so, their qualifications.

Testing Opt-Out

Parents may request, and the district will provide the parents of students attending any school receiving Title I funds on request and in a timely manner, information regarding any state or district policy regarding student participation in any state or district assessments, including the district's policy and procedure on the parental right to opt the child out of such assessment(s). The district shall also make widely available through public means, including by posting in a clear and easily accessible manner on the district's website, information on each state or district assessment, including:

- A. The subject matter assessed
- B. The purpose for which the assessment is designed and used
- C. The source of the requirement for the assessment
- D. The amount of time students will spend taking the assessment, and the schedule for the assessment
- E. The time and format for disseminating results

Language Instruction Programs

If the district receives Title I funds, parents of English language learners will be informed regarding how the parents can be involved in the education of their children, and be active participants in assisting their children to attain English proficiency, achieve at high levels within a well-rounded education, and meet the challenging state academic standards expected of all students. The district will also inform parents of an English language learner of opportunities to participate in various school programs, as set forth in ESSA. Please contact the administrative office to receive the foregoing information.

Section 9 Student Privacy Protection Policy

It is the policy of Isanti Community Schools to develop and implement policies which protect the privacy of students in accordance with applicable laws. The district's policies in this regard include the following:

Right of Parents to Inspect Surveys Funded or Administered by the United States Department of Education or Third Parties

Parents shall have the right, upon request, to inspect a survey created and administered by either the United States Department of Education or a third party (a group or person other than the district) before the survey is administered or distributed by the school to the parent's child.

Protection of Student Privacy in Regard to Surveys of Matters Deemed to be Sensitive

The district will require, for any survey of students which contain one or more matters deemed to be sensitive (see section headed "Definition of Surveys of Matters Deemed to be Sensitive"), that suitable arrangements be made to protect student privacy (that is, the name or other identifying information about a particular student). For such surveys, the district will also follow the procedures set forth in the section entitled: "Notification of and Right to Opt Out of Specific Events."

Right of Parents to Inspect Instructional Materials

Parents have the right to inspect, upon reasonable request, any instructional material used as part of the educational curriculum for their child. Reasonable requests for inspection of instructional materials shall be granted within a reasonable period of time after the request is received. Parents shall not have the right to access academic tests or academic assessments, as such are not within the meaning of the term "instructional materials" for purposes of this policy. The procedures for making and granting a request to inspect instructional materials are as follows: the parent shall make the request, with reasonable specificity, directly to the building principal. The building principal, within five school days, shall consult with the teacher or other educator responsible for the curriculum materials. In the event that the request can be accommodated, the building principal shall make the materials available for inspection or review by the parent, at such reasonable times and places as will not interfere with the educator's intended use of the materials. In the event that there is a question as to the nature of the curriculum materials requested or as to whether the materials are required to be provided, the building principal shall notify the parent of such concern, and assist the parent with forming a request which can reasonably be accommodated. If the parent does not formulate such a request, and continues to desire certain curriculum materials, the parent shall be asked to make their request to the superintendent.

Rights of Parents to be Notified of and to Opt Out of Certain Physical Examinations or Screenings

The general policy and practice of the district is to not administer physical examinations or screenings of students which require advance notice or parental opt-out rights under the applicable federal laws, for the reason that the physical examinations or screenings to be conducted by the district will usually fit into one of the following exceptions: (1) hearing, vision, or scoliosis screenings; (2) physical examinations or screenings that are permitted or required by an applicable state law; and (3) surveys administered to students in accordance with the Individuals with Disabilities Education Act. For physical examinations or screenings which do not fit into the applicable exceptions, the district will follow the procedures set forth in the section entitled: "Notification of and Right to Opt Out of Specific Events."

Protection of Student Privacy in Regard to Personal Information Collected from Students

The general policy and practice of the district is to not engage in the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information. The district will make reasonable arrangements to protect student privacy to the extent possible in the event of any such collection, disclosure, or use of personal information. "Personal information," for purposes of this policy, means individually identifiable information about a student including: a student or parent's first and last name, home address, telephone number, and social security number. The term "personal information," for purposes of this policy, does not include information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or

to, students or educational institutions. This exception includes the following examples: (1) college or postsecondary education recruitment, or military recruitment; (2) book clubs, magazines, and programs providing access to low-cost literary products; (3) curriculum and instructional materials used by elementary schools and secondary schools; (4) tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about student, or to generate other statistically useful data for the purpose of securing such tests and assessments, and the subsequent analysis and public release of the aggregate data from such tests and assessments; (5) the sale by student of products or services to raise funds for school-related or education-related activities; and (6) student recognition programs.

Parental Access to Instruments Used in the Collection of Personal Information

While the general practice of the district is to not engage in the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information, parents shall have the right to inspect, upon reasonable request, any instrument which may be administered or distributed to a student for such purposes. Feasible requests for inspection shall be granted within a reasonable period of time after the request is received. The procedures for making and granting such a request are as follows: the parent shall make the request, with reasonable specificity, directly to the building principal and shall identify the specific act and the school staff member or program responsible for the collection, disclosure, or use of personal information from students for the purpose of marketing that information. The building principal, within five school days, shall consult with the school staff member or person responsible for the program that has been reported by the parent to be responsible for the collection, disclosure, or use of personal information from students. In the event such collection, disclosure, or use of personal information is occurring or there is a plan for such to occur, the building principal shall consult with the superintendent for determination of whether the action shall be allowed to continue. If not, the instrument for the collection of personal information shall not be given to any students. If it is to be allowed, such instrument shall be provided to the requesting parent as soon as such instrument can be reasonably obtained.

Annual Parental Notification of Student Privacy Protection Policy

The district provides parents with reasonable notice of the adoption or continued use of this policy and other policies related to student privacy. Such notice shall be given to parents of students enrolled in the district at least annually, at the beginning of the school year, and within a reasonable period of time after any substantive change in such policies.

Notification to Parents of Dates of and Right to Opt Out of Specific Events

The district will directly notify the parents of the affected children, at least annually at the beginning of the school year, of the specific or approximate dates during the school year when any of the following activities are scheduled, or are expected to be scheduled:

- A. The collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information. (Note: The general practice of the District is to not engage in the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information.)
- B. Surveys of students involving one or more matters deemed to be sensitive in accordance with the law and this policy.
- C. Any non-emergency, invasive physical examination or screening that is required as a condition of attendance; administered by the school and scheduled in advance; and not necessary to protect the immediate health and safety of the student or of other students. (Note: the general practice of the district is to not engage in physical examinations or screenings that require advance notice, for the reason that the physical examinations or screenings to be

conducted by the district will usually fit into one of the following exceptions to the advance notice requirement and parental opt-out right:

- a. Hearing, vision, or scoliosis screenings
- b. Physical examinations or screenings that are permitted or required by an applicable state law
- c. Surveys administered to students in accordance with the Individuals with Disabilities Education Act

Parents shall be offered an opportunity in advance to opt their child out of participation in any of the above listed activities. For legally emancipated students, or those age 18 or older, the notice and opt-out right shall belong to the student.

Definition of Surveys of Matters Deemed to be Sensitive

Any survey containing one or more of the following matters shall be deemed to be “sensitive” for purposes of this policy:

- A. Political affiliations or beliefs of the student or the student’s parent
- B. Mental or psychological problems of the student or the student’s parent/guardian
- C. Sex behavior or attitudes
- D. Illegal, anti-social, self-incriminating, or demeaning behavior
- E. Critical appraisals of other individuals with whom the student has close family relationships
- F. Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers
- G. Religious practices, affiliations, or beliefs of the students or the student’s parent/guardian
- H. Income, other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program

Section 10 Parent and Family Involvement Policy

Parental/Community Involvement in Schools

Isanti Community Schools welcomes parental involvement in the education of their children. We recognize that parental involvement increases student success. It is the district’s policy to foster and facilitate, to the extent appropriate and in their primary language, parental information about, and involvement in, the education of their children. Policies and regulations are established to protect the emotional, physical, and social well-being of all students.

- A. Parental involvement is a part of the ongoing and timely planning, review and improvement of district and building programs.
- B. Parents are encouraged to support the implementation of district policies and regulations.
- C. Parents are encouraged to monitor their student’s progress by reviewing quarterly report cards and attending parent-teacher conferences.
- D. Textbooks, tests, and other curriculum materials used in the district are available for review by parents upon request.
- E. Parents are provided access to records of students according to law and school policy.
- F. Parents are encouraged to attend courses, assemblies, counseling sessions, and other instructional activities with prior approval of the proper teacher or counselor and administrator. Parents’ continued attendance at such activities will be based on the student’s well-being.
- G. Testing occurs in this school district as determined to be appropriate by district staff to assure proper measurement of educational progress and achievement.
- H. Parents submitting written requests to have their student excused from testing, classroom instruction, and other school experiences will be granted that request when possible and educationally appropriate. Requests should be submitted to the proper teacher or administrator

within a reasonable time prior to the testing, classroom instruction, or other school experience, and should be accompanied by a written explanation for the request. A plan for an acceptable alternative shall be approved by the proper teacher and administrator prior to, or as a part of, the granting of any such parent request.

- I. Participation in surveys of students occurs in this district when determined appropriate by district staff for educational purposes. Parents will be notified prior to the administration of surveys in accordance with district policy. Timely written parental requests to remove students from such surveys will be granted in accordance with district policy and law. In some cases, parental permission must be given before the survey is administered.
- J. Parents are invited to express their concerns, share their ideas, and advocate for their children's education with board members, administrators, and staff.
- K. School district staff and parents will participate in an annual evaluation and revision, if needed, of the content and effectiveness of the parental involvement policy.

Title I Parental Involvement Policy

Isanti Community Schools intends to follow the Title 1 Parent and Family Engagement Policy guidelines in accordance with federal law, Section 1116 (a-f) ESSA, (Every Student Succeeds Act) of 2015.

In General

The written District parent and family engagement policy has been developed jointly with, updated periodically and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents describes the means for carrying out the requirements as listed below.

*Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial or ethnic minority background or are migratory children. Information related to school and parent programs, meetings, school reports and other activities are sent to the parents of participating children in a format, and to the extent practicable, in a language the parents can understand. Specific examples of this requirement at Isanti Schools are:

- Back to School Open House
- Parent-Teacher Conferences
- Reading Title 1 Family Night with Parent meeting in the fall
- Math Title 1 Family Night
- Homecoming Activities that involve Parents
- Music Concerts
- Community Pep Rallies
- Parent Portal on the School Information System

- Stakeholder Surveys

*Parents are involved in the planning, review, evaluation and improvement of the Title 1 program, Parent and Family Engagement Policy and the School-Parent Compact at an annual parent meeting scheduled at a convenient time. This would include the planning and implementation of effective parent and family involvement activities. Specific examples of this requirement at Isanti Schools are:

- Reading Title 1 Night with Parent meeting. Parents are given different options for Parent Compact and Parent and Family Engagement Policy. The parents choose one of the given choices.
- Each of the schools in the district have a parent member on the Schoolwide Planning Team.

*Conduct, with meaningful parent and family involvement, an annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy. Use the evaluation findings to design evidence-based strategies for more effective parental involvement, and to revise the Parent and Family Engagement Policy. At Isanti Community schools this requirement is met by:

Providing each attending parent a copy of the Parent and Family Engagement Policy during the Reading Title 1 Family Night and parent meeting, and asking them to give feedback and suggestions for improvement.

*Opportunities are provided for parents and family members to participate in decisions related to the education of their child/children. The school and local educational agency shall provide other reasonable support for parental involvement activities. At Isanti Schools this requirement is met by:

- Surveys given out at Parent-Teacher Conferences
- Reading Title 1 Family Night with Parent meeting

*Parents of participating children will be provided timely information about programs under this part, a description and explanation of the curriculum in use, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards. The school will provide assistance, opportunities, and/or materials and training to help parents work with their children to improve their children's academic achievement in a format, and when feasible, in a language the parents and family members can understand. At Isanti Community Schools, this requirement is met by:

- Providing each family with a copy of the Student Hand Book that they are required to sign.
- Parent-Teacher Conferences in which parents are given reports of assessment results.
- Orientation Meeting

- Title 1 information is provided on the Isanti Community School website: santeeschools.org.

*Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners. This requirement is met a Isanti Community Schools by:

- Parents as Teachers monthly activities
- Culture Classes with Cultural Director provided for staff
- Parent-Teacher Conferences
- Instructional Coach

*Coordinate and integrate parental involvement programs and activities with other Federal, State and local programs, including preschool programs that encourage and support parents in a more fully participating in the education of their children. Isanti Community Schools meets this requirement by:

- Summer School Program
- After School program
- One School, One Book in conjunction with Title 1 program

Accessibility

In carrying out the parental involvement activities for this Title I Parental Involvement Policy, the district shall provide full opportunities for the participation of parents with limited English proficiency, parents with disabilities, and parents of migratory children, including providing information and school reports required under Title I in a format and, to the extent practicable, in a language such parents understand.

Use, Distribution, and Updating of this Policy

This Title I Parental Involvement Policy shall be incorporated into the district's Title I plan, shall be distributed to parents of participating children, shall be made available to the local community, and shall be updated periodically to meet the changing needs of the parents and the school.

Section 11 Pregnant and Parenting Students Policy

Students who are pregnant or parenting may expect the following rights:

- A. Attendance and Leave of Absence
 - a. Pregnant and parenting students will be allowed to attend their own, and their child's, medical care appointments, or other pregnancy- or parenting-related appointments. These absences will be treated like other students who are excused for medical reasons.
 - b. Absences due to pregnancy, pregnancy-related conditions, or to care for an ill child will not violate compulsory attendance requirements.

- c. Students will be permitted to take a leave of absence for pregnancy, childbirth, prenatal and postnatal needs, and for recovery following childbirth deemed medically necessary by the student's medical care provider.
 - d. Pregnant and parenting students will be allowed to participate in all activities, including extracurricular activities, during and after pregnancy. The school may request a health care provider's certificate addressing safe participation, if a certificate addressing safe participation is required of other students with other conditions requiring attention of a licensed health care provider. A certificate will mean a written document signed and dated by a licensed health care provider.
 - e. At the conclusion of a leave of absence, the student will be immediately enrolled in his or her school of record in the same grade and status as when the leave began.
- B. Coursework
- a. Pregnant and parenting students will be provided with all assignments, class work, and any additional support needed to ensure that the student may keep up with class work.
 - b. Pregnant and parenting students will be allowed to attend regular classes and complete their coursework.
 - c. There will be an alternative to regular classes available to pregnant and parenting students to complete their coursework if classroom work is not an option due to pregnancy or parenting. The alternatives are voluntary, with the student being authorized to decide whether to participate in an alternative method of instruction.
- C. Lactation Room
- a. Any lactating student will be provided reasonable time and space to express (pump) breast milk or breastfeed during the school day.
 - b. The lactation room will not be a bathroom or closet, and will be private, clean, reasonably accessible, and include an electrical outlet and chair.
 - c. The school will provide a food safe refrigerator for lactating students to safely store breast milk.
- D. Childcare
- a. If the school has no child care providers, the school will provide a list of qualified providers, which will be updated annually.
 - b. Approved providers must participate in the quality rating and improvement system, and meet all the criteria for at least a step-three rating pursuant to the Step Up to Quality Child Care Act.
- E. Other Accommodations
- a. Pregnant and parenting students will be notified that they may request reasonable accommodations. Reasonable accommodations will be evaluated on a case-by-case basis.
 - b. Reasonable accommodations may include: additional frequency for bathroom breaks, additional time between class periods, larger desks or additional workspace, and adjustments for physical education requirements.
- F. Privacy and Confidentiality
- a. All health and personal information of pregnant and parenting students will be kept confidential, consistent with governing law.
 - b. Information regarding student pregnancies or related conditions will not appear in cumulative records, and may not be used when pregnant or parenting student is being considered for educational or job opportunities, awards, or scholarships.

