

Sebeka Elementary School

Student Handbook



Trojans

2026-2027

**Sebeka Elementary School
Independent School District #820**

200 1st Street NW

Sebeka, MN 56477

Phone (218) 837-5101 Fax (218) 837-5967

I. GENERAL INFORMATION

Welcome to the 2026–2027 School Year at Sebeka Elementary!

We're thrilled to welcome all of our students and families back for another amazing year of learning, growth, and connection at Sebeka Elementary School! A very special welcome goes out to our new students joining us this fall — especially the incoming Kindergarten Class of 2039! We can't wait to see all that you will *become*.

This year, we are especially excited to launch our *Trojan PRIDE* initiative, where PRIDE stands for being Prepared, Respectful, Involved, Determined, and Excellent. These qualities are the heart of what we do, and they help shape not only successful learners, but also caring citizens who are ready to make a difference.

Our school motto — BELONG to something bigger. BELIEVE in possibilities. BECOME the future. — is more than just words. It's a promise we make to every student who walks through our doors: that you matter here, that your future is full of potential, and that we're going to help you reach it together.

This handbook is your go-to guide for understanding how we work together as a school community. Inside, you'll find important policies, procedures, and expectations designed to support safety, consistency, and success. Please take time as a family to review it carefully. If you have any questions, don't hesitate to contact the school office — we're here to help.

Sebeka is a community built on pride — pride in our students, our teachers, our families, and in the tradition of excellence that defines our school. Our staff is committed to providing engaging, high-quality instruction that helps every child reach their full potential. Whether it's in the classroom, on the playground, in the lunchroom, or in our community, we believe in learning that is meaningful and lasting.

With your partnership, we know this year will be filled with academic growth, new friendships, joyful learning, and unforgettable memories. We are honored to walk alongside your child on this journey — guiding, supporting, and celebrating every step of the way.

Let's make this a year to BELONG, BELIEVE, and BECOME — together.

Go Trojans!



BELONG. BELIEVE. BECOME.

PERSONNEL

BOARD OF EDUCATION

Eric Nelson	Chair
Kayla Frame	Vice-Chair
Nate Erickson	Treasurer
JoAnn Olson	Clerk
Rodney Huttunen	Director
Cheri Kangas	Director
Jeannie Arthur	Director

ADMINISTRATORS

Dave Kerkvliet	Superintendent
Amie Westberg	K-12 Principal
Jon Lillquist	Dean of Students/ Activities Director

DISTRICT STAFF

Holly Paulson	Business Manager
Thad Schulz	Technology Coordinator
Rachel Kern	School Counselor
Anni Olson	Transportation Supervisor
Laura Kimball	Assistant Bookkeeper
Nicole Johnson	Health Services
Heidi Mattson	MARSS Coordinator

KITCHEN STAFF

DeAnn Evans	Food Service Manager
Laura Cusey	Cook
Kirsten Rautio	Cook
Megan Komppa	

CUSTODIANS

Tom Komppa	Head Custodian
Lisa Wanderi	Custodian
Eric Komppa	Custodian
Greg Bernstetter	Custodian
Vicki Makela	Custodian

OFFICE PERSONNEL

Dee Dykhoff	District Administrative Assistant
Kristiy Steinke	School Administrative Assistant

ELEMENTARY SCHOOL STAFF

Kaisa Alderson	5th grade	Tamara Kopacek	Special Education
Jenna Ashman	Paraprofessional	Tracy Kyro	Paraprofessional
Janelle Brockpahler	Paraprofessional	Jeffrey Lake	DAPE
Tanner Burgau	Physical Education	Vicki Lake	6th Grade
Kari Carlson	1st Grade	Ronnie Lee	4th Grade
Raina Connor	1st Grade	Abby Leritz	Paraprofessional
Emily Crabb	Kindergarten	Annette Lillquist	Early Childhood/ECFE
Dawn Eitel	Paraprofessional	Jennifer Lillquist	3rd Grade
Hope Fuller	5th grade	Carol Lindroos	Title 1
Jada Hanninen	Paraprofessional	Stephney Maloney	Paraprofessional
Greta Hensel	Paraprofessional	Kassie Meech	Paraprofessional
Elizabeth Hillukka	Special Education	Sherri Oakland	Speech-Language
Maria Hillukka	4th Grade		Pathologist Assistant
Nancy Huhta	Media Center	Tera Oakland	Paraprofessional
Heidi Huotari	Preschool/Pre-K	Nicole Oyster	2nd Grade
Alycia Johnson	Band	Becca Pulju	6th Grade Language Arts
Ruth Johnson	Paraprofessional	Katie Rasmussen	Title 1
Arrysa Kessler	3rd Grade	Tanja Richter	Paraprofessional
Reggie Kiser	6th Grade	Ashton Seieroe	Art
Amanda Klipping	Special Education	Alicia Strayer	Kindergarten
Melissa Koch	Music	Patricia Trombley	Paraprofessional
		Joy Weyer	Paraprofessional

Sebekka School (www.sebekka.k12.mn.us) is online and sharing!

SEBEKA PUBLIC SCHOOL VISION STATEMENT

Our vision is to provide an inclusive education where all students BELONG. We BELIEVE in setting high expectations for all students to BECOME life-long learners.

SEBEKA PUBLIC SCHOOL MISSION STATEMENT

BELONG to something bigger. BELIEVE in possibilities. BECOME the future.