G. Bullying and Harassment

- a. Pregnant and parenting students have the same rights as other students to be free from discrimination, bullying, and harassment. Pregnant and parenting students are protected by Isanti's anti-bullying policy.

Section 12 Homeless Students Policy

For the purpose of this policy, "homeless students" generally include children who lack a fixed, regular, and adequate nighttime residence, as further defined by applicable federal and state law.

No Stigmatization or Segregation of Homeless Students

It is the district's policy and practice to ensure that homeless children are not stigmatized or segregated by the district on the basis of their status as homeless.

Homeless Coordinator

The homeless coordinator shall serve as the school liaison for homeless children and youth and shall ensure that:

- A. Homeless children are identified by school personnel
- B. Homeless children enroll in, and have a full and equal opportunity to succeed in, school
- C. Homeless children and their families receive educational service for which they are eligible and referrals to health, dental, and mental health services and other appropriate services
- D. The parents or guardians of homeless children are informed of the educational and related opportunities available to their children and provided with meaningful opportunities to participate in the education of their children
- E. Public notice of the educational rights of homeless children is disseminated where such children receive services under the federal homeless children laws, such as schools, family shelters, and soup kitchens
- F. Enrollment disputes are mediated in accordance with law
- G. The parents or guardians of homeless children, and any unaccompanied youth, are fully informed of transportation services available under law. The homeless coordinator shall coordinate with state coordinators and community and school personnel responsible for the provisions of education and related services to homeless children. The coordinator may designate duties hereunder as he or she determines to be appropriate.

Enrollment of and Services to Homeless Children

A homeless child shall be enrolled in compliance with law and be provided services comparable to services offered to other students in the school in which the homeless child has been placed. Placement of a homeless child is determined based on the child's "school of origin" and the "best interests" of the child. The "school of origin" means the school that the child attended when permanently housed or the school in which the child was last enrolled. Placement decisions shall be made according to the district's determination of the child's best interests, and shall be at either: (1) the child's school of origin for the duration of the child's homelessness (or, if the child becomes permanently housed during the school year, for the remainder of that school year) or (2) the school of the attendance area where the child is actually living. To the extent feasible, the placement shall be in the school of origin, except when such is contrary to the wishes of the homeless child's parent or legal guardian. If the placement is not in the school of origin or a school requested by the homeless child's parent or legal guardian, the district shall provide a written explanation of the placement decision and a statement of appeal rights to the parent/guardian as provided in Nebraska Rule 19.

If the homeless child is an unaccompanied youth, the homeless coordinator shall assist in the placement decision, consider the views of the unaccompanied youth, and provide the unaccompanied youth with notice of the right to appeal. The process to resolve disputes concerning the enrollment or placement of a homeless child or youth is as follows:

- A. The district shall provide a written response and explanation of a decision regarding any complaint or dispute of a parent, guardian, or other person having legal or actual charge or control of a homeless child or youth within thirty calendar days of the time such complaint or dispute is brought
- B. The enrollment of the homeless child or youth in the school where enrollment is sought during the time such dispute is being considered
- C. Notice of the right to appeal as provided in Nebraska Rule 19

Any parent, guardian, or other person having legal or actual charge or control of a homeless child or youth that is dissatisfied with the decision of a school district after the dispute resolution process may file an appeal with the Commissioner of the Nebraska Department of Education within thirty calendar days of receipt of the decision. Such appeals are informal and shall be submitted to the commissioner in writing, as outlined in Nebraska Department of Education Rule 19, Section 005.03. The district shall immediately contact the school last attended by the homeless child to obtain relevant academic and other records. If the homeless child needs to obtain immunizations or medical records, the district shall immediately refer the parent/guardian of the homeless child to the homeless coordinator, who shall assist in obtaining necessary immunizations or medical records. The district may nonetheless require the parent/guardian of the homeless child to submit contact information.

Transportation will be provided to homeless students, to the extent required by law and comparable to that provided to students who are not homeless, upon request of the parent/guardian of the homeless child, or by the homeless coordinator in the case of an unaccompanied youth, as follows: (1) if the homeless child's school of origin is in the district, and the homeless child continues to live in the district, transportation to and from the school of origin shall be provided by the district; and (2) if the homeless child lives in a school other than the district, but continues to attend Isanti Community Schools based on it being the school of origin, the new school and Isanti Community Schools shall agree upon a method to apportion the responsibility and costs for providing the child with transportation to and from the school of origin and, if they are unable to agree, the responsibility and cost for transportation shall be shared equally.

Section 13 Breakfast and Lunch Programs [policy 3012](#)

The district has agreed to participate in the National School Lunch Program and accepts responsibility for providing free and reduced price meals to eligible children in the schools under its jurisdiction. The district provides the United States Department of Agriculture's required nondiscrimination statement:

Nondiscrimination Statement

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA. Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotope, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay

Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

(1) Mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410

(2) Fax: (202) 690-7442; or

(3) Email: program.intake@usda.gov

This institution is an equal opportunity provider.

The school food authority assures the State Department of Education that the school system will uniformly implement the following policy to determine children's eligibility for free and reduced price meals in all National School Lunch Programs. In fulfilling its responsibilities the school food authority:

- A. Agrees to serve meals free to children from families whose income meets eligibility guidelines
- B. Agrees to serve meals at a reduced price to children from families whose income falls between free meal scale and the poverty guidelines
- C. Agrees to provide these benefits to any child whose family's income falls within the criteria in Attachment A after deductions are made for the following special hardship conditions which could not reasonably be anticipated or controlled by the household: Unusually high medical expenses, shelter costs in excess of thirty percent of reported income, special education expenses due to the mental or physical condition of a child, or disaster or casualty losses
- D. In addition, agrees to provide these benefits to children from families who are experiencing strikes, layoffs, and unemployment that causes the family income to fall within the criteria set forth in federal guidelines
- E. Agrees that there will be no physical segregation of, nor any other discrimination against, any child because of his inability to pay the full price of the meal. The names of the children eligible to receive free and reduced price meals shall not be published, posted, or announced in any manner, and there shall be no overt identification of any such children by use of special tokens or tickets or any other means. Further assurance is given that children eligible for free or reduced price meals shall not be required to: Work for their meals, use a separate lunchroom, go through a separate serving line, enter the lunchroom through a separate entrance, eat meals at a different time, or eat a meal different from the one sold to children paying the full price
- F. Agrees that, in the operation of child nutrition programs, no child shall be discriminated against because of race, sex, orientation, color, or national origin
- G. Agrees to establish and use a fair hearing procedure for parental appeals to the school's decisions on applications and for school officials' challenges to the correctness of information contained in an application or to the continued eligibility of any child for free or reduced price meals. During the appeal and hearing, the child will continue to receive free or reduced priced meals. A record of all such appeals and challenges and their dispositions shall be retained for three years. Prior to initiating the hearing procedures, the parent or local school official may request a conference to provide an opportunity for the parent and school official to discuss the situation, present information, and obtain an explanation of data submitted in the application and decisions rendered. Such a conference shall not in any way prejudice or diminish the right to a fair hearing. The hearing procedure shall provide the following:
 - a. A publicly-announced, simple method for making an oral or written request for a hearing

- b. An opportunity to be assisted or represented by an attorney or other person
 - c. An opportunity to examine, prior to and during the hearing, the documents and records presented to support the decision under appeal
 - d. Reasonable promptness and convenience in scheduling a hearing and adequate notice as to the time and place of the hearing
 - e. An opportunity to present oral or documentary evidence and arguments supporting a position without undue interference
 - f. An opportunity to question or refute any testimony or other evidence and to confront and cross-examine any adverse witnesses
 - g. The hearing be conducted and the decision made by a hearing official who did not participate in the decision under appeal or in any previous conference
 - h. The parties concerned and any designated representative thereof be notified in writing of the decision of the hearing official
- H. Agrees to designate the superintendent to review applications and make determinations of eligibility. This official will use the criteria outlined in this policy to determine which individual children are eligible for free or reduced price meals
- I. Agrees to develop and send to each child's parent/guardian a letter as outlined by the Nebraska Department of Education including an application form for free or reduced price meals at the beginning of each school year. Applications may be filed at any time during the year. All children from a family will receive the same benefits

The following information will be available in the office of the superintendent:

- A. Eligibility criteria for free and reduced meals
- B. Parent letter and application
- C. Public release
- D. Collection procedure

Student Eligibility

Families of students who may be eligible for free or reduced price school meals should submit an application to determine their eligibility. Applications are available through the superintendent or superintendent's designee. An application submitted on or after July 1 will be considered current for the new school year. A student may become eligible for free or reduced meals at any time during the school year if the household experiences a change in financial circumstances.

Student Confidentiality

The district will disclose individual student eligibility information only to those persons and organizations who require the information in order to carry out an activity specifically authorized by the National School Lunch Act, subject to applicable legal exceptions.

The district shall not use or implement any colored or coded meal cards, tickets, tokens, or other methods of payment that would overtly identify a student as being eligible for free or reduced price meals.

Annual Distribution of Policy

This policy shall be provided in writing to all students' households at the start of each school year and to households transferring to the district during the school year.

This policy shall also be provided annually to district staff members responsible for the enforcement of this policy, including food service professionals.

The superintendent or the superintendent's designee shall maintain documentation of the annual distribution of this policy to students' households and district staff.

School Wellness Policy [policy 5052](#)

In compliance with the USDA food and nutrition program, the school district will have a written document that guides the school district's efforts to establish a school environment that promotes students' health, well-being, and ability to learn. This document was first established in 2016 and is updated annually and posted on the school webpage after board approval. The School Wellness policy was formed and is updated by a School Wellness committee that includes the appointed School Wellness Coordinator, Administration, Staff, Teachers, Students, Parents and any other invested community members.

Please see the School Wellness Policy & Nut Free Policy on the school website for further School Lunch & Cafeteria Rules/Guidance.

Article 10: Extracurricular Activities: Rights, Conduct, Rules, and Regulations

Section 1 Extracurricular Activity Philosophy

Extracurricular activity programs enrich the curriculum of the school by making available a wide variety of activities in which a student can participate. Extracurricular activity programs are considered an integral part of the school's program of education, providing experiences that will enhance students' physical, mental, and emotional health.

The element of competition and winning, though it exists, is controlled to the point it does not determine the nature or success of the program. This is considered to be educationally and psychologically sound because of the training it offers for living in a competitive society. Students are stimulated to want to win and excel, but the principles of good sportsmanship prevail at all times to enhance the educational values of contests. Participation in activities, both as a competitor and as a student spectator, is an integral part of a student's educational experience. Such participation is a privilege that carries with it responsibilities to the school, team, student body, community, and the students themselves. In their play and their conduct, students are representing all of these groups. Such experiences contribute to the knowledge, skills, and emotional maturity that they possess, thereby making them better individuals and citizens.

Extracurricular Activities Definition

Isanti school defines extracurricular activities as student activities or organizations, supervised or administered by the district, which do not require a grade or count toward graduation or advancement between grades, and in which the district does not otherwise require participation. **Any student that will be participating in a NSAA (Nebraska School Activities Association) recognized sport or activity, may not participate in that activity or sport until a preparticipation physical evaluation is completed and turned into the Health Office and the Student/Parent Consent Form is completed and signed.**

Goals of Extracurricular Activities

- A. Students will have fun
- B. Students will learn how to compete, succeed, and fail
- C. Students will learn more about the activity in which they are participating

Safety

The district's philosophy is to maintain an activities program that recognizes the importance of the safety of the participants. To ensure safety, participants are required to become fully familiar with the dangers and safety measures established for the activity in which they participate, to adhere to all safety instructions for the activity in which they participate, to inform their coach or sponsor when they are injured or have health problems that require their activities be restricted, and to exercise common sense.

Warning for Participants and Parents

The purpose of this warning is to bring your attention to the existence of potential dangers associated with athletic injuries. Participation in any intramural or athletic activity may involve injury of some type. The severity of such injury can range from minor cuts, bruises, sprains, and muscle strains; to more serious injuries to the body's bones, joints, ligaments, tendons, or muscles; to catastrophic injuries to the head, neck, and spinal cord. On rare occasions, injuries can be so severe as to result in total disability, paralysis, or death. Even with appropriate coaching, appropriate safety instruction, appropriate protective equipment, and strict observance of the rules, injuries are still a possibility.

ATHLETICS AND ACTIVITIES

Athletics and Activities

Student participation in extracurricular activities has been linked to improved attendance, higher academic achievement, and greater student self-confidence and self-esteem. Isanti Community Schools provides students with the opportunity to participate in a comprehensive activities program that includes athletics, fine arts, and select clubs or organizations associated with academic areas.

Although the school district believes strongly in the value of student activities, participation in the activities program is a privilege, not a right. Students must obey the rules set out in this handbook and any additional rules created by their coach or activity sponsor. This handbook is advisory and does not create a “contract” with parents, students, or staff. The administration reserves the right to make decisions and make rule revisions at any time to implement the educational program and to assure the well-being of all students. The administration is responsible for interpreting the rules contained in the handbook. If a situation or circumstance arises that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, and state and federal statutes and regulations.

Please read this handbook carefully. Students and their parents are responsible for complying with all of the rules and procedures detailed in this booklet.

Parents must sign the acknowledgement and permission to participate form at the end of this handbook before their student will be permitted to participate in the activity programs of the district.

The provisions in this handbook are subject to change at the sole discretion of the Board of Education. From time to time, you may receive updated information concerning changes in the handbook. These updates should be kept within the handbook so that it is up to date. If you have any questions regarding this handbook, please contact the Superintendent for assistance.

GENERAL INFORMATION ABOUT THE ACTIVITIES PROGRAM

Academic Eligibility

To be eligible to participate in the school's activity programs, each student must (1) meet Nebraska State Activities Association (NSAA) requirements concerning scholastic eligibility (see Section Three of this Handbook), (2) be registered for 35 credit hours per semester and be in regular attendance, and (3) not have below a 60% grade in two or more classes for a period of one week to remain eligible to participate in any portion of the activities program **or** failing one class for two consecutive weeks. Participants must attend practices and participate in all conditioning during any period of ineligibility.

The school district will notify a participant and his or her parents whenever the participant is declared academically ineligible.

Students may not participate in any activity, performance or practice while serving a short-term suspension, long-term suspension, or expulsion from school.

Attendance at Practices and Contests

Participants in the activities program are expected to attend and be on time at all practices and meetings scheduled by the coach or sponsor. Participants may be excused for absences resulting from a participant's illness, a death in the family, a doctor's appointment, a court appearance, or other absences that are arranged in advance. The coach, sponsor, or director of an activity may require a participant who has an excused absence to complete an alternate assignment for missing a practice, meeting, event, performance, or contest. A participant who is unable to attend a scheduled practice, meeting, or game must contact the coach or sponsor in advance. Students who are absent from school due to illness are not required to provide the coach or sponsor with additional notification of the student's absence from practice.

If a participant misses a scheduled contest or performance, the coach or sponsor may impose discipline up to and including suspension of the participant from the activity for the remainder of the season or length of the activity.

Any participant who is not in attendance at school, and in class for at least half of the day of the practice or event will not be allowed to participate in practice on that day, or in any event on that day. [Policy 6014](#)

Any participant choosing to walk out of a class, without permission at any time during the day will not be allowed to practice that day and/or will not be allowed to participate in any event that day.

Closings

Unless the administration determines that it is permissible for the activity to continue as scheduled, all activities will be canceled or postponed in the event that school has been called off for inclement weather or any other reason as determined by the administration. Unless the administration determines that it is permissible for the activity to continue as scheduled.

Colors

The Isanti School colors are Blue and Gold.

Complaint Procedure

To reduce conflicts in the school's activities program, students and/or their parents should use the district's formal complaint procedure to manage conflicts about the program. The complaint procedure is printed in the school's student handbook and may be found on the district's web site: www.santeeschools.org.

Concussion Awareness

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

The School District will:

- a. Require all coaches and trainers to complete one of the following on-line courses on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury:
 - Heads UP Concussions in Youth Sports
 - Concussion in Sports—What You Need to Know
 - Sports Safety International
 - ConcussionWise
 - ACTive™ Athletic Concussion Training for Coaches; and
- b. On an annual basis provide concussion and brain injury information to students and their parents or guardians prior to such students initiating practice or competition. This information will include:
 - 1 The signs and symptoms of a concussion;
 - 2 The risks posed by sustaining a concussion; and
 - 3 The actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

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

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

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

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

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

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

Dances

School dances are part of the district's extracurricular activity program. Students who wish to participate in school dances must comply with the activity code. Students may be prohibited from participating in school dances as a consequence for violating school rules or these activity rules.

Junior High/Middle School Dances

Junior high/middle school (6-8) dances are restricted to students currently enrolled in the junior high school and will be sponsored by junior high teachers and parents. Any organization wishing to sponsor a junior high dance must obtain permission from the principal regarding date and times. Each dance must be sponsored by at least two faculty members and one additional adult couple. Once admitted to the dance, students must remain until the close of the dance. Students who leave the dance will not be readmitted. Students who are academically ineligible will not be allowed to attend school dances.

High School Dances

All high school dances are restricted to 9-12 High School students and their guests. Any organization wishing to sponsor a dance must obtain permission from the principal regarding date and times. Each dance must be sponsored by at least two faculty members and one additional adult couple. Once admitted to the dance, students must remain until the close of the dance. Students who leave the dance will not be readmitted. Students who are academically ineligible will not be allowed to attend school dances. Any guest attending a high school dance must be a student enrolled in a high school. They will be required to have a form signed by their principal that they are in good standing in their school.

Homecoming and Prom

The Homecoming dance is open to students and guests of Isanti High School.

The Junior/Senior Prom is open to students and guests of the Isanti High School junior and senior classes. Guests must follow all rules that the students must follow. Each student is responsible for his/her guest's conduct. Appropriate attire is required for these dances. No blue jeans, shorts, or T-shirts will be allowed at the banquet or dance for Prom. Black dress jeans will be acceptable. Any guest attending a high school dance must be a student enrolled in a high school. They will be required to have a form signed by their principal that they are in good standing in their school.

Electronic Communication

The school board supports the use of technology by coaches, extracurricular sponsors, and other staff members to communicate with students for legitimate educational, extracurricular, and other school-related purposes. However, electronic communication between students and teachers,

sponsors, and coaches shall be appropriate at all times and shall not violate any law, district policies, or the Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education (“Rule 27”). Please see the Social Media Policy For School District Employees for further explanation.

Equipment

Each participant in the athletic portion of the activities and hazing by members of classes, clubs, athletic teams, or any other organization affiliated with the district are prohibited except as otherwise permitted by this policy. Any student engaging in hazing or non-approved initiations is subject to discipline as permitted by policy and law.

Initiations are defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of “hazing” as defined below. Initiations are prohibited except by permission of the superintendent.

Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, activities program will be issued a locker to store his/her personal belongings and school equipment that has been checked out. Students should secure their athletic lockers with combination locks.

School-owned clothing or equipment that is checked out to individual students remains the property of the school. The clothing or equipment is not to be used or worn by the student except for the intended use. Each piece of equipment or clothing is to be returned to the instructor or coach when the season or the use for such clothing or equipment is over. Each participant is responsible for all equipment checked out to him/her. Students will be assessed the replacement cost for school equipment that has been checked out to him/her and is lost or stolen.

Fundraising

All school-sponsored fundraising activities must be approved by a member of the school district administration. Fundraising for any activity must comply with the district’s policies, including applicable provisions specifically pertaining to Booster Clubs and PTOs for non-school-sponsored fundraising. Use of the school mascot shall not be permitted unless approved by the superintendent.

Individual Training Rules and Rules of Conduct

Head coaches or sponsors may develop additional training rules or rules of conduct for their activity. Students are responsible for knowing these rules and complying with them.

Initiations and Hazing

exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person.

Injuries

Participants who suffer any type of injury while involved in extracurricular activities must notify the coach or sponsor immediately. The coach or sponsor will then evaluate the injury and, if necessary, notify the participant's parents or seek immediate medical treatment.

If at any time during participation a doctor removes an athlete from participation because of an illness or injury, the athlete must have a written release from a doctor before participating again. The written release must be given to the coach or sponsor of the activity.

Note: The release requirement will be satisfied if the initial doctor's order specifies the duration of the student's restriction from participation and/or competition. Also see Concussion Awareness above.

Insurance

The school district does not provide medical or other insurance coverage for students who participate in athletic contests or other activities. It is the parents' responsibility to provide adequate insurance to cover any medical expenses that may be incurred while the student is participating in athletics or other activities.

The school district makes an accident insurance plan available for purchase by participants and their families through an authorized insurance agent. Information about policies which families may purchase will be available prior to each sports season and at fall registration.

Lettering Requirements

Lettering will be determined by each coach or sponsor who serves as the head coach as designed by administration. This will be outlined in each coaches player handbook given by head coaches to students in athletics and activities.

Practices

The individual head coach or sponsor, in cooperation with the high school principal, will schedule all starting times of practices. All participants are expected to be ready at the time set by the coach or sponsor.

To be eligible to practice, a participant must satisfy the following requirements:

1. Submit to the coach or sponsor a signed physical form and Activities Code that verifies that a physical examination has been completed and that the student and parent(s) understand the school's position regarding the use or possession of alcohol, tobacco, and other related drugs.
2. Furnish the high school principal with proof of insurance.

Secret Organizations

Secret organizations are prohibited. School officials shall not allow any person or representative of any such organization to enter upon school grounds or school buildings for the purpose of rushing or soliciting students to participate in any secret fraternity, society, or association.

Student Manager, Helpers, or Activity Aids

Students wishing to serve as student volunteers for extracurricular activities must gain the permission of the activity coach or sponsor. Student volunteers must comply with all of the rules and procedures contained in this handbook.

Sunday Night Activities

In order to provide students sufficient time away from school for family-related activities, the school will endeavor not to schedule activities on Wednesday evenings or on Sundays. Practices will be organized so that all participants are showered, dressed, and/or leave the facilities by 6:00 p.m. on Wednesday nights. An exception to this guideline would be when a team, group of students, or an individual may be required to participate in an activity sponsored by the conference, district, or state on a Wednesday night.

The school does not allow Sunday practice sessions, except when a varsity team, group of students, or individual is scheduled to compete or perform on a Monday. Practices scheduled for a Sunday must have the prior approval of the activities director or building principal.

Transportation

All participants are expected to ride to and from away activities by means of approved school transportation.

A participant may ride home with his or her parent/guardian only if the parent/guardian personally contacts the sponsor at the activity. A participant may ride home with an adult if the participant's parent/guardian has personally contacted the principal prior to the activity and the adult personally contacts the sponsor at the activity prior to leaving with the student. Parents are discouraged from requesting to take their children home after an away contest or performance. Travel to and from an event provides time for the students to further develop a strong team concept.

Weight Room

The weight room has been developed to help each athlete, student, or adult in the community maintain a level of physical fitness. No one may use the weight room or equipment without proper supervision. The school will develop a schedule for use of the weight room by athletes during the school year and during the summer months.

The weight room is a high demand area within the school facilities. The following guidelines will help determine the priorities in reference to use if more than one group desires to use the facility at the same time:

1. Physical education instruction
2. By the team sports, which are in season
3. Conditioning programs for athletes not currently out for a sport
4. Summer conditioning programs
5. Adult education

AVAILABLE ACTIVITIES

Athletic Teams

Basketball (boys and girls)
Football
Golf
Track (boys and girls)
Volleyball
Cross Country

Band

The school district sponsors marching band, pep band, and jazz band in addition to concert band. Participants must be enrolled in band class in order to be eligible to participate in these groups.

Cheer Squad

Participants are selected by the sponsor(s) or judges appointed by the sponsor. Members of the cheer squad will attend all home and selected away athletic contests.

Culture Club and Hand game Team

Students compete in traditional Dakota games.

Letter Club

Any student who has lettered in any sport is eligible for membership. The purpose of the Club is to stimulate and encourage sportsmanship and to assist in bringing about a closer bond between students in all sports.

Student Government [policy 5041](#)

The purpose of student government is to arouse the spirit of loyalty toward the school, to promote good citizenship, to sponsor school activities, to extend the spirit of good fellowship throughout the student body, to foster a spirit of cooperation between the students and faculty, and to seek to develop a spirit of cooperation, good will, and better understanding with other schools. The organization, operation, and scope of the student government shall be administered by the Superintendent or designee.

Student Publications [policy 5043](#)

The yearbook is published by the Journalism class along with the help of its teacher. The annual is financed partially by funds raised from the sale of the books.

NEBRASKA STATE ACTIVITY ASSOCIATION RULES

Eligibility

In order to represent a high school in interscholastic athletic competition, a student must abide by eligibility rules of the Nebraska School Activities Association. Eligibility requirements are established by the NSAA in its Constitution and its Bylaws and Approved Rulings. These documents can be found online at <https://nsaahome.org/constitution-bylaws/>. A summary of the major rules is given below. Contact the principal, activities director or the activity sponsor or coach for an explanation of the complete rule.

1. Students must be a *bona fide* student of their member school and have not graduated from any high school.
2. After a student's initial enrollment in grade nine, he/she shall be ineligible after eight semesters of school membership beginning with his/her enrollment in grade nine.
3. Students are ineligible if nineteen years of age before August 1 of the current school year. (Students in grades 7 or 8 may participate on a high school team if he/she was 15 years of age prior to August 1 of the current school year.)
4. Students must be enrolled in some high school on or before the eleventh school day of the current semester.
5. Students must be continually enrolled in at least thirty five credit hours per semester and regular in attendance, in accordance with the school's attendance policy at the school he/she wishes to represent in interscholastic competition.
6. Students must have been enrolled and received twenty hours of credit in school the immediate preceding semester.
7. **Guardianship does not fulfill the definition of a legal parent.** If a guardian has been appointed for a student, the student is eligible in the school district where his/her legal parent(s) have their domicile.
8. A student entering grade nine for the first time after being promoted from grade eight of a two-year junior high, or a three-year middle school, or entering a high school for the first time after being promoted to grade ten from a three-year junior high school is eligible. After a student makes an initial choice of high schools, any subsequent transfer, unless there has been a change of domicile by his/her parents, shall render the student ineligible for ninety school days. If a student has participated on a high school team at any level as a seventh, eighth, or ninth grade student, he/she has established his/her eligibility at the high school where he/she participated. If the student elects to attend another high school upon entering ninth or tenth grade, he/she shall be ineligible for ninety school days.
9. **Student eligibility related to domicile can be attained in the following manners:**
 - a. If the change in domicile by the parents occurs during a school year, the student may remain at the school he/she is attending and be eligible until the end of the school year or transfer to a high school located in the school district where the parents established their domicile and be eligible.
 - b. If the domicile is changed during the summer months and the student is in grade twelve and the student has attended the high school for two or more years, the student may remain at the high school he/she has been attending and retain eligibility.
 - c. If a student elects to remain at the same high school initially enrolled after being promoted from grade eight of a middle or junior high school, or grade nine of a

junior high school, he/she is eligible at that school, or is eligible at a high school located within the school district in which the parents established their domicile.

- d. **If the legal parents of a student change their domicile from one school district that has a high school to another school district that has a high school, the student shall be eligible immediately in the school district where the parents established their domicile.**
10. Nebraska transfer students whose name appears on the NSAA transfer list prior to May 1 shall be eligible immediately in the fall at the transfer high school. Those students whose name does not appear on the NSAA transfer list prior to May 1 shall be ineligible for ninety school days, with such transfers being subject to hardship waiver guidelines.
11. Nebraska transfer students must have signed and delivered all forms necessary to make such transfer to the school in which he/she intends to enroll for the 2019-20 school year prior to May 1, 2019; for the student to be eligible, the school to which the transfer is being made must have notified the NSAA office via an NSAA online transfer form, no later than May 1, 2019. The student would become ineligible for ninety school days the next fall if the student were to change his/her mind and decide not to transfer. If such student were to transfer to the new school, but later decides to return to his/her former district before 90 school days have elapsed, such student will be ineligible in the former district for 90 school days, with the ineligibility period commencing at the start of the fall semester. Those students who did not have their enrollment forms signed, delivered, and accepted prior to May 1, 2019, shall be ineligible for ninety school days, with such transfers being subject to hardship waiver guidelines.
12. Once the season of a sport begins, a student shall participate in practices and compete only in athletic contests/meets in that sport, which are scheduled by his/her school. Any other competition will render the student ineligible for a portion of, or all of, the season in that sport. The season of a sport begins with the first date of practice as permitted by NSAA rules.
13. During the season of a particular sport, athletes participating in that sport for a high school may attend, but may not physically take part, either as an individual or as a member of a team, in the sport activity in which instruction is being offered in the clinic, camp, or school. (*Refer to NSAA Bylaw 3.5.1.1 for exception in Swimming and Diving.)
14. A student shall not participate on an all-star team while a high school undergraduate.
15. A student must maintain his/her amateur status.