EQUAL EDUCATION AND EMPLOYMENT OPPORTUNITY POLICY

The educational program of Sebeka Independent School District #820 has sought to provide equal educational opportunities for all. Sebeka School District #820 is in compliance with current state and federal statutes and regulations and is in recognition of its obligation to provide equal opportunity for education and employment for all persons within its jurisdiction and affirms that it will not discriminate on the basis of sex, race, color, religion, creed, national origin, status in regard to public assistance, marital status, parental status or disability in the following areas: access to course offerings, curricular materials, counseling practices, extracurricular activities, use of school facilities or employment practices. This policy supports the District's good faith efforts to comply with Title IX of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972.

Inquiries regarding compliance with this policy may be directed to the Superintendent at Sebeka School District #820, 200 1st Street NW, P.O. Box 249, Sebeka, Minnesota 56477, telephone number (218) 837-5101 or to the Director of the Office for Civil Rights, Department of Health, Education and Welfare, Washington, D.C.

Any student who feels he/she has been discriminated against on the basis of sex by the school district or its employee may file a formal complaint to the Principal. Forms for this complaint may be obtained in the District office.

NONDISCRIMINATION

The school district is committed to inclusive education and providing an equal educational opportunity for all students. The school district does not discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, parental status, status with regard to public assistance, disability, sexual orientation, including gender identity and expression, or age in its programs and activities. The school board has designated Superintendent Dave Kerkvliet as the human rights officer to handle inquiries regarding nondiscrimination.

PARENTS RIGHT TO KNOW

If a parent requests it, the school district will provide information regarding the professional qualifications of his/her child's classroom teachers, including, at a minimum, the following: 1) Whether the teacher has met qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction; 2) Whether the teacher is teaching under emergency or another provisional licensing status through which state qualifications or licensing criteria have been waived; 3) The baccalaureate degree major of the teacher and any other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree; 4) Whether the student is provided services by paraprofessionals and, if so, their qualifications. In addition, the school district will provide parents with information as to the level of achievement of their child in each of the state academic assessments. The school district also will provide notice to parents if, for four or more consecutive weeks, their child has been assigned to or taught by a teacher who is not highly qualified.

According to [MN Statute 121A.30](#), school districts must notify parents of pesticides that are applied to schools. Subd. 2. **Pesticide application notification.** A school that plans to apply a pesticide which is a toxicity category I, II, or III pesticide product, as classified by the United States Environmental Protection Agency, or a restricted use pesticide, as designated under the Federal Insecticide, Fungicide, and Rodenticide Act, on school property, must provide a notice to parents and employees that it applies such pesticides. The notice required under subdivision 3 must:

(1) provide that an estimated schedule of the pesticide applications is available for review or copying at the school offices where such pesticides are applied;

(2) state that long-term health effects on children from the application of such pesticides or the class of chemicals to which they belong may not be fully understood;

(3) inform parents that a parent may request to be notified by the school in the manner specified in subdivision 6 before any application of a pesticide listed in this subdivision.

Subd. 3. **Notice; timing; distribution.** The notice must be provided no later than September 15 of each school year during which pesticides listed in subdivision 2 are planned to be applied. The notice may be included with other notices provided by the school but must be separately identified and clearly visible to the reader.

SCHOOL HOURS

Students should arrive at school between 8:00 - 8:15 AM. We offer breakfast in the classrooms for preschool through 6th grade and would ask that students who eat breakfast arrive promptly at 8:00.

The dismissal schedule for the elementary is as follows:

Preschool:	
Morning	8:00 - 11:00
Afternoon	12:00 - 3:00
K - 6 walkers	3:05
Kindergarten	3:03
Grades 1 & 2	3:04
Grade 3	3:05
Grades 4 & 5	3:06
Grade 6	3:07
Buses leave	3:17

Students should leave the school grounds/board the buses immediately upon being dismissed unless they are participating in a school-sponsored activity.

DISMISSAL DURING THE SCHOOL DAY

When picking up a child during school hours, please notify the school office (837-5101) as early as possible in the day. Parents/guardians are also asked to come to the office to pick up your child; the student will be called out of class by our office staff. Calling or texting your child to come to the office can be a disruption to the class and does not follow our procedure for student checkout. Please do not ask us to send your child home from school unattended. A parent or other authorized person must pick up students at school before we release them. This regulation is for the safety of your child.

We would ask that parents/guardians call into the office by 2:30 each day if there are changes for transportation. To ensure the safety of your child and reduce any kind of anxiety, we would want to communicate any changes to end-of-the-day plans to your child and his/her teacher as early as possible. Students would also be discouraged from calling parents/guardians after this 2:30 time to change plans. Thank you in advance for honoring this 2:30 time.

MORNING ARRIVAL TO SCHOOL

Parents and families dropping off students are encouraged to arrive as close to 8 o'clock as possible. We would encourage parents not to drop off their children before 7:45 in the morning. Students are asked to remain in the commons until the first 8 o'clock morning bell rings.

COMMUNICATIONS

Frequently parents find it beneficial or necessary to communicate with school personnel concerning their child. As a general rule, your child's classroom teacher can best respond to questions concerning the student's progress, work to be completed or relationships with peers. Please contact teachers via their school email address (@sebek.k12.mn.us) as this is the most efficient way to communicate during the school day. Teachers may also be contacted via phone but our system will only allow voicemails to be left during school hours due to the importance of our teachers working with students every minute possible. If you wish to meet with a teacher, please send an email to the teacher to arrange a time.