NSAA Sportsmanship Rules

Students must abide by the Nebraska School Activities Association Sportsmanship Rules. A complete copy of these rules can be found at <http://www.nsaahome.org/nsaaforms/pdf/manualsp.pdf>. Unsportsmanlike conduct shall include physical or verbal assault upon any participant, game official, or spectator, or any acts that may endanger the personal safety of individuals involved, or acts which hinder the normal progress of a contest or lead to the restriction or discontinuance of a contest.

If a student, participant, patron, and/or staff member representing a member school acts in a manner constituting unsportsmanlike behavior during competition the member school and/ or individuals shall be subject to penalties. A student, participant, patron, and/or staff member may not be permitted to attend activities if involved in unsportsmanlike conduct.

Middle School Athletics

No student in grades seven or eight participates in interscholastic athletic contests between schools within a school system or between school systems which exceed six games in football, fourteen matches in volleyball, twelve games in basketball, eight meets in track and field, and eight contests in all other activities. Contest limits shall be based upon the total number of contests played. Each game, match or meet played in a tournament shall count as one of the contests permitted within these contest limits.

If there are fewer than 12 boys or 12 girls in the combined enrollment of the seventh and eighth grades when those grades are part of the elementary school system, sixth grade students may participate in athletic contests between schools, within a school system, or between school systems if the school administration judges that it is appropriate after taking into consideration the competition's nature and value to the students, its physical requirements and dangers, and the sixth grade students' ages, physical and mental abilities, maturity, skills, and preparation for the competition. Otherwise, pupils in kindergarten through the sixth grade may not participate in any kinds of athletic contests between schools, within a school system, or between school systems except as provided in this policy or as otherwise allowed by law. This prohibition does not apply to annual field or play days. [Policy 6035](#)

Section 2 Extracurricular Activity Code of Conduct

Purpose of the Code of Conduct

Participation in extracurricular activities is a privilege. The privilege carries with it responsibilities to the school, team, student body, and community. Participants are not only representing themselves, but also their school and community in all of their actions. Others judge our school on the student participants' conduct and attitudes, and how they contribute to our school spirit and community image.

The student participants' performance and devotion to high ideals and values make their school and community proud. Consequently, participation is dependent upon adherence to this Code of Conduct and the school district's policies, procedures, and rules.

Code of Conduct

The Code of Conduct applies to all extracurricular activities as defined above in Article 10, Section 1. Extracurricular activities include but are not limited to: all sports, cheerleading, dance team, pep club, pep band, Warrior choir, extracurricular musical activities, speech, drama, one-act play, FBLA, FCCLA, Spanish club, art club, student council, student advisory board, National Honor Society, and other school-sponsored organizations and activities. The Code of Conduct also applies to participation in school-sponsored activities such as school dances, and participation in royalty for such activities. A "participant" refers to a student who participates in, has participated in, or will participate in an extracurricular activity.

The Code of Conduct applies to conduct that occurs at any time during the school year, as well as within the time frame beginning with the official starting day of the fall sport season established by the NSAA and extending to the last day of the spring sport season established by the NSAA, whether or not the student is a participant in an activity at the time of such conduct.

The Code of Conduct also applies when a student is participating or scheduled to participate in an extracurricular activity that is held outside the school year or the NSAA season. For example, if an FBLA or FCCLA student plans to participate in a conference in July and commits a Code of Conduct infraction in June, the student may be suspended from participating in the conference. Conduct during the summer months may affect a student's participation under the team selection and playing time guidelines.

The Code of Conduct rules apply regardless of whether the conduct occurs on and off school grounds. If the conduct occurs on school grounds, at a school function or event, or in a school vehicle, the student may also be subject to further disciplinary action under the general student code of conduct. A student who is suspended or expelled from school shall not be permitted to participate in activities during the period of the suspension or expulsion, and may also receive an extended activity suspension.

Grounds for Extracurricular Activity Discipline

Students who participate in extracurricular activities are expected to demonstrate cooperation, patience, pride, character, self-respect, self-discipline, teamwork, sportsmanship, and respect for authority. The following conduct rules have been determined by the Isanti Board of Education to be reasonably necessary to aid students, further school purposes, and prevent interference with the educational process. Such conduct constitutes grounds for suspension from participation in extracurricular activities and grounds for other restrictions or disciplinary measures related to extracurricular activity participation:

- A. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
- B. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school or extracurricular activity purposes, or making any communication that a reasonable person would interpret as a serious expression of an intent to harm or cause injury to another.
- C. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
- D. Causing or attempting to cause personal injury to any person, including a school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect another person shall not constitute a violation.
- E. Threatening or intimidating any student for the purpose of, or with the intent of, obtaining money or anything of value from a student, or making a threat which causes or may be expected to cause a disruption to school operations.
- F. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon, or bringing or possessing any explosive device, including fireworks, on school grounds or at a school function or event, or in a manner that is unlawful or contrary to school activity rules
- G. Selling, using, possessing, or dispensing alcohol, tobacco, narcotics, drugs, controlled substances, or inhalants; being under the influence of any of the above; possession of drug paraphernalia; or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. (Note: Refer to "Drug and Alcohol Violations" below for further information.)
- H. Public indecency.
- I. Sexual assault or attempt to sexually assault any person. Engaging in sexual conduct, even if consensual, on school grounds or at a school function or event.
- J. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds; in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee; or at school-sponsored activities or athletic events.
- K. Engaging in any activity forbidden by law that constitutes a danger to other students, interferes with school purposes or an extracurricular activity, or reflects a lack of high ideals.
- L. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes, or assigned activities.
- M. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to a school employee, school volunteer, or student. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, orientation, national origin, or religion.
- N. Dressing or grooming in a manner that is dangerous to the student's health and safety or a danger to the health and safety of others, or repeated violations of dress and grooming standards; dressing, grooming, or engaging in speech that is lewd, indecent, vulgar, or offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school or of an extracurricular activity; or dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.

- O. Willfully violating the behavioral expectations for those students riding Isanti Community School buses or vehicles used for activity purposes.
- P. Failure to report for an activity at the beginning of the season. Reporting for one activity may count as reporting on time if there is a change in activity within the season approved by the coach or the supervisor.
- Q. Failure to participate in regularly scheduled classes on the day of an extracurricular activity or event.
- R. Failure to attend scheduled practices and meetings. If circumstances arise to prevent the participant's attendance, the validity of the reason will be determined by the coach or sponsor. Every reasonable effort should be made to notify the coach or sponsor prior to any missed practice or meeting.
- S. All other reasonable rules or regulations adopted by the coach or sponsor of an extracurricular activity shall be followed, provided that participants shall be advised by the coach or sponsor of such rules and regulations by written handouts or posting on bulletin boards prior to the violation of the rule or regulation.
- T. Failure to comply with any rule established by the Nebraska School Activities Association, including, but not limited to, the rules relating to eligibility.
- U. Repeated violation of any school rule.

All terms used in the Code of Conduct have a less strict meaning than under criminal law and are subject to reasonable interpretation by school officials.

Drug and Alcohol Violations: Definitions

"Use or consume" refers to any level of consumption or use. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation.

"Under the influence" means any level of impairment, and includes the odor of alcohol on the breath or person of a student, or the odor of an illicit drug on the student. Also, it includes being impaired by reason of the abuse of any material used as a stimulant.

"Possession" includes having control of the substance, and also includes being in the same area where the substance is present and no adult is present and responsible for the substance. Possession includes situations wherein, for example:

- A. Alcohol is in a vehicle in which the student is present. The student is considered to be in possession if the student is aware that the alcohol is in the vehicle, even if the student has not touched or consumed the alcohol.
- B. Alcohol is present at a party attended by the student. The student is considered to be in possession if the student is aware that alcohol is at the party and fails to immediately leave the party, even if the student has not touched or consumed the alcohol.

In these situations, a violation would not exist if the alcohol is in the control of a parent/guardian or other responsible adult (age 21 or older) such that students are not allowed to access the alcohol. A violation would also not exist if the student did not know or have a reasonable basis to know that alcohol would be present, and the student leaves the location where the alcohol is present as soon as the student can safely do so. (Students are expected to leave immediately, but are not to do so in a manner that would endanger them. For example, students are not to leave in a car being driven by a person who has been drinking. Instead, the student should call for a safe ride home and, while waiting, clearly distance himself or herself from the alcohol).

Drug and Alcohol Violations: Consequences

Students may be suspended from practices or participation in interscholastic competition or participation in co-curricular activities for violations of the Code of Conduct. The period of suspension or other discipline for such offenses shall be determined by the school administration.

The disciplinary consequence will be determined based on consideration of the seriousness of the offense, any prior violations, the student's compliance with the self-reporting obligations, the student's level of cooperation and willingness to resolve the matter, and the student's demonstration of a commitment to not enact future violations.

Because of the grave implications of drug and alcohol violations for student participants, other students, and the school, the following consequences are established for such violations:

An activity participant who violates the drug or alcohol rules (other than steroids) shall be prohibited from participating in any extracurricular activity for the following minimum periods:

- A. First violation: Twenty-one days and twenty hours of community service.
- B. Second violation: Thirty-five days and forty hours of community service.
- C. Third or any subsequent violation: One calendar year.

Community Service

Hours of community service must be completed before the student is permitted to participate in any extracurricular or social activity.

Reduction for Self-Reporting

If the student has self-reported, consequences are reduced as follows:

- A. First violation: Fourteen days and ten hours of community service.
- B. Second violation: Twenty-eight days and twenty hours of community service.
- C. Third or any subsequent violation: Exclusion for the remainder of the current school year.

More Serious Violations

In the event of more serious drug or alcohol violations, such as students engaging in use of especially harmful and addictive drugs (such as cocaine or meth) or procuring alcohol for minors, the consequence of the violation is not restricted by the foregoing, and may be established at the discretion of the administration.

Steroid violation

A student who possesses, dispenses, delivers, or administers anabolic steroids shall be prohibited from participating in any extracurricular activity for the following minimum periods:

- A. First Violation: Thirty consecutive days.
- B. Second or Any Subsequent Offense: One calendar year.

Term of Suspension

For drugs, alcohol, and steroid violations, all suspensions begin immediately upon violation or as soon as administrative suspension is determined, and will include at least one scheduled activity or event in which the student is a participant in order to ensure that the suspension has a real consequence for the student. Spring suspensions may be carried over to the fall when they have not been fully served or when determined appropriate for the suspension to have a real consequence for the student.

Self-Reporting

A student who violates the Code of Conduct must self-report. Failure to self-report will lead to a longer

suspension or other discipline. The self-report must be made to: the principal, athletic director, or the head coach or sponsor of an activity in which the student participates. The student's parent/guardian may initiate the self-reporting process, but the student will be required to provide a written statement of the self-report. The self-report must be made earlier of: (1) before the end of the next school day after the conduct occurred and (2) before participation in an extracurricular or co-curricular activity.

In making a self-report, the student must identify the events that took place, what conduct the student engaged in, and any witnesses to the student's conduct, and will be required to put this information in a written statement. In the event the student has received a criminal citation, charge, or ticket, and proclaims innocence of a violation, the student will be required to self-report such offense and provide information as to why he or she should be found innocent, not as it relates to the criminal offense, but as it relates to the Code of Conduct.

All students are expected to be honest and forthright with school officials. In the event that a coach, activity sponsor, or school administrator asks a student participant for information pertaining to compliance (or lack of compliance) by the student or other student participants with the Code of Conduct or eligibility conditions for participation in activities, the student is expected to fully, completely, and honestly provide the information. Students may be disciplined for a failure to be honest and forthright.

Determining a Violation Has Occurred

A violation of the Code of Conduct will be determined to have occurred based on any of the following criteria:

- A. When a student is cited by law enforcement and school officials have a reasonable basis for determining that grounds for the issuance of the citation exist.
- B. When a student is convicted of a criminal offense. Conviction includes, without limitation, a conviction, a plea of no contest, and an adjudication of delinquency by a juvenile court.
- C. When a student admits to violating one of the standards of the Code of Conduct.
- D. When a student is accused by another person of violating one of the standards of the Code of Conduct and school officials determine that such information is reliable.
- E. When school officials otherwise find sufficient evidence to support a determination that a violation has occurred.

Procedures for Extracurricular Discipline

The following procedures are established for suspensions from participation in extracurricular activities:

- A. Investigation: The school official(s) considering the suspension will conduct a reasonable investigation of the facts and circumstances and determine whether the suspension will help the student or other students, further school purposes, or prevent an interference with a school purpose.
- B. Meeting: Prior to commencement of the suspension, the school official or designee considering the suspension will provide the student an opportunity to give his or her account of the story. The meeting for this purpose may be held in person or via a telephone conference.
 - a. The student will be given oral or written notice of what the student is accused of having done, an explanation of the evidence the school has, and the opportunity to explain the student's version. Detail is not required when the activity participant has made a self-report or otherwise admits the conduct. Names of informants may be kept confidential where determined to be appropriate.
 - b. The suspension may be imposed prior to the meeting if the meeting cannot reasonably be held before the suspension is to begin. In that case, the meeting will occur as soon as

- reasonably practicable. The student is responsible for cooperating in the scheduling of the meeting.
- C. Notice Letter: Within two school days, two business days if school is not in session, or such additional time as is reasonably necessary following the suspension, the athletic director or the athletic director's designee will send a written statement to the student and the student's parent/guardian. The statement will describe the student's conduct violation and the discipline imposed. The student and parent/guardian will be informed of the opportunity to request a hearing.
 - D. Informal Hearing Before Superintendent: The student or student's parent/guardian may request an informal hearing before the superintendent. The superintendent may designate the athletic director or another administrator not responsible for the suspension decision as the superintendent's designee to conduct the hearing and make a decision.
 - a. A form to request such a hearing must be signed by the parent/guardian. A form will be provided with the notice letter or otherwise be made available by request from the principal's office.
 - b. The request for a hearing must be received by the superintendent's office within five days of receipt of the notice letter.
 - c. If a hearing is requested:
 - i. The hearing will be held within ten calendar days of receipt of the request, subject to extension for good cause as determined by the superintendent or the superintendent's designee.
 - ii. The superintendent or superintendent's designee will notify the participants of the time and place of the hearing with reasonable notice for preparation for the hearing.
 - iii. Upon conclusion of the hearing, a written decision will be rendered within five school days, or ten calendar days if school is not in session. The written decision will be mailed or otherwise delivered to the participant or parent/guardian.
 - iv. A record of the hearing, including copies of documents provided at the hearing and a recordation, will be kept by the school if requested sufficiently in advance of the hearing by the parent/guardian.
 - E. No Stay of Penalty: There will be no stay of the penalty imposed pending completion of the due process procedures.
 - F. Opportunity for Informal Resolution: These due process procedures do not prevent the student or parent/guardian from discussing and settling the matter with the appropriate school officials at any stage.

Impact on Lettering and Post-Season Honors

A student who commits a Code of Conduct violation is:

- A. Eligible to letter, provided the student meets the criteria of the coach or sponsor.
- B. Not eligible to receive honors during the sport or activity in which he or she is participating at the time of the offense, and/or in sports or activities in which he or she has been suspended due to a code violation. The coach/sponsor, with the approval of the athletic director, may make an exception when the student has self-reported or otherwise demonstrated excellence in character allowing for such honors.

CODE OF CONDUCT

All students associated with Isanti Community Schools and participating in extracurricular or school sponsored activities (including all NSAA activities) are required to avoid conduct that is detrimental to the integrity of, and public confidence in, the school. Rules promoting lawful, ethical, and responsible conduct serve the interests of all people associated with the school. Illegal and irresponsible conduct puts people at risk, tarnishes the reputation of the offender and everyone else associated with the school, and undermines the public support and respect of the school district.

Standard of Conduct. Participation in school-sponsored or extracurricular activities is a privilege and not a right. Participants must follow board policy, this code, and all the training rules and rules of conduct of the coaches and/or activity sponsors. Students participating in school-sponsored or extracurricular activities are held to a high standard. Students are expected to conduct themselves in a way that is lawful, responsible, promotes the values upon which the school is based, and that brings credit to themselves and the school. Students who fail to live up to the required standard of conduct are guilty of detrimental conduct and subject to discipline under all school policies, the general student code of conduct, and these Activity Participation Rules.

Coach and Sponsor Rules. Coaches and/or activity sponsors shall establish training rules or rules of conduct for participation in or attendance at the activity or event. General training rules or rules of conduct shall be established prior to the activity or event. This Code shall control in the event that there is a conflict with coach or sponsor rules.

Prohibited Conduct. Students in school-sponsored and/or extracurricular activities may not engage in the following conduct:

1. Receipt of a criminal citation by law enforcement for any reason.
2. Conviction of a crime in adult court or the adjudication of a criminal charge in juvenile court.
3. Any behavior that is illegal under the laws of Nebraska or the United States of America regardless of whether it results in a criminal charge or conviction.
4. Any conduct that substantially interferes with the educational process or disrupts the activity or event.
5. Possession, consumption, use, distribution, or being under the influence of alcohol, illicit drugs, tobacco, controlled substances, or any lookalike or imitations thereof; or being in the presence of alcohol, illicit drugs, controlled substances, or any lookalike or imitations thereof that are being possessed, consumed, used, or distributed by any person under twenty-one (21) years of age without parental supervision. "Lookalike or imitations" means substances such as K2 and products like electronic nicotine delivery systems, vapor pens, etc. (Note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the use or abuse of any substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes).
6. Engaging in initiations, defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of "hazing" as defined below. Initiations are prohibited except by permission of the superintendent.
7. Engaging in hazing as defined by state law and this policy. Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of

an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Under state criminal law, hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person. For purposes of school rules, hazing also includes any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate; personal servitude; restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; binge drinking and drinking games; sexual simulation and sexual assault.

8. Bullying which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post, or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks, or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums; posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages, or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target.
9. Using any Internet or social networking websites to make statements, post pictures, or take any other actions that are indecent, vulgar, lewd, slanderous, abusive, threatening, harassing, or terrorizing.
10. Violating any school policy, handbook provision, or a coach's or activity sponsor's training rules or rules of conduct.
11. Dressing or grooming in a manner which is (A) dangerous to the student's health and safety or a danger to the health and safety of others, (B) lewd, indecent, vulgar, or plainly offensive, (C) materially and substantially disruptive to the work and discipline of the school or an extracurricular activity, (D) interpreted to advocate the use of illegal drugs or other substances by a reasonable observer.
12. Failing to report for an activity at the beginning of a season unless excused by the coach or activity sponsor.
13. Failing to attend scheduled practices and meetings unless excused by the coach or activity sponsor.

Such conduct is prohibited during the activity season, regardless of whether it occurs on-campus or off-campus. Activity season means that period commencing on the first day of an activity practice through the last day of the season or the last scheduled event.

Discipline. Students who violate any provision of these Activity Participation Rules may be subject to discipline up to and including expulsion from extracurricular activities and school sponsored events. (including but not limited to graduation ceremony and related activities). These disciplinary consequences and this Activity Code of Conduct are in addition to and do not prejudice, diminish, impede, or reduce any discipline that is authorized by the Nebraska Student Discipline Act, NEB. REV.

STAT. §§ 79-254 to 79-294, Board Policy, or the Student Handbook. Disciplinary action may include a probationary period and conditions that must be satisfied prior to or following reinstatement. Administrators and coaches will take the following into consideration when making disciplinary decisions:

1. Any prior or additional misconduct;
2. The nature and seriousness of the offense;
3. The motivation for the offense;
4. The amount of violence involved;
5. The student's demeanor and attitude regarding the violation;
6. The actual, threatened, or potential risk to the student and others due to the student's behavior;
7. Whether the student has compensated or will compensate the victim in the event of property damage or personal injury;
8. Whether the circumstances of the violation are likely to recur;
9. The student's willingness to participate in evaluations, counseling, or other programs;
10. Any mitigating factors;
11. Any other relevant factors.

If suspended, the student must continue to participate in practices and conditioning during the suspension if required by the coach or activity sponsor. The failure to comply with the practice and conditioning requirement will make the student ineligible for reinstatement to the activity.

Evaluation, Counseling, and Treatment. Apart from any other disciplinary procedures, students who violate any provision of these rules may be required to undergo a formal clinical evaluation at the administration's discretion. Based upon the results of that evaluation, the student may be encouraged or required to participate in an education program, counseling, or other treatment deemed appropriate by the evaluating professional.

Reporting of Incident. Students shall report any violation of these rules to the coach, principal, or superintendent no later than 30 minutes after the beginning of the next school day after the violation has occurred. Failure to report an incident will constitute a violation of these rules and will be taken into consideration in making disciplinary determinations under this policy.

Discipline Procedures. Prior to any disciplinary action under this activities code, the following procedures shall be followed:

As used in this "Discipline Procedures" section, "Investigator" means the coach or activity sponsor of the team or activity in which the student is participating, or any teacher, school official, or school representative whom the Principal or the Superintendent has authorized to perform the duties and responsibilities of "Investigator" as described below.

1. The Investigator shall make an investigation of alleged violation and provide an opportunity for the student to present his or her version of the facts surrounding the alleged violation.
2. The Investigator shall consider all information obtained as a result of the investigation, including information obtained from the student, and shall render a decision regarding disciplinary action. Within a reasonable period of time of the Investigator's decision, the

student and his/her parent or guardian shall be given written notice of the disciplinary action taken by the Investigator.

Review of Investigator's Decision. A student or the student's parents may, within five (5) school days of the notice of disciplinary action from the Investigator, notify the superintendent in writing of their request for a review of the coach or activity sponsor's determination. The superintendent or his or her designee shall review the situation and render a decision within three (3) school days from the date of the request for review. The superintendent's decision shall be in writing and shall be final.

Misrepresentations. Any misrepresentation of fact by a student regarding any alleged violation of these rules shall be considered a separate violation of these rules, and the student shall be subject to additional disciplinary action.

Questions. Any parent or student who has questions about board policy, this code, training rules, or rules of conduct of coaches or activity sponsors, or their interpretation or application shall consult with the activities director and/or the superintendent.

Assistance. Students are encouraged to consult with their coach, an administrator, a counselor, or a teacher to obtain access to educational, counseling, and other programs and resources that may be available to help avoid misconduct that may result in discipline under this policy.

A Parent's Guide to Concussions

WHAT IS A CONCUSSION?

A concussion is a brain injury that results in a temporary disruption of normal brain function. A concussion occurs when the brain is violently rocked back and forth or twisted inside the skull as a result of a blow to the head or body. An athlete does not have to lose consciousness ("knocked-out") to suffer a concussion.

CONCUSSION FACTS

- It is estimated that more than 140,000 high school athletes across the United States suffer a concussion each year. (Data from NFHS Injury Surveillance System).
- Concussions occur most frequently in football, but girl's lacrosse, girls' soccer, boy's lacrosse, wrestling, and girls' basketball follow closely behind. All athletes are at risk.
- A concussion is a traumatic injury to the brain.
- Concussion symptoms may last from a few days to several months.
- Concussions can cause symptoms that interfere with school, work, and social life.
- Athletes who have symptoms from a concussion should not return to sports because they are still at risk for prolonging symptoms and further injury.
- A concussion may cause multiple symptoms. Many symptoms appear immediately after the injury, while others may develop over the next several days or weeks. The symptoms may be subtle and are often difficult to fully recognize.

WHAT ARE THE SIGNS AND SYMPTOMS OF A CONCUSSION?

Signs Observed by Parents or Guardians

- Appears dazed or stunned
- Is confused about assignment or position
- Forgets an instruction
- Is unsure of game, score, or opponent
- Moves clumsily
- Answers questions slowly
- Loses consciousness (even briefly)
- Shows behavior or personality changes
- Can't recall events prior to hit or fall
- Can't recall events after hit or fall

Symptoms Reported by Athlete

- Headache or "pressure" in head
- Nausea or vomiting
- Balance problems or dizziness
- Double or blurry vision
- Sensitivity to light or noise
- Feeling sluggish, hazy, foggy, or groggy
- Concentration or memory problems

- Confusion
- Does not "feel right"

WHAT SHOULD I DO IF I THINK MY CHILD HAS HAD A CONCUSSION?

An athlete who is suspected of having a concussion must be removed from play immediately, whether it is in a game or practice. Continuing to participate in physical activity after a concussion can lead to worsening concussion symptoms, increased risk of further injury, and even death. Parents and coaches are not expected to be able to “diagnose” a concussion, as that is the job of a medical professional. However, they must be aware of the signs and symptoms of a concussion and if they are suspicious, the child must stop playing:

WHEN IN DOUBT – SIT THEM OUT!

Every athlete who sustains a concussion needs to be evaluated by a health care professional who is familiar with sports concussions. Parents should call their child’s physician, explain what has happened, and follow the physician’s instructions. A child who is vomiting, has a severe headache, or has difficulty staying awake or answering simple questions should be taken to the parent’s doctor or emergency room immediately.

WHEN MAY AN ATHLETE RETURN TO PLAY FOLLOWING A CONCUSSION?

No athlete who has suffered a concussion should return to play or practice the same day. Previously, athletes were allowed to return to play if their symptoms resolved within 15 minutes of the injury. Studies have shown that the young brain does not recover quickly enough for an athlete to return to activity in such a short time.

Concerns about athletes who return to play too quickly have led state lawmakers in Oregon and Washington to pass laws stating that **no athlete shall return to play on the day he or she suffered a concussion and the athlete must be cleared by an appropriate health care professional before he or she are allowed to return to play in games or practices.** The laws also mandate that coaches receive education on recognizing the signs and symptoms of concussion.

Once an athlete is free of symptoms of a concussion and is cleared to return to play by a healthcare professional knowledgeable in the care of sports concussions, he or she should proceed with activity in a stepwise fashion to allow the brain to readjust to exertion. On average, the athlete will complete a new step each day. The return-to-play schedule should proceed as below following medical clearance:

Step 1: Light exercise, including walking or riding an exercise bike. No weight-lifting.

Step 2: Running in the gym or on the field. No helmet or other equipment.

Step 3: Non-contact training drills in full equipment. Weight training can begin.

Step 4: Full contact practice or training.

Step 5: Game play.

If symptoms occur at any step, the athlete should cease activity and be re-evaluated by a health care provider.

HOW CAN A CONCUSSION AFFECT SCHOOLWORK?

Following a concussion, many athletes will have difficulty in school. These problems may last from days to months and often involve difficulties with short and long-term memory, concentration, and organization.

In many cases, it is best to reduce the athlete's class load after the injury. This may include staying home from school for a few days, followed by a lightened schedule for a few days or perhaps a longer period of time if needed. Decreasing the stress on the brain soon after a concussion may reduce symptoms and shorten the recovery period.

WHAT CAN YOU DO?

- Both you and your child should learn to recognize the "Signs and Symptoms" of a concussion as listed above.
- Emphasize to administrators, coaches, teachers, and other parents your concerns and expectations about concussion and safe play.
- Teach your child to tell the coaching staff if he or she experiences such symptoms.
- Teach your child to tell the coaching staff if he or she suspects that a teammate has a concussion.
- Monitor sports equipment for safety, fit, and maintenance.
- Ask teachers to monitor any decrease in grades or changes in behavior that could indicate concussion.
- Report concussions that occurred during the school year to appropriate school staff. This will help in monitoring injured athletes as they move to the next season's sports.

OTHER FREQUENTLY ASKED QUESTIONS:

Why is it so important that an athlete not return to play until they have completely recovered from a concussion?

An athlete who has not fully recovered from an initial concussion is very vulnerable to recurrent, cumulative, and even catastrophic consequences of a second concussive injury. Such difficulties are prevented if the athlete is allowed time to recover from the concussion and return-to-play decisions are carefully made. No athlete should return to sport or other at-risk participation when symptoms of a concussion are present and recovery is ongoing.

Is a "CT scan" or MRI needed to diagnose a concussion?

Diagnostic testing which includes CT ("CAT") and MRI scans are rarely needed following a concussion. While these are helpful in identifying life-threatening brain injuries (e.g., skull fracture, bleeding, swelling), they are not normally used, even by athletes who have sustained severe concussions. A concussion is diagnosed based upon the athlete's story of the injury and the health care provider's physical examination.

What is the best treatment to help my child recover more quickly from a concussion?

The best treatment for a concussion is rest. There are no medications that can speed the recovery from a concussion. Exposure to loud noises, bright lights, computers, video games,

television, and phones (including text messaging) may exacerbate the symptoms of a concussion. You should allow your child to rest as much as possible in the days following a concussion. As the symptoms decrease, you may allow increased use of computers, phone, video games, etc., but the access must be reduced if symptoms worsen.

How long do the symptoms of a concussion usually last?

The symptoms of a concussion will usually go away within one week of the initial injury. You should anticipate that your child will likely be out of sports for about two weeks following a concussion. However, in some cases, symptoms may last for several weeks or even months. Symptoms such as headache, memory problems, poor concentration, and mood changes can interfere with school, work, and social interactions. The potential for such long-term symptoms indicates the need for careful management of all concussions.

How many concussions can an athlete have before he or she should stop playing sports?