Questions of a more general nature might best be answered by Heidi Mattson, School Secretary. Mrs. Amie Westberg K-12 Principal, or Mr. Dave Kerkvliet, Superintendent, invite any questions that might be more appropriately directed to them. Please call 837-5101 and your question or concern can be directed to the appropriate person.

A school lunch calendar will be sent out each month along with a weekly calendar of upcoming events. This information is also available on our school's website at <http://www.sebeka.k12.mn.us/>

EMERGENCY CLOSINGS

The superintendent (or other authorized personnel) is empowered to close the school or to dismiss students early in the event of hazardous weather or other emergencies that threatens the safety or health of students or staff members. Information regarding an emergency closing will first be announced using our school's alert system where phone calls will be made to phone numbers (home and cell phones) that are on file in our computer system.

The following local stations will also be notified:

TV: WCCO, KSAX, KARE 11, KVLV, KVRN and WDAY

Radio: KWAD - AM 920, KKWS - FM 105.9, KSKK - FM 94.7, KVKK-AM 1070

*The school uses an Instant Alert System to notify parents by phone or email about any changes in the school day as it is fast, efficient, and effective. It is the parent/guardian's responsibility to keep phone numbers, contact information, and emergency information up to date in the school's computer system.

SEBEKA ELEMENTARY SCHOOL STUDENT ACCOUNTABILITY STATEMENT

All members of a community are responsible, or accountable, for his or her own part in that community. Sebeka Public School is a mini-community and we (students, faculty, administration, cooks, custodians, secretaries, and bus drivers) have the responsibility to make our community run smoothly and safely so that everyone's experience is positive. We are recognized for positive contributions and are held accountable for our negative actions.

We want everyone in the Sebeka Public School community to have Trojan PRIDE

1. Prepared in All Directions
 - **To Myself** – I bring all necessary materials and a positive mindset to each class.
 - **To Others** – I respect other people's time by being ready to participate and stay on task.
 - **To Learning** – I come to class with an open mind, ready to engage, ask questions, and try my best.
 - **To the School Environment** – I follow routines and expectations to keep my school safe and clean.
2. Respectful in All Directions
 - **To Myself** – I take care of myself physically, emotionally and socially.
 - **To Others** – I respect differences and treat others how I want to be treated.
 - **To Learning** – I stay focused, follow directions, and allow others the opportunity to learn.
 - **To the School Environment** – I take care of school property and follow rules.
3. Involved in All Directions
 - **To Myself** – I take an active role in my education and activities at school.
 - **To Others** – I engage in classroom discussion and participate in collaboration with my peers.
 - **To Learning** – I put effort in my work, stay engaged in lessons, and take responsibility for my learning.
 - **To the School Environment** – I create a positive atmosphere by participating and supporting school activities.
4. Determined in All Directions
 - **To Myself** – I stay focused, push through challenges, and don't give up when things get difficult.
 - **To Others** – I encourage and support my classmates to persevere and work hard.
 - **To Learning** – I put in effort, practice and try again.
 - **To the School Environment** – I take responsibility to create a school community where everyone feels motivated to succeed.
5. Excellent in All Directions
 - **To Myself** – I will try my best and strive to improve.
 - **To Others** – I encourage others to do their best and maximize their potential.

- **To Learning** – I stay curious and ask questions.
- **To the School Environment** – I follow rules, respect spaces, and promote a positive and productive atmosphere.

These items are not all-inclusive but serve as a guide to building and maintaining a positive school experience for all.

SCHOOL WEBSITE

Our school's website is a wealth of information for parents, students, and the community. It shares all of our important school calendars, our online grading system (Infinite Campus) and daily events. It links to teachers' websites, important forms, our school's Facebook and Twitter pages, and shares the daily menus for breakfast and lunch. We pride ourselves on this resource and ask that our families, parents, and students utilize it as a first place to get clear accurate information.

TEACHER WEBSITES

Sebekas teachers are asked to update their classroom website each week with important classroom information, assignments, lesson plans, etc. Please utilize this tool as a resource for questions related to class work and teacher expectations.

In order to access our teachers' websites, go to our school's website (www.sebeka.k12.mn.us) and click on the *Elementary* tab followed by *Assignments* **OR** look at the *Quick Links for Students* and click on [Teacher Websites for Elementary](#).

LOCKERS AND LOCKS

Your locker, property of the school, is used to house your textbooks, school materials, and any coats or other outdoor garments. The school **WILL NOT** be responsible for money or other valuables that are left in lockers.

Your locker is subject to periodic inspection for cleanliness and may be entered by the Principal or the Principal or his/her designee at any time. The only items allowed to be attached by magnet to the locker, either on the inside or outside, are to be for school-related activities – **NO EXCEPTIONS**. Lockers will be inspected every winter and spring for damage. Students will be responsible for damage to their locker as determined by the administration.

No lock is to be placed on your locker unless it is obtained from the school. (Note: Unauthorized locks may have to be removed in such a manner as destroying the lock. In this event the school or its officials are not liable for the cost of that lock.)

Lockers will be assigned to students by the office or by teachers on the first day of school.

PLEDGE OF ALLEGIANCE

The school board recognizes the need to display an appropriate United States flag and to provide instruction to students on the proper etiquette, display, and respect for the flag. The purpose of the pledge of allegiance policy # 531, in the school's policy manual, is to provide for the recitation of the pledge of allegiance instruction daily to help further that end.