There is no “magic number” of concussions that determine when an athlete should give up playing contact or collision sports. The circumstances surrounding each individual injury, such as the way the injury happened and length of symptoms following the concussion are very important and must be considered when assessing the athlete’s risk for further and potentially more serious concussions. The decision to “retire” from sports is a decision best reached following a complete evaluation by your child’s primary care provider and consultation with a physician or neuropsychologist who specializes in treating sports concussion.

I’ve read recently that concussions may cause long-term brain damage in professional football players. Is this a risk for high school athletes who have had a concussion?

The issue of “chronic encephalopathy” in several former NFL players has received a great deal of media attention lately. Very little is known about what may be causing dramatic abnormalities in the brains of these unfortunate retired football players. At this time, we have very little knowledge of the long-term effects of concussions that happen during high school athletics.

In the cases of the retired NFL players, it appears that most had long careers in the NFL after playing in high school and college. In most cases, they played football for over 20 years and suffered multiple concussions in addition to hundreds of other blows to their heads. Alcohol and steroid use may also be contributing factors in some cases. Obviously, the average high school athlete does not come close to suffering the total number or sheer force of head trauma seen by professional football players. However, the fact that we know very little about the long-term effects of concussions in young athletes is further reason to carefully manage each concussion.

Adapted from [A Parent’s Guide to Concussion in Sports](#), National Federation of High School Associations.

Some of this information has been adapted from the CDC’s “Heads Up: Concussion in High School Sports” materials by the NFHS’s Sports Medicine Advisory Committee. Please go to www.cdc.gov/ncipc/tbi/Coaches_Tool_Kit.htm for more information.

Section 3 Eligibility Policy

Eligibility will be determined on Thursdays at 8:00 AM, following a two week grace period at the beginning of each quarter. At the end of the grace period, if a student is failing two or more classes, the student will be ineligible for that eligibility period, until the following Thursday at 8:00 AM, and each subsequent eligibility period that their grades are not improved. Ineligible students will not be permitted to participate in or attend all extracurricular activities for the entire week period, with the exception of practices. Students who are failing one class have a probationary period for the week. If they are down in the same class for two or more consecutive weeks, they will be ineligible beginning the second week until the grade is brought above passing. Eligibility will be restored to the student on the following Thursday morning if they are passing all of their classes.

Supervised study time will be provided to students before and after school in the library. Students who are missing work or failing one or more classes will be expected to take advantage of this opportunity to make up their work.

Section 4 Academic Standards

Participation in extracurricular school activities is encouraged for all students; however, the primary mission and responsibility for each student is to establish a firm academic foundation. A student participating in extracurricular school activities must show evidence of sincere effort towards scholastic achievement. To be eligible for participation in extracurricular activities, students must:

- A. Be enrolled in at least thirty-five credit hours in the semester of participation.
- B. Maintain passing grades in all courses. (See Article 10, Section 3: Eligibility Policy above for details.)

Exceptions

Academic requirements do not apply to:

- A. Instructional field trips that are a part of the scheduled course learning experience.
- B. Activities or events that are considered in determining the student's grade .

Section 5 Team Selection and Playing Time

Team selection and playing time decisions are the responsibility of the individual coach or sponsor of the activity. Consistent with the purposes of the activities program, the coaches and sponsors shall adhere to the following established guidelines for team selection and playing time decisions, along with such other guidelines as each individual coach and sponsor may develop that are not inconsistent with these established guidelines:

- A. School Representative: Student participants must represent themselves and their school in a manner that reflects the development of high ideals and appropriate values, including good citizenship in the school and community.
- B. Success: Student participants must demonstrate that they can make the activity program more successful, both from a standpoint of competitive success and success in promoting a positive school spirit. Characteristics for purposes of these criteria include the student's: (1) ability or skill level, (2) desire to improve the student's own skills as well as those of others in the activity, and (3) attitude of respect towards teammates, the coach, the school, and the community.

Section 6 Student Celebrations

School sponsored activities and celebrations are subject to all provisions of the Student Activity Code of Conduct listed in Article 10, Section 2 above, and are privileges available to students meeting all requirements for participation.

Letters and Post-Season Honors

Each head coach and sponsor will develop and inform participants of the requirements to earn a varsity letter. Copies of these requirements must be filed with the athletic director prior to the start of the season.

General Rules of Student Conduct at Dances

In addition to all rules of student conduct in the student handbook, students attending dances shall adhere to the following rules of conduct:

- A. Who Can Attend: Only students of Isanti Community Schools and their guests may attend. Non-enrolled Isanti students need prior administrator approval.
 - a. Students currently attending Isanti High School or another Nebraska high school who have not been restricted from attending extracurricular activities at Isanti High School or their own school are generally considered appropriate dates or invited guests.
 - b. Some school dances may be restricted to students attending specified grades levels at Isanti Community Schools. For any dances at the middle school level, only students attending Isanti Community Schools in the grade(s) for which the dance is being held may attend.
 - c. Students who have been suspended from school or from extracurricular activities may not attend.
 - d. The school reserves the right to exclude persons who may or do cause a disruption or detract from the event. Dates or invited guests not attending our school are expected to follow the Isanti Community School Code of Conduct.
 - e. Rules for dances may restrict students and their guests from leaving the dance until the dance ends without written parental permission on a form provided.
 - f. Students or their guests who engage in inappropriate behavior may be asked to leave.
- B. Prohibited Substances: Alcoholic beverages, illegal drugs, and tobacco are prohibited. Anyone using prohibited substances or showing the effects of use will not be allowed admission or, if discovered after admission, be removed from the dance. Parent/guardian and authorities will be contacted.
- C. Appropriate Attire: Students and their guests must meet the dress code requirements established for each dance. Teachers or administrators will make the final decision as to whether or not a student's attire is appropriate. Students will be asked to change unacceptable items, which may mean that the student may have to return home to change the inappropriate clothing. It is advisable to check in advance of the dance with the principal or staff sponsor for the event if you are uncertain about your attire.

Section 7 Relationships Between Parents and Coaches/Sponsors

Parenting and coaching are difficult vocations. By establishing an understanding between coaches and parents, both are better able to accept the actions of the other and provide a more positive experience for everyone.

Parents have the right to know the expectations placed on them and their children. Coaches and

sponsors have the right to know that if parents have a concern, they will discuss it with the coach at the appropriate time and place.

Parents' Role in Interscholastic Athletics and Other Extracurricular Activities

Communicating with your children:

- A. Make sure that your children know that, win or lose, you love them, appreciate their efforts, and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their life they can look to for constant positive reinforcement.
- B. Try your best to be completely honest about your child's athletic ability, competitive attitude, sportsmanship, and actual skill level.
- C. Be helpful but do not coach your child. While it is difficult not to, it is much harder for a child who is flooded with advice and critical instruction.
- D. Teach your child to enjoy the thrill of competition, of putting forth best effort, and of working to improve skills and attitudes. Help your child develop the feeling for competing, for trying hard, and for having fun.
- E. Do not relive your athletic life through your child, as this creates pressure.
- F. Do not compete with the coach. If your child is receiving mixed messages from authority figures, he or she will likely become discouraged.
- G. Avoid comparing the skill, courage, or attitude of your child with other members of the team.
- H. Get to know the coach(es). Then you can be assured that the coaching philosophy, attitudes, ethics, and knowledge are such that you are happy to have your child under the coaching staff's leadership.
- I. Always remember that children tend to exaggerate, both when praised and when criticized. Temper your reaction and investigate the issue.

Communicating with the Coach:

- A. Communication you should expect from your child's coach includes:
 - a. Philosophy of the coach
 - b. Expectations the coach has for your child
 - c. Locations and times of all practices and contests
 - d. Team requirements
 - e. Procedure should your child be injured
 - f. Discipline that results in the denial of your child's participation
- B. Communication coaches expect from parents:
 - a. Concerns expressed directly to the coach
 - b. Notification of any schedule conflicts well in advance
 - c. Specific concerns in regard to a coach's philosophy or expectations
- C. Appropriate concerns to discuss with coaches:
 - a. The treatment of your child, mentally and physically
 - b. Ways to help your child improve
 - c. Concerns about your child's behavior
 - d. Injuries or health concerns. Report injuries to the coach immediately. Tell the coach about any health concerns that may make it necessary to limit your child's participation or require assistance of trainers. Students are sometimes unwilling to tell coaches when they are injured, so please ensure that the coach is informed
- D. Issues not appropriate to discuss with coaches:
 - a. Playing time
 - b. Team strategy
 - c. Play calling
 - d. Other student athletes (except for reporting activity code violations)

- E. Appropriate procedures for discussing concerns with coaches:
 - a. Call to set up an appointment with the coach
 - b. Do not confront a coach before or after a contest or practice (these can be emotional times for all parties involved and do not promote resolution)
- F. What to do if a meeting with a coach did not satisfactorily resolve an issue:
 - a. Call the athletic director to set up a meeting with the athletic director, coach, and parent present
 - b. At this meeting, an appropriate next step can be determined, if necessary

Section 8 Good Sportsmanship: Behavior Expectations of Players and Spectators

Good sportsmanship is expected to be exhibited by all coaches, sponsors, students, parents, and other spectators. The school can be punished by NSAA for a lack of good sportsmanship at NSAA-sanctioned events. More importantly, activities are more enjoyable for the students when good sportsmanship is displayed.

Responsibilities of Spectators Attending Interscholastic Athletics and Other Extracurricular Activities

- A. Show interest in the contest by enthusiastically cheering and applauding the performance of both teams.
- B. Show proper respect for opening ceremonies by standing at attention and remaining silent when the National Anthem and Dakota Flag Song are performed.
- C. Understand that a ticket is a privilege to observe the contest, and maintain self-control.
- D. Do not “boo,” stamp feet, or make disrespectful remarks toward players or officials.
- E. Learn the rules of the game, so that you may understand and appreciate why certain situations take place.
- F. Know that noise-makers of any kind are not proper for indoor events.
- G. Obey and respect officials and faculty supervisors who are responsible for keeping order. Respect the integrity and judgment of game officials.
- H. Stay off the playing area at all times.
- I. Do not disturb others by throwing material onto the playing area.
- J. Show respect for officials, coaches, cheerleaders, and student athletes.
- K. Pay attention to the half-time program and do not disturb those who are watching.
- L. Respect public property by not damaging the equipment or the facility.
- M. Know that the school officials reserve the right to refuse attendance of individuals whose conduct is not proper.
- N. Refrain from the use of alcohol and drugs on the site of the contest.

Section 9 Student Fees and Equipment [policy 5045](#)

The Isanti Board of Education has adopted this student fees policy in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

The district’s general policy is to provide for the free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the district’s policy is to provide free instruction for courses which are required by state law or regulation and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

The district provides activities, programs, and services to children that extend beyond the minimum level of constitutionally required free instruction. Students and their parents have historically contributed to the district's efforts to provide such activities, programs, and services. The district's general policy is to continue to encourage and, to the extent permitted by law, to require such student and parent contributions to enhance the educational program provided by the district.

Under the Public Elementary and Secondary Student Fee Authorization Act, the district is required to set forth in a policy its guidelines or policies for specific categories of student fees. The district does so by setting forth the following guidelines and policies. This policy is subject to further interpretation or guidance by administrative or board regulations that may be adopted. The policy includes Appendix 1, which provides further specifics of student fees and materials required of students for the current school year. Parents, guardians, and students are encouraged to contact their building administration, teachers, activity coaches, and sponsors for further specifics.

Article 11: Early Childhood Center

Section 1 Infant and Toddler / Little Warriors Learning Center Handbook

Enrollment

A child will be considered enrolled at Little Warriors Learning Center when the following are completed and received from the parent:

- Enrollment form
- Medical Information
- Parent Pick up Form
- Copy of the child's birth certificate
- Copy of the child's Social Security card
- Child's immunization record
- Sixpence Early Childhood Endowment Intake Form
- Sixpence Authorization to share information

Once the child is enrolled, some forms may need to be updated.

Philosophy

We strive to offer your child a warm, loving and supportive environment that will enable him/her to grow as an individual.

Communication Policy

Communication between parents and providers is essential if your child is to receive consistent, nurturing care. We like to be sure that we can openly share any concerns or questions that may arise. We welcome questions, feedback or discussion of any kind that affects a positive outcome for the child. Communication between school and home will allow your child to develop a sense of security. Please feel free to call us to discuss problems or concerns. If you call during the day, please be aware that we may be busy with the children and may not be able to talk at that time. A conference time can be set up. Any information you share with us is strictly confidential. Please take daily information sheets, and the items that are put in your child's cubby. Menus are posted in the classroom, as is a calendar which will have important dates and events.

Parents are encouraged to drop in any time to spend time with their child or volunteer to help in the Infant and Toddler classroom.

Days and Hours

Isanti School Little Warriors Learning Center is open Monday through Friday, 8:00 AM - 4:00 PM. Please let us know if your child will not be coming to childcare by 8:30 AM. In order for our program to operate appropriately and ensure all children's educational and developmental needs are met, the child must be here. This is considered a classroom, and good attendance helps with the children's development and experiences.

Items to Send With Your Child

Parents must provide the following items: formula for infants, baby food with baby's name on the container, disposable diapers, an extra change of clothing, weather appropriate clothing, and sunscreen.

Drop Off / Pick Up

It is the parent's job to deposit and retrieve their child's things to and from the child's cubby each day. Parents also need to ask for their child's medications, which are not kept in the cubby. Children are

encouraged to hang up their own jackets and place their things in their own cubbies. We try to encourage responsibility and independence in taking care of one's own items. No child will ever be allowed to leave with any person not authorized by the parent. An authorization form denoting people who may pick up your child is included in the child care packet.

What to Wear

Children should come to childcare dressed in durable, comfortable play clothes. This program is designed to keep children active. We take reasonable precautions to keep the children as clean as possible and to keep their clothing from becoming damaged. We ask that children remove their shoes upon arrival, to be kept in their cubby. You are welcome to bring slippers for the children to wear in the classroom. Because many of our children crawl, we try to limit the amount of debris in the carpet and classroom.

Please make sure your child has weather appropriate clothing. We endeavor to take the children out every day. In the winter, your child will need a warm coat, hat, mittens, and boots if there is snow on the ground. In the fall and spring, layers of clothing are often appropriate due to wide temperature ranges throughout the day.

Items from Home

The following rules apply when a child brings an item in from home: the item must be of ample size as not to present a choking hazard to any of the other children at the childcare; the child must be willing to share the item with the other children, otherwise the item will stay in the child's bag or the cupboard for the day; parents must understand there is a risk of the item being broken or lost and the provider is not liable; no candy is allowed.

Daily Schedule of Childcare

This schedule is subject to change; times are approximate.

- 7:30 Arrival and greeting / hand washing, followed by free play
- 8:15 Breakfast
- 8:40 Free play
- 10:00 Snack
- 10:15 Outside play followed by indoor play, depending on the weather
- 11:20 Music
- 11:35 Lunch
- 12:15 Nap, followed by free play
- 2:15 Outdoor play followed by indoor play, depending on the weather
- 2:45 Group activity
- 3:15 Snack
- 4:00 Child care closed

Infants follow their own schedules.