EMERGENCY INFORMATION

Emergency information is required to be completed by a parent/guardian for all students. At the beginning of the year, parents/guardians may be asked to verify emergency information already in our computer system. **If there is a change in any information during the school year, it is the responsibility of the parent to notify the school as soon as possible.** - If the parent/guardian cannot be reached, the emergency information in our computer system will be utilized.

VISITORS

With a goal to keep students focused on academics and their best learning, we value the importance of having volunteers and visitors in the classroom. Parents and caregivers are welcome to visit the Elementary School with the classroom teacher and administration's approval. When visiting your child's classroom, please communicate with your

child's teacher in advance to confirm and arrange for a date that best matches the needs of both the teacher and the classroom overall. Visitors may also need to be approved by administrative discretion depending on the time of year and school activities planned. All visitors, upon their arrival, are required to report to the school office. All visitors will wear a visitor sticker.

ELECTRONIC DEVICE POLICY: CELL PHONES, AIR/EARBUDS AND MUSIC DEVICES

Purpose Statement

The purpose of this policy is to support a learning environment that prioritizes engagement, respect, and academic success for all students at Sebeka Public School. By limiting the use of personal electronic devices during the school day, we aim to reduce distractions, encourage meaningful social interactions, and protect student privacy. This policy is designed to promote a safe, focused, and respectful atmosphere where learning can thrive from kindergarten through 12th grade.

During School Hours Guidelines:

Cell phones and other personal electronic devices capable of communication, such as those used for texting, answering, and receiving calls, are not permitted in classrooms, hallways, during lunch, during recess, or bathrooms during the school day. If students bring cell phones, Bluetooth earbuds, and/or smartwatches capable of communication, such as texting, answering, and receiving calls, to school, they must be placed on silent or turned off and stored in designated cell phone lockers from the beginning of the school day until the end of the school day. These items can and will be confiscated by staff members and taken to the office if they are not stored in the designated cell phone lockers.

Device Check-in:

- **Homeroom:** Students must check their cell phones, earbuds, and other communication devices into designated lockers located in their homerooms or 1st-hour classrooms.
- **Midday Arrival:** Students will check their cell phones, earbuds, and other communication devices in the office upon arrival. Office staff will ensure devices will be stored in the appropriate assigned locker.
- **Storage:** These devices will be securely stored in the lockers and brought to the office for the duration of the school day.

Device Restrictions:

- **During School Hours:** Students are prohibited from having cell phones, earbuds, and any other personal electronic devices on their person during school hours, including class time, lunch periods, and recess.
- **Field Trips and School Events:** Field trips and school events are extensions of classroom learning during school hours, therefore, cell phones, earbuds, and personal electronic devices are not permitted.

Check-out Process:

- **End of Day:** Students will return to their homeroom teacher at the end of the school day to retrieve their devices.
- **Midday Departure:** Any student leaving midday must check out their device from the office. If the student returns to school, they must check their device back into the office.
- **Leaving for a sporting event:** Students will change first and then check out their device from the office. Students will not enter the locker room after they have checked out their device.
- **Guest Teacher:** If the classroom teacher has a guest teacher, students will turn in their cell phones like normal.

Emergencies:

In case of emergency, students may use the school office phone to contact parents/guardians. Parents/guardians should contact the school office to relay urgent messages to their student(s).

Violations:

- First Violation: The device will be confiscated by the teacher, brought to the office to be stored in the designated locker, and returned at the end of the day. A warning will be issued to the student and parents/guardians will be notified.
- Second Violation: The device will be confiscated by the teacher, brought to the office to be stored in the designated locker, and will be returned only to the parent or guardian. Administration will have a conference with the student and communicate with parents/guardians about future violations. The student will be assigned a detention.
- Any Further Violations: The device will be confiscated by the teacher and given to the administration. The phone will be returned only to a parent or guardian and a student-parent/guardian meeting will take place to discuss the violation and create a plan for the student. Detention, suspension, and/or MSHSL code of conduct consequences will be discussed and assigned.

Exceptions

Students with medical conditions requiring device use must provide documentation from a healthcare provider. Other requests for exceptions to this policy, particularly those requiring the use of a device, may be submitted to administration and will be considered for approval on a case-by-case basis.

Responsibility

The school is not responsible for lost, stolen, or damaged devices.

Enforcement

All staff are responsible for enforcing this policy. Repeated violations will be addressed by administration in accordance with the school's disciplinary procedures.

Students sending or possessing inappropriate messages and/or pictures during the school day is prohibited. Students videotaping, audio-taping, or taking pictures, without others' permission is prohibited. School authorities reserve the right to review the picture, audio, and video content of any cell phone, iPad or computer found on school property. Students may not bring in a cell phone, iPad, iPod or electronic media device for the purpose of taping a class or classroom teacher with the intent to put the teacher or another student on the internet or any other public displays where embarrassment or ridicule is inevitable. Such action will result in immediate suspension or if necessary expulsion.

The Minnesota State High School League does not allow the use of cell phones in the locker room or restrooms. Students caught using cell phones in the locker room or restroom will have the phone confiscated and receive one night of detention. Continued problems will result in suspension.

Students may not use their personal computers during school hours without permission from the Principal.

USE OF SCHOOL TELEPHONE

Students are allowed to use the telephone in case of sickness, injury or other school business. Students are encouraged to use the school office telephone in order to make these phone calls.

GENERAL POLICIES

The school may charge for lost or destroyed textbooks, workbooks or library material. Students need to remember textbooks and library materials are the property of the Sebeka School District.

Personal possessions and lockers may be searched when reasonable suspicion or evidence of a violation of school rules or the law exists.

Pets brought into the school for show and tell purposes must be accompanied with verification and proof of shots for rabies vaccination and distemper vaccination. No pets younger than 12 weeks old are to be brought into the school.

CAFETERIA SERVICES

The goal of the Sebeka School District 820 Food Service Department is to provide nutritious meals to students to promote healthy eating habits and enhance learning. It is the policy of Sebeka Public School District 820 to offer breakfast and lunch to PreK-12th grade students that meet state and federal guidelines. These meals are planned and prepared by our qualified kitchen staff. Weekly menus are listed in the *Review Messenger* and on the school website <http://sebeka.k12.mn.us/>. Students may choose white, chocolate, or 1% milk to drink (lactose-free milk is available to those with allergies). This option is also available to children who bring lunch from home.

Educational applications are mailed out before the school year starts. The forms should be returned before the first day of school so students will be assured of a free/reduced lunch. **This year, our legislature passed the Minnesota Free School Meals. Students will be able to receive one free breakfast and lunch per day that the student is in attendance.**

NOTIFICATION OF ACCOUNT STATUS

1. Families can check their student's meal account balance via Infinite Campus.
 - The Business Office will send a monthly statement of the account balance to all parents with low account balances advising them of the student meal account balance(s).
 - Families can contact the Business Office 218-837-5101 ext. 121 for account balances.
2. The student/family will be notified via phone call when the account has a balance of \$10.00 or less.
 - Food Service Department will encourage parents to complete the free/reduced-price meal application.
 - An email reminder is sent to parents requesting a payment when student accounts do not have adequate funds.
 - A second request for payment is sent if parents have not responded to the first request.
 - A letter/invoice is sent via US Post to the household requesting payment.
 - NSF checks will follow the district "bad check" policy as posted in the Business Office

CHARGE POLICY

All students will be provided a milk with their free school lunch. Students are allowed to purchase a milk if they bring home lunch. They must have money in their account or bring cash with.

COLLECTION OF UNPAID MEAL DEBT

All students requesting a meal will always be served a meal regardless of unpaid foodservice accounts. When a student has "cash in hand" to pay for a meal, the student will be served a meal regardless of unpaid foodservice accounts. The "cash in hand" will not be applied towards past due balances

If the negative student meal balance reaches \$30.00 or more, the following collection actions will be taken:

- The Business Office will contact the household to request payment.
- The Business Office will contact the Principal if no payment is received. The Principal will contact the parent/guardian to determine an appropriate solution.
- The Principal or their designee will contact the family and review with them their responsibility to provide meals for their student.
- If parents refuse to provide meals or pay for school prepared meals for their children, assistance from the Social Services may be requested by the school for possible neglect.
- The expectation is all fees owed to the District will be paid in full on the last day the student will be attending classes.

In general, well-mannered conduct should guide the student's behavior at all times in the cafeteria. Listed below are some rules and the cafeteria procedure which will help ensure appropriate conduct and an orderly lunch period.

STUDENT BEHAVIOR in the CAFETERIA

1. Students should enter the cafeteria quietly and orderly.
2. If students talk in the lunch line, it is to be done quietly, showing respect and politeness to all, including the cafeteria staff and volunteers.
3. Students must be patient while waiting to be served. A single file line must be maintained.
4. No food may be brought back through the food service line once it has been purchased. Students are allowed to have seconds from the salad bar.
5. Students must be seated at a table when eating. Once students are seated, there is to be no leaving your seat without permission.
6. Students should refrain from shouting across tables.
7. Students must remove trash from tables, chairs and the floor, and wipe spills that may happen.
8. Throwing food or other objects is not allowed.
9. Running, excessive noise, "horseplay," or other disruptive behavior is not allowed. All unacceptable behavior will result in disciplinary procedures, which may include removal from the cafeteria for a specified time period.

LUNCH CARDS

Students will be issued a lunch card that will be used to account for their meals. These cards will help the school to keep track of how many students are eating breakfast and lunch.

LOST AND FOUND

Each year mittens, snow pants, sweaters, caps, and boots are turned in and never claimed. Please mark ALL removable clothing with the student's name in permanent ink or tape securely sewn in place. Lost articles may be picked up at the school office or in the lost and found area. Please report any lost articles promptly.

SURVEILLANCE CAMERAS

Sebek School, for the purpose of safety for all, is equipped with surveillance cameras throughout the building and school grounds. Cameras are monitored by administrative staff. Cameras can and will be used for investigative purposes when necessary. Video footage is for school use only. It is not intended for public, parent/guardian use due to student and staff data privacy.

FOOD-BORNE ILLNESS / PARTY POLICIES

Halloween may be observed by the wearing of costumes. A classroom fall party or activity may be held in the final days of October. Christmas and Valentine's Day are celebrated with a class party. To avoid possible food-borne illnesses, all treats served at school must be commercially prepared and packaged. School policy prohibits the serving of homemade treats to ensure the safety of each child.

VENDING MACHINES

Food vending machines are located in our school building but are not accessible to our preschool through sixth-grade students during the hours of the school day. Elementary students are allowed to purchase items from the vending machines after school hours only.

FOOD AND POP IN SCHOOL

As per our adopted school's health and wellness policy, consumption of pop (and other sugary beverages) and food (including candy) are discouraged during the school day. Pop and food are not allowed in classrooms. Students may have water in the classrooms unless a teacher disallows it. If pop or food is brought into the classroom or the lunchroom, it may be confiscated by the teacher or staff member and not returned.

FIELD TRIPS

Field trips provide concrete learning experiences, pupil planning in real-life situations and opportunities for training in courtesy, safety and good citizenship. These trips also stimulate interest in the community. When a class plans a field trip that requires bus transportation, parents will be provided with a Parent Permission Slip with information specific to

that field trip. Students must return the slip signed by parent/guardian giving permission to go with the group. A signed permission slip for class trips that do not require transportation will be requested for each student at the beginning of the school year.

FIRE DRILL/ALICE DRILLS/TORNADO PROCEDURE

Fire drills will be held at least *five* times per school year. When the alarm sounds pupils and teachers will leave the building immediately. Students should become well acquainted with the procedure for fire drills. Follow the instructions of the teacher. Leave your books on your desk. Walk rapidly to your designated location, do not run. Regard a drill as a serious matter. The state legislature placed into law that schools will also practice *five* ALICE drills (lockdown drills) and *one* tornado drill yearly. Teachers practice these procedures and discuss appropriate behaviors with students at the start of the school year.

HEALTH SERVICES

Sebek Public School employs a contracted RN/PHN and full-time LPN, who is responsible for carrying out activities of the Health Office. The goal of the Health Office is to promote good health and prevent illness for students and staff. The following policies/procedures have been established by District 820:

1. PUPIL HEALTH RECORDS

The school health record is an official document and is required for each student attending school. It is kept in the Health Office. Health information pertinent to each student is included such as immunization records, results of screenings, health assessments, health information that may affect the ability for learning and/or which may result in an emergency at school and the plan for which to meet the student's health needs.

2. ATHLETIC PHYSICALS

Students who plan to participate in co-curricular athletic activities are required to have a sports physical exam (within the past 3 years) before the start of each activity's season. All students in 6th and 9th grade are strongly encouraged to have a physical examination.

3. SCREENING

Vision/Hearing: Vision/Hearing screening is conducted according to the guidelines of the Minnesota Department of Health for students in 1st, 3rd, 5th, 7th, and 10th grades. Students who do not pass are re-screened. Referrals are sent to parents of those students who do not pass the re-screen.

Preschool: Children attending School Readiness/Preschool are required to have a developmental screening completed by Public Health before attending Preschool. Contact Public Health at (218) 631-7629 or 1-888-883-0351 to schedule Early Childhood Screening.

4. ILLNESS

When a child is absent due to illness, parents are asked to notify the school office each day that they are absent. A written note stating the reason for absence is required for the absence to be considered excused.

General guidelines to be used when to keep your child at home due to illness:

- If a student has had a fever of 100 or more, the student should stay home for 24 hours after the temperature returns to normal.
- If a student has vomited or had diarrhea, the student should stay home until 24 hours after the last episode.
- If a student has any rash that may be disease-related or the cause is unknown, check with your family physician before sending the student to school

If a child develops a fever or shows other signs of illness during the school day, a parent will be contacted so he/she can be picked up. If the parent/guardian cannot be reached, information completed on the Emergency Card will be utilized.

Emergency information is required to be completed by a parent for all students. If there is a change of any information during the school year, it is the responsibility of the parent to notify the school.

If a child contracts a communicable condition/illness, parents are asked to notify the school's nurse to monitor possible health trends. In addition, parents of students in the same classroom can then be cautioned so that early detection of the disease can be identified to prevent its spreading throughout the classroom.

5. CHRONIC HEALTH CONCERNS

Students diagnosed with chronic health conditions (i.e., diabetes, asthma, seizures, heart conditions, allergies, etc) should provide the school with a physician's summary of the condition and any special instructions and limitations related to school activities. Students with health concerns are listed on a confidential Health Concerns and Plans List that explains the individual health plan at school. It is distributed only to those school personnel working with the student.

6. CHRONIC HYGIENE CONCERNS

The following steps will be followed for students sent to the Health Office due to consistent odor or poor hygiene.

1. A letter of notification will be sent to the parent or guardian
2. A second letter will be sent home
3. Parents or guardians will be called in for a meeting
4. County report may be necessary

The wellbeing of our students is paramount and if there are any circumstances that the school may not be aware of, please do not hesitate to contact the Health Office.

7. MEDICATION ADMINISTRATION DURING THE SCHOOL DAY

Parents shall notify the school's nurse, secretary, principal or teacher of their child requesting medication to be administered during school hours. Whenever possible, the medication should be given at home and every effort should be made to avoid school hours. Medication administered during the school day shall be supervised by the RN/PHN and may be administered by designated school personnel.

All medications administered during the school day require proper authorization. All written medication authorizations are effective for the current school year only and must be renewed each year. For safety purposes, an adult must bring all medications to the school. (If there is a reason this is not possible, please contact the school's nurse.)

Medications will be kept in a locked cabinet, file, or drawer, with the exception of emergency medication and for those students who need to self-administer, such as asthma inhalers. Physician orders for those students will be kept on file in the health office. Other exceptions will be reviewed by the school's nurse on an individual basis.