Daily Report

Daily reports will be written for you to take home. These reports may include your child's food consumption, diaper changes or bathroom use if potty training, naps, description of behavior, and information about your child.

Child Illness Policy

Health department regulations prohibit the admittance of ill children into the family childcare center. If your child is displaying, or has displayed within 24 hours, a fever of 100° F. or greater, diarrhea, vomiting, or symptoms of any communicable disease (rash, sore throat with swollen glands, severe coughing, eye discharge, yellowish skin or eyes), they cannot be brought to the childcare center. If a child becomes ill while in care, you will be notified to come and pick up your child immediately. The child may return to childcare when they are free of symptoms for 24 hours, fever free without medication, or have been on an antibiotic for 24 hours or a doctor's note says they are no longer contagious. We want to keep the childcare center healthy for all. If your child has nits or head lice, you will be notified. The state of Nebraska requires that other parents be notified if any child at the childcare has chicken pox, pink eye, head lice, influenza, pinworms, ringworm, scabies, fifth disease, rotavirus, RSV, and similar illnesses.

Please notify the Childcare (402-857-2741) by 8:30 AM if your child will be late or not be attending.

Medication

When medication is to be given by the provider, the medication must be in its original container, clearly marked with the child's name and dosage requirements. The medication should be handed directly to a provider. Do not leave meds of any kind in a bag or the child's cubby. You will be asked to sign a *Medication Permission Form* provided by the state. A parent may come in and give medication to their own child.

Food Program

As a participant of the USDA Food Program through Isanti School and/or Nutrition, the childcare will supply each child with meals and snacks that meet the food program guidelines for age, with the exception of formula and baby food for infants. Please do not send food of any kind with your child unless they have special dietary needs and prior arrangements have been made with the provider. Children are only offered juice, milk, or water during the day.

Breastfeeding

We offer a room for parents that would like to breastfeed or pump. Parents are welcome to store the breast milk in the refrigerator in our classroom.

Child Abuse

All citizens of Nebraska are required by law to report any form of physical, sexual, verbal, or emotional abuse and neglect to children. The staff has been trained in the recognition of different forms of abuse and neglect. The staff are asked to speak to parents about neglect, such as not using a proper restraint in a vehicle, children not coming in appropriate clothing for the weather, and not seeking adequate medical attention. These things are also documented and kept on file at childcare. If necessary, the authorities will be notified for the welfare of the child.

Discipline

Infants:

Discipline for infants is a matter of safety. A safe environment is provided to prevent problems: saying "no" in a calm but firm manner when infants are in danger, childproofing areas where infants play, and helping older children understand which items need to be kept away from babies and why.

Toddlers:

Toddlers are beginning to understand simple directions, but they are unable to remember things, so rules are repeated frequently. Because a toddler is struggling to understand their world, they often

exhibit unacceptable behavior with acceptable objects (i.e., throwing blocks). Safety procedures are used with toddlers: keeping items out of reach, removing children from frustrating situations, talking to children about their feelings and giving them words to express those feelings, redirecting attention, explaining a more appropriate behavior (“blocks belong on the floor” or “keep the blocks on the floor please, you may throw the balls into the ball pit”).

Rules for toddlers are simple: walk inside, help others, and no biting/hitting/kicking. When a problem does occur, positive methods of discipline are used in a quiet, calm manner. These methods encourage self-control, self-direction, and cooperation. The child is directed and encouraged to solve their own problems using polite words. “I” messages are used with the children, such as “I like it when you put books back on the shelf” or “My job is to keep you safe, and I can’t allow you to climb on tables.” Sitting with a child and talking to the child until the child gains control is also used.

Toilet training

Procedures for and expectations of toilet training must be consistent between parent and provider. We follow parents' wishes on when to start toilet training. The parent and provider will discuss appropriate procedures for training the child (every child is different).

Termination

Parents are asked to give notice when terminating childcare services. The provider reserves the right to terminate care when deemed necessary. The provider will give as much written notice as possible when terminating childcare services.

Fostering Language

Reading to children helps to foster language. We have many books in our classroom. Children are encouraged to use books during the day and are read to daily. Staff also fosters language by talking and interacting with children and modeling appropriate language and behavior. Television is not used because reports show that viewing before age 2 has a negative effect on the child’s language development, reading skills, and short-term memory. Toddlers who watch TV are more likely to have problems paying attention at age 7. TV is two-dimensional, and infants are developing three-dimensional vision. Having a TV on in the background usually means the parent/caregiver is talking to the child less.

Physical Activity

We provide at least 90 minutes of active play time each day. Outdoor play is provided twice per day. Children are rarely seated for more than 15 minutes at a time. We do not withhold active play time for children who misbehave. We do not have TV or video time. We have a variety of portable play equipment (balls, scarves, wheeled toys, ribbons). There is fixed climbing equipment outdoors. There are three surfaces for the children outside. When the weather prohibits us from going outdoors, we utilize our room or the Early Childhood Multipurpose room for physical activity.

Disaster Preparedness Plan

If the children must be evacuated from their classrooms, they will be taken to the storm shelter located near the Early Childhood Multipurpose room. Parents will then be notified to pick up their child from that location.

Section 2 Little Warriors Preschool Handbook

Mission Statement

Little Warriors Preschool will provide quality education in a caring, nurturing environment and will provide services to our students and their families.

Curriculum

Creative Curriculum will be used. It is a research-based curriculum that offers learning opportunities in the areas of social-emotional, physical, language, cognitive, literacy, mathematics, science and technology, social studies, and the arts.

Learning will be documented through Teaching Strategies GOLD, portfolios, and student work.

Philosophy of Education

We believe a comprehensive preschool education should be based on solid child development principles.

In our setting, the preschoolers will have a stable environment and the opportunity to: learn to work and play with others, develop large and small muscle dexterity, receive stimulation for creative mental development, learn to deal appropriately with emotions, and prepare for entrance to kindergarten.

Our classrooms are designed to meet the needs of each child and stimulate learning in all developmental areas.

When you enroll your child at Little Warriors Preschool, we as a staff assume the responsibility of assisting you with your child's unique needs. We will become the "parent for the day" in your absence. We will love and respect your child, and help him/her grow spiritually, emotionally, socially, physically, and mentally. Your child will be given our maximum consideration as an individual. We will look after the health of your child while at school, and present a planned program to provide a beneficial and educational experience. Our goal is to provide high quality care in an atmosphere of love and respect that fosters growth in moral values. Thank you for sharing your child with us!

If a student has a need for special education services, the staff will follow the steps to refer that child to the PSP provider. Once the paperwork is complete and parents have been notified, the staff will attend IEP/IFSP meetings with the PSP provider to develop a plan to support the child.

Enrollment

Enrollment is open to any child that will be three or four years old on or before July 31. If your child enters preschool earlier, you must sign a paper signifying recognition that your child will be in preschool an extra year due to the entrance date for Kindergarten. We must receive your completed registration packet, immunization records, and physical form. You will receive additional information at the parent orientation meeting in August.

Daily Schedule

Large Group:

Calendar time: Students learn the days of the week, months of the year, patterns, and enrichment with letters and number recognition.

Story time: Stories that feature the current theme will be read to the students by teachers.

Message board/Activity: We will discuss what the day will hold. Activities coincide with the theme we are currently studying.

Small Group:

This includes time for academic activities and projects that promote cognitive development. We will work with letters, numbers, shapes, color recognition, problem solving, verbal skills, pattern and sequence, matching, and fine motor activities.

Choice Time:

Children learn through active play, exploration, role play, and discovery. Students may choose from a variety of activities at the Writing Center, Library and Listening Center, Dramatic Play Center, Technology Center, Science Center, Math Center, Sand and Water Table Center, Art Center, and Block Center.

Outside Time:

A time for large muscle activities including running, skipping, jumping, climbing, throwing, and catching.

Music and Movement:

Children express themselves in many ways. We sing children's songs, dance with scarves, exercise to music (Zumba and Gonoodle), and play musical instruments.

Snack Time:

We enjoy nutritious snacks twice a day provided by the school. Meal time promotes routine, manners, and nutrition awareness.

Closing:

We talk about what we experienced and learned each day.

Yearly Calendar and School Cancellations

You will be provided with a yearly calendar before school begins at our August information meeting.. The preschool day will be from 8:00 AM until 3:00 PM. Breakfast is provided from 7:45 - 8:30. Lunch is provided from 11:00 - 11:30. Dismissal for the day will be at 3:00. School announcements for late starts, early dismissal, or cancellations due to weather will be made on WNAX, the school messenger, and KTIV.

Arrival and Dismissal

Students may ride the bus or be dropped off at school starting at 7:45 AM. Donnie Pike will be driving the bus in the morning to pick up the children. **Please contact him if your child needs a ride.** Student dismissal will be at 3:00 PM. Students may ride the bus home or to a location requested by the

parent/caregiver. Early release of students will be by phone call to the front desk. **Please call ahead if unusual circumstances are keeping you from getting here on time for arrival or dismissal.**

Absences

Please call the school or email us by 8:30 AM to let us know if your child will miss school due to illness, family plans, or other circumstances. If staff will be absent, a note will be sent home to inform parents.

Health

An emergency health form is included in the registration packet. School health personnel will notify parents when a student needs to be sent home from school due to illness. Conditions requiring a student be sent home include: Temperature greater than 100° F., vomiting, diarrhea, unexplained rashes, or determination by the school nurse or the nurse's aide that the child's condition prevents meaningful participation in the educational program, presents a health risk to the child or others, or that medical consultation is warranted unless the condition resolves. Please include emergency daytime phone numbers on your child's enrollment card so that you can be reached if your child becomes ill or injured while at school. Please also inform your school health office staff of health related information you feel is important for your child's success in the classroom and/or safety at school.

Appropriate Dress

Please label all sweaters, jackets, coats, and school bags with the child's name. Often, a child will have a garment identical to someone else's in the classroom.

Everyday clothes: Be aware that preschool can be messy! We will be painting, mixing, gluing, etc. Make sure that your child has durable clothing that is easily cleaned.

Extra Clothes: Please send a complete change of clothing with your child with their name on each item. We will place the extra clothes in the child's cubby so if an accident happens, we can change clothes.

Outdoor play and learning - NAPSACC: We believe that it is healthy for children and babies to spend time outside each day in most weather. When weather permits, our children spend approximately 45 minutes outside on the playground in the morning, and 45 minutes outside in the afternoon. If individual children become uncomfortable, they may be taken inside. The rest of the group should remain outside for the full play time.

In order to ensure that children can play comfortably outside, each child needs a warm coat, boots, mittens or gloves, and a hat (labeled with the child's name). For warmer days dressing children lightly is just as important.

Outside time is an opportunity for active, noisy, rowdy play, and may include water play, sand play, snow play, art and nature activities, as well as imaginative play and the opportunities to run, climb, and shout.

Conferences

Conferences will be held according to the school calendar, two conferences throughout the year. We will schedule two home visits to help us meet the Rule 11 requirements from the Nebraska Department

of Education. You may request an additional conference at any time during the school year by contacting Ms. Stewart.

Safety Drills

Isanti Community School will conduct periodic lockdown, lockout, evacuation (fire, chemicals, etc.), and shelter (tornado) drills in accordance with state regulations.

School Rules / Discipline

Children need to learn and grow in a safe, just, and cooperative environment. Living within society's behavioral framework is an important life experience, which will influence students' development toward becoming responsible citizens. Children must learn to take responsibility for their actions, and parents in our school are important co-teachers of this concept. To assist in each child's development, the Little Warriors Preschool expects each child to:

1. Behave responsibly and play safely.
2. Respect one's own and others' property.
3. Listen, obey, and respect all school staff members.
4. Tell the truth.
5. Care for others as well as oneself.
6. Only use appropriate and acceptable language.
7. Students are expected to solve the problems they create without making problems for anyone else.

If children choose not to obey these rules, then the school will impose consequences according to the severity of the problem, in order to help each child learn to take responsibility. If the teacher determines that there is a serious problem, the principal and/or parents will be contacted.

We will be implementing the Pyramid Model. This model is a set of evidence-based practices that promote social-emotional competence in young children in order to reduce disproportionate discipline practices in preschool.

Birthdays

We will be celebrating as a whole school during the month of your child's birthday. We will be following the wellness policy. Please read the peanut policy in Article 3, Section 2 of this handbook. We are a peanut- and tree nut-free school. If you have questions, please contact the school.

School Pictures

Individual and class pictures will be taken each year. You are not required to purchase pictures, but will have the opportunity to do so if desired.

Backpack Snack Program

Your child will receive backpack food each Friday or the last day of each week. This is a free program that gives out snacks to children for the weekend. If you do not want to participate in this program, please let the preschool staff know and the snack will not be sent home.

Section 3 Little Warriors Preschool Expectations

The Little Warriors Preschool students will be working on seven expectations that will prepare them for the next level of education.

1. Enthusiasm toward learning
2. Solid oral language skills
3. Listening skills
4. Self-help skills
5. Prosocial and problem-solving skills
6. Strong fine motor skills
7. Basic letter and number recognition

Section 4 Early Entrance

If a student enters preschool in the middle of the academic year, that student will be required to repeat the 3-year-old room due to the skills that are taught at this age, which include social and emotional awareness, cooperation, listening, and language. Your child's birthday also impacts placement. The skills that will be taught in the 4-year-old room will ensure that your child will be prepared to continue on their educational journey. Your child must turn 5 on or before July 31 to advance to Kindergarten for that academic year.

Contact Us

Please feel free to stop by if you have questions, comments, or concerns. You can also contact us by email or phone:

Miranda Fuhrer

mfuhrer@santeeschools.org

605-760-7712

AUTHORIZATION AND ACKNOWLEDGEMENT

WARNING: SERIOUS CATASTROPHIC AND PERHAPS FATAL INJURY MAY RESULT FROM ATHLETIC PARTICIPATION

Many forms of athletic competition result in violent physical contact among players, the use of equipment that may result in accidents, strenuous physical exertion, and numerous other exposures to risk of injury. Students and parents must assess the risks involved in such participation and make their choice to participate in spite of those risks. No amount of instruction, precaution, or supervision will eliminate these risks. Students have suffered accidents resulting in death, paraplegia, quadriplegia, and other very serious permanent physical impairment while playing sports. By granting permission for your student to participate in athletic competition, you, the parent or guardian, acknowledge that such risk exists. Students will be instructed in proper techniques to be used in athletic competition and in the proper utilization of all equipment worn or used in practice and competition. Students must adhere to that instruction and utilization and must refrain from improper uses and techniques.

I understand the statement above and I understand that by allowing my student to participate in athletic events, I assume the risk that he/she may be injured, perhaps severely.