8. PRESCRIPTION MEDICATION

The following is required for the administration of prescription medication during the school day:

- Written authorization from the child's physician – "Consent for the Administration of Prescription Medication" form is available in the health office
- Written permission from the parent – sign the parent portion of the medication form.
- Medication must be brought to school in a pharmacy-labeled bottle or in the original container that it was purchased. If needed, a duplicate bottle may be obtained from the pharmacist to be kept at the school.

A written statement signed by the physician and parent may also be accepted. The physician's orders must include the name, dose and time of the medication to be administered and the reason for medication at school. The pharmacy-labeled bottle shall list the student's name, name of the medication, dosage and time to be administered, name of the physician and name/telephone number of the pharmacy.

The parents of the student shall assume responsibility for informing the school's nurse of any changes in the student's medication. Medication dosage changes must be prescribed and documented in writing by the physician. When circumstances warrant, the physician may provide verbal medication orders or changes of dosage to the school's nurse only. Verbal orders must be followed by written authorization within two school days.

9. NON-PRESCRIPTION (OVER-THE-COUNTER) MEDICATION

Requests for the administration of non-prescription medication to students during the school day will be considered on an individual basis, case-by-case. Non-prescription medication will be kept in the health office for students who may need them more than one time per month.

Non-prescription medication administered at school will be limited to the following:

Pain Relievers/Fever Reducers (Acetaminophen: Tylenol, Generic Pain Reliever, etc.), Nonsteroidal anti-inflammatory drugs (Ibuprofen, Advil, Motrin, etc.), Cough/Cold Substances, Cough drops/Throat lozenges.

The following is required for the administration of **non-prescription** (over-the-counter) medication:

- Written permission from the parent. – “Consent for the Administration of Non-Prescription Medication” form is available in the health office
- Non- Prescription medication must be brought to school in the original container that it was purchased in and must be administered in a manner consistent with the instructions on the label. Medication received in an unlabeled bottle, foil wrap, saran wrap, or envelope, etc. will not be administered.

The school’s nurse may request a physician order for non-prescription medication or further information about the medication from the student’s physician at their discretion.

Non-prescription medications are encouraged to be kept in the health office and not to be carried by the student.

10. IMMUNIZATIONS

Minnesota Statutes Section 121A.15 required that all children who are enrolled in a Minnesota school be immunized against diphtheria, tetanus, pertussis, polio, measles, mumps, rubella, hepatitis B, and chicken pox (Varicella) allowing for certain specified exceptions. Forms are available in the Health Office to be signed by the parent and Notary Public for those students who are exempt from immunizations.

Prior to entering Kindergarten, the following immunizations are required:

- Diphtheria Pertussis Tetanus (DTP) series completed with the 5th booster
- Polio series completed with the 4th booster
- Measles-Mumps-Rubella (MMR) – 2 doses
- Hepatitis B series of 3 immunizations
- Varicella (chicken pox) – Date of *two* immunizations.

Immunizations need to be up-to-date before the first day of school or before entering School Readiness/Preschool.

11. LICE POLICY

If untreated nits or live lice are detected on a student the parent will be notified.

Students who are feeling ill are expected to visit the school’s nurse before making calls or sending messages home to parents. The school nurse will make contact with parents/caregivers to explain the symptoms, share recommendations, and make a plan together in the best interest of the student.

School Health Policies are available in the office upon request. Additional health information is available online at www.sebeka.k12.mn.us

OVERDOSE MEDICATION

I. PURPOSE

As a means of enhancing the health and safety of its students, staff and visitors, the school district will acquire, administer, and store doses of an opiate antagonist, specifically Naloxone (Narcan), and administration

devices or kits for emergency use to assist a student, staff member, or other individual believed or suspected to be experiencing an opioid overdose on school district property during the school day or at school district activities.

II. GENERAL STATEMENT OF POLICY

The school board authorizes school district administration to obtain and possess opioid overdose reversal medication, such as Naloxone, to be maintained and administered to a student or other individual by trained school staff if the staff member determines in good faith that the person to whom the medication is administered is experiencing an opioid overdose. Authorization for obtaining, possessing and administering Naloxone or similar permissible medications under this policy are contingent upon: 1) the continued validity of state and federal law that permit a person who is not a healthcare professional to dispense an opiate antagonist to the school district and its employees by law; 2) that the school district and its staff are immune from criminal prosecution and not otherwise liable for civil damages for administering the opiate antagonist to another person who the staff member believes in good faith to be suffering from a drug overdose; and 3) the availability of funding either from outside sources or as approved by the school board to obtain and administer opioid overdose reversal medication.

III. DEFINITIONS

- A. **“Drug-related overdose”** means an acute condition, including mania, hysteria, extreme physical illness, respiratory depression or coma, resulting from the consumption or use of a controlled substance, or another substance with which a controlled substance was combined, and that a layperson would reasonably believe to be a drug overdose that requires immediate medical assistance.
- B. **“Naloxone Coordinator”** is a school district staff person or administrator appointed to monitor adherence to protocols outlined in this policy and referenced procedures. The Naloxone Coordinator is responsible for building-level administration and management of Opiate Antagonist medications and supplies. The school district’s Naloxone Coordinator is [insert title of staff person appointed as coordinator].
- C. **“Opiate”** means any dangerous substance having an addiction forming or addiction sustaining liability similar to morphine or being capable of conversion into a drug having such addiction forming or addiction sustaining liability.
- D. **“Opiate Antagonist”** means naloxone hydrochloride (“Naloxone”) or any similarly acting drug approved by the federal Food and Drug Administration for the treatment of a drug overdose.
- E. **“Standing Order”** means directions from the school district’s medical provider that sets forth how to house and administer Naloxone or other Opiate Antagonist medications to students, staff members or other individuals believed or suspected to be experiencing an opioid overdose. This Standing Order should include the following information:
 - 1. Administration type
 - 2. Dosage
 - 3. Date of issuance
 - 4. Signature of the authorized provider

IV. GENERAL STATEMENT OF POLICY AND RESPONSIBILITIES

- A. The school district must maintain a supply of opiate antagonists at each school site to be administered in compliance with Minnesota law. Each school building must have two doses of nasal naloxone available on-site.
- B. A licensed physician, a licensed advanced practice registered nurse authorized to prescribe drugs pursuant to Minnesota Statutes, section 148.235, or a licensed physician assistant may authorize a nurse or other personnel employed by, or under contract with, a public school may be authorized to

- administer opiate antagonists as defined under Minnesota Statutes, section 604A.04, subdivision 1.
- C. A licensed practical nurse is authorized to possess and administer an opiate antagonist in a school setting notwithstanding Minnesota Statutes, 148.235, subdivisions 8 and 9.
 - D. If Naloxone is administered the school must do the following.
 - a. Ensure that when Naloxone is administered, school district employees must activate the community emergency response system (911) to ensure additional medical support due to the limited temporary effect of Naloxone and the continued need of recipients of additional medical care;
 - b. Require school district employees to contact a school district healthcare professional to obtain medical assistance for the recipient of the Naloxone, if possible, pending arrival of emergency personnel;
 - c. Direct school district employees to make immediate attempts to determine if the recipient is a minor and, if so, locate the identity of the parent or guardian of the minor and ensure contact with that parent or guardian is made as soon as possible after administration of the Naloxone for the purpose of informing the parent or guardian of the actions that have been taken; and
 - d. Require school district staff to inform the building administrator or other administrator overseeing an event or activity of the administration of Naloxone, as well as the Naloxone Coordinator, after taking necessary immediate emergency steps.
 - E. School District Staff
School district staff members will be responsible for attending all required training pertaining to the policy, procedures and guidelines for the storage and use of Naloxone and performing any assigned responsibilities pursuant to the guidelines and procedures.

V. Privacy Protections

The school district will maintain the privacy of students and staff related to the administration of Naloxone as required by law.

EARLY CHILDHOOD SCREENING

In an effort to guarantee that ALL young children in Minnesota are well equipped and ready for learning, the Minnesota Department of Education has mandated that all children entering Preschool and/or Kindergarten are required to have completed Early Childhood Screening (ECS). ECS is completed between the ages of 3 - 4 years old. Parents are notified to set up an appointment after the child turns 3 years old.

Screening is designed to evaluate the current development of children and, if needed, suggest resources to assist your child in preparation for kindergarten. If a child is enrolled in a Head Start Program or was screened in another community, it is not necessary to attend this screening. However, the results need to be forwarded to the School District. If you have any questions, please call the School Nurse at 837-5101, Ext. 129.

STUDENT DRESS CODE

The purpose of this policy is to enhance the education of students by establishing expectations that support educational goals. Students and their families have the primary and joint responsibility for student clothing and appearance. Teachers and other district staff should exemplify and reinforce student clothing and appearance standards and help students develop an understanding of appropriate appearance in the school environment.

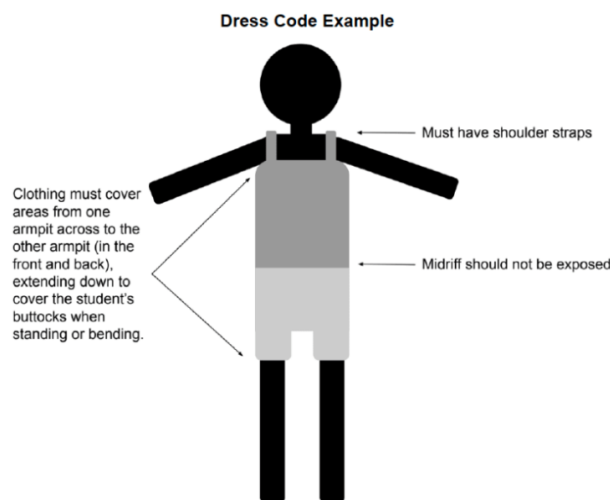
The Sebeka School District recognizes the school as a place of learning where the dress of employees and students should be attire appropriate for a quality workplace. The Sebeka Public Schools encourage students to take pride in their attire at school. The dress and grooming of students become the concern of the school if it causes disruption of the educational program or is offensive or inappropriate to others. Students should dress in a manner that takes into consideration the educational environment, safety, health, and welfare of others.

The following dress items are prohibited:

- Clothing that includes words or pictures that are obscene, vulgar, sexually explicit, convey sexual innuendo, abuse or discrimination, or which promote or advertise alcohol, chemicals, tobacco or any other product that is illegal for use by minors.
- Accessories that can be used to harm self or others, such as safety pins or spiked collars.
- Clothing articles that cause undue school maintenance problems, such as metal shoe cleats or work boots