Signature of Parent

Printed Name of Parent

Date

ACKNOWLEDGEMENT OF CONDUCT CODE

I understand that as a student representing the school district in activities, I am obligated to comply with the Isanti Community School handbook, including the code of conduct. **This means that I may not possess, use, or be at parties in the presence of alcohol, illicit drugs, or controlled substances at any time during the activity season unless I am accompanied by a parent.** I understand that if I violate the code of conduct or other rules in this handbook, I may be suspended from participation in all co-curricular activities and/or school sponsored activities or events.

Signature of Student

Printed Name of Student

Date

I understand that my student is obligated by this handbook, including the statements above.

Signature of Parent

Printed Name of Parent

Date

RECEIPT

This Student Handbook is distributed in accordance with Nebraska State Law, Section 79-262, paragraph three which states in part: "Rules and Standards which form the basis for discipline shall be distributed to students and parents at the beginning of each school year or at the time of enrollment..."

PARENT/STUDENT AGREEMENT

I am aware that I can view the 2023-2024 Student Handbook on the school website, and can request a printed copy for my records. I am aware of the handbook's contents, and acknowledge how it relates to attendance at Isanti Community Schools, including rules and expectations, nondiscrimination policy, Title I Compact, and drug-free policy. By receiving access to this handbook, I understand that it is my responsibility to review its contents. **If I have questions, or would like to discuss additional support services (as outlined in the student handbook), I will contact the administration of Isanti Community Schools.** I agree to follow the school policies and procedures as stated in the handbook.

Please initial each line to allow consent for the following opportunities, and to demonstrate awareness of the terms and conditions. **Then, on the following page, each parent/guardian and student must sign and date this document.**

_____ **PERMISSION TO TRAVEL:** I give Isanti Community School my permission to transport my student to attend any activity that requires transportation. By checking this box, I allow SCS to provide transportation to any school activity without further notice. Notice will be routinely sent out to inform parents/guardians of upcoming trips that require school transportation. Some trips will require additional permission forms and parental consent/signature.

_____ **CONSENT FOR SCHOOL COUNSELOR ASSISTANCE:** I give permission for my student to see the school counselor. I understand that anything that may be said during these meetings is confidential.

_____ **PHOTO RELEASE:** I agree to allow Isanti Community School employees or contractors to take photographs of my child or ward. I further agree that these photographs may be used for professional education purposes, including but not limited to flyers, brochures, advertisements, press releases, newsletters, school web page, school social media, technology projects, reports or other legitimate purposes to enhance, further, promote, or better meet the stated goals of Isanti Community School.

_____ **RELEASE OF INFORMATION:** I agree to allow Isanti Community School authorization for release of information in the possession of Isanti Tribal Police and other authorities. This information may include, but is not limited to, arrests and/or convictions for a child, and any other information such as witnesses' statements and police reports, which are or may come into the possession of the Isanti Tribal Police.

_____ **NETWORK AND INTERNET USE POLICY:** I understand and agree to abide by the terms and conditions for access to the SCS electronic network

account and equipment, as outlined in Article 8, Section 3.

_____ **GOOGLE SUITE:** I consent to the creation of a Google Suite for Education account for my child so that he/she can use the account to complete assignments, communicate with teachers, sign into Chromebooks in Jr. High, and learn 21st century digital citizenship skills. I give permission for SCS to create/maintain/continue to use a G Suite for Education account for my child and for Google to collect, use, and disclose information about my child only for the purposes described in the notice below.

_____ **COMPUTER CONTRACT:** I agree to allow my student to use an assigned computer at school, for which they have signed a computer contract outlining acceptable use and expectations.

_____ **EXTRACURRICULAR ACTIVITIES:** I have read and understand the policies outlined in Article 10: Extracurricular Activities. I further understand that participation in any extracurricular activity, including NSAA-sponsored sports, clubs, and activities, is a privilege and not a right.

FAMILY NAME _____

Parent / guardian signature Date

Parent/ guardian signature Date

Student signature Date

Student signature Date

Student signature Date

Student signature Date

Parents and students must sign above, and initial each provision above and on the previous page to consent to the opportunities listed. Please return signature pages to the front office NO LATER THAN 2 weeks after the first day of school.

HEALTH RECORD

New Student/Transfer Students ONLY
(Please complete in full)
2023-2024 School Year

Student Name _____

Birth Date _____

SYMPTOMS

Yes	No	
___	___	Abdominal pain or cramping
___	___	Chronic respiratory infections
___	___	Chronic fevers
___	___	Dizziness
___	___	Frequent urination
___	___	Frequent intake of water
___	___	Fainting spells
___	___	Chronic coughing
___	___	Headaches
___	___	Emotional concerns

Yes	No	
___	___	Joint & Muscle pain/swelling
___	___	Menstrual discomforts
___	___	Frequent nose bleeds
___	___	Profuse sweating
___	___	Pain at any body part
___	___	Seizures
___	___	Shortness of breath
___	___	Tires easily
___	___	Unusual elimination problems or habits

Other (specify) _____

Other (specify) _____

HISTORY

ALLERGIES TO MEDICINES (List) _____

Hernia _____

Appendectomy _____

Orthopedic (broken bones, joints, muscles) _____

Appendicitis Attacks _____

Physical Handicaps Yes No

Appetite (circle) Poor Moderate Large

(If any limitations, specify) _____

Asthma (circle) Yes No

Surgeries _____

Diabetes (circle) Yes No

Ulcers (stomach) problems? Yes No

Diabetes in Family? (circle) Yes No

Upper Respiratory Infections frequently (colds, etc.) Yes No

Epilepsy/Seizures (circle) Yes No

Eye/Ear/Nose/Throat conditions: _____

Last Dental Exam _____

Glasses _____ Contacts _____

Taking Medications? Yes No
If yes, please specify? _____

Last eye Exam _____

Tonsils & Adenoids removed? Yes No

Primary Physician:

Foot Conditions _____

Head Injuries (concussions, etc.) _____

Heart conditions (murmurs, surgeries, etc.) _____

Parent Signature

Date

Isanti Community School

2023-2024 School Year

Permission to Administer Non-Prescription Medications

While the administration of medications to students should be scheduled outside of school hours whenever possible, occasionally it may be necessary for school personnel to administer nonprescription drugs to a student as authorized by the student’s parents, guardians, or medical professionals and state law. School personnel will only dispense those nonprescription drugs which have been approved by state and federal law for use as a drug and meet the definition of nonprescription drugs in Nebraska’s Medication Aide law. School personnel will not administer nonprescription drugs in a manner inconsistent with the manufacturer instructions or state law.

I give permission for my student, _____, to receive the following over-the-counter (nonprescription) medications to be administered by the health office under the direction of Chelsey Chohon, RN and Nebraska’s Medication Aide Law:

Medication	Parent/Guardian’s Initials
Tylenol	_____
Ibuprofen	_____
Cough Drops	_____
Topical Creams	_____
Tums/Antacid	_____
Other: _____	_____

PLEASE DO NOT ADMINISTER ANY MEDICATION TO MY STUDENT

(If this is your choice, please circle this statement & initial.)

There are times when physicians and parents/guardians want students to carry their own medications (i.e. asthma inhaler, bee sting stick, etc.). If your student requires self-carry medications, the school needs a copy of the prescription or bottle/box label and parental authorization. Parents/guardians are responsible for any misuse of the medication.

Self-Carry Medication: _____

Reason: _____

Parent/guardian’s Initials: _____

If your child is placed on short-term medications such as antibiotics or cold medications, they must be kept in the office- not the student’s locker or book bag. **Please send a note** explaining the dosage and frequency. Parents/guardians are encouraged to send only one day’s supply at a time.

I request/authorize the school to give the above named medication(s) to my student in accordance with manufacturer instructions. I understand that trained but unlicensed staff may be administering

medications and I accept ultimate responsibility for monitoring the effects of the medications.

Signature of parent/guardian

Date

CONSENT OF PARENT, LEGAL GUARDIAN, OR OTHER PERSON WHO ASSUMES RESPONSIBILITY FOR THE CHILD, FOR SCHOOL HEALTH SERVICES

Name of Student _____ Date of Birth _____

I (We), _____ hereby give consent to the School Nurse, Chelsey R. Chohon, RN (or her certified designee) and Isanti Health Clinic to arrange for or to provide the following health services for this child or children while at Isanti Community School for the 2023-2024 School year:

1. Physical examinations, including routine laboratory and x-ray procedures, and skin test for tuberculosis.
2. All necessary immunizations, including but not limited to diphtheria, whooping cough, tetanus, polio, influenza, smallpox, measles, mumps, typhoid, chicken pox.
3. Dental examinations, routine dental care including preventive use of fluorides, and necessary emergency dental care.
4. Emergency medical care for accidents or illness.

I (We), also give permission to transport this child to and from health facilities for these services.

Signed _____

Address _____

Relationship _____

Date _____

*Routine medical and dental care will ordinarily be furnished only to beneficiaries of IHS/PHS. Emergency medical care will be provided to all persons brought to facilities of IHS/PHS, but non-beneficiaries are ordinarily expected to obtain medical and dental care from private resources.

Job Description

Job Title: Dean of Students

Location: Isanti Community School

Reports To: Building Principal

Work Schedule/FLSA Status: 188 Days plus the time equivalent of 18 additional duty days as per negotiated agreement / Exempt.

Start Date: August 2023

Salary Schedule: Commensurate with experience and education/ As outlined in applicable negotiated agreement.

Position Purpose: The Dean of Students reports to the Principal and supports the building Administration Team in the application of the Student Code of Conduct, Attendance, and other student and school matters. This individual is responsible for assisting the Administration Team in supervision of student activities throughout the school day, responding to discipline referrals in a timely manner, following buildings procedures in the administering of the Student Code of Conduct and Due Process protocols, and maintaining timely communications with the building administration and parents/guardians regarding necessary disciplinary actions. This individual will exhibit strong standards of professional ethics when relating to staff, students, parents, administration and the community. The Dean of Students will perform other duties designated by the Principal.

Essential Performance Responsibilities

- Promote a school environment that is safe and conducive to student learning.
- Serve as a member of the building leadership team.
- Monitor behavior, attendance, and academic progress of students and provide appropriate feedback to teachers, students and parents/guardians.
- Demonstrated philosophy that all students can and will learn.
- Maintain the District's overall mission; assist in supporting and implementing board policies and the academic action plan school wide with students, staff, parents/guardians, and community members.
- Maintain the School's overall mission; assist in supporting and implementing school guidelines with students, staff, parents/guardians, and community members.
- Work collaboratively with the Principal, Administrative Team, and school staff to best meet the educational needs of the student population based on individual student needs.
- Work collaboratively with the Principal and Administrative Team in conducting, coaching visits and providing feedback for continuous growth to staff.
- Works collaboratively with the Principal and Administrative Team in guiding decision making and problem solving in relation to student, family, or team needs.
- Demonstrates the promotion of life-long learning by participating in pertinent professional development in both the academic curriculum as well as cultural proficiency and awareness of understanding diversity
- Maintain effective communication with all supporting divisions within the Isanti Community School district as well as students, staff, parents/guardians and community members.

- The skills pertinent to positive human relationships and the ability to work effectively with students, members of the instructional staff and the community.

Knowledge, Skills, and Abilities:

- Minimum of a Master's Degree in education related fields.
- A valid Nebraska Teaching Certificate with applicable area endorsements. Endorsements in the area of administration and supervision for secondary education preferred.
- Minimum of four years successful teaching experience. Successful teaching experience in a multicultural diverse setting preferred.
- Demonstrates a clear understanding of the philosophy, purpose and function within an rural school district.
- Demonstrates an empathy for helping to lead a strong diverse rural educational environment.
- Demonstrated philosophy that all students can and will learn.
- Demonstrated record of success which exemplifies instructional leadership, standards of academic excellence and personal integrity.
- Knowledge of current educational trends/issues impacting the school.
- Skills in building and maintaining strong relationships with students, staff, parents, administration and the community.
- Demonstrated ability to exercise sound judgment including appropriate handling of all confidential matters with a minimum of supervision.
- Exemplary problem solving, organizational, and time management skills.
- Demonstrated technology skills and experience with software including Power School, Google Suite.
- Excellent written and oral communication skills.
- Assists in Implementing Board policies and the Academic Action Plan School wide for the staff and students.
- The skills pertinent to positive human relationships and the ability to work effectively with all staff, students, parents, administrators and the community.
- Demonstrated abilities and a willingness conducive to the continuous quest for quality education.
- Knowledge of Isanti's mission, purpose, goals and the role of every employee in achieving each of them.

Additional Duties

Performs other related tasks as assigned by the Principal and other central office administrators as designated by the Superintendent.

Equipment: This position may require the ability to use SMART boards and iPads in addition to basic office equipment such as computers, copiers, scanners, and online fax. Must always comply with Isanti's guidelines for equipment use.

Travel: Limited travel may be required.

Physical and Mental Demands, Work Hazards:

- Must be able to respond rapidly in emergency situations.
- Must have organization, time management, communication, and interpersonal skills.
- Work in school building environments.

Interrelations:

- Contact with personnel within the district and with customers and vendors.
- Will be working under the direct supervision of the department supervisor in order to complete day to day tasks.
- Will be working with a diverse population requiring the ability to handle all situations with tact and diplomacy.
- Must understand and respond appropriately to customer needs and maintain a positive attitude with all customers and colleagues.
- Expected to interact with all internal and external customers in a friendly, professional manner and provide quick, responsive customer service.

Employee Punctuality and Appearance

- In order for schools to operate effectively, employees are expected to perform all assigned duties and work all scheduled hours during each designated workday, unless the employee has received approved leave.
- Any deviation from assigned hours must have prior approval from the employee's supervisor or building administrator.
- All employees are required to report to work dressed in a manner that reflects a positive image of Isanti Community Schools and is appropriate for their position.

Terms of Employment

This position is treated as a full-time exempt certified position. The terms of your employment will be governed by applicable state laws regulating employment or teaching in a Nebraska public school and Board of Education policies, as those laws and policies may change from time to time, and the Teacher Contract. If your position is represented by a collective bargaining representative, then your employment will also be governed by a negotiated agreement between Isanti Community School and collective bargaining representative.

Terms of employment are contingent upon:

- Verification of a valid Nebraska Teaching License or other required license.
- A background check which demonstrates background is acceptable for the position sought and working with or around students.
- Verification of U.S. Citizenship or legal authorization to work in the United States.
- Execution and delivery to Isanti Community School of a Teacher Contract.

Isanti Community Schools does not discriminate on the basis of race, color, national origin, religion, sex (including pregnancy), marital status, sexual orientation, disability, age, genetic information, gender identity, gender expression, citizenship status, veteran status, political affiliation or economic status in its programs, activities, employment, and provides equal access to the Boy Scouts and other designated youth groups. The following individual has been designated to handle inquiries regarding the non-discrimination policies: Title IX Director

The Isanti Community School District is committed to providing access and reasonable accommodation in its services, programs, activities, education and employment for individuals with disabilities. To request disability accommodation in the application process please contact the human resources department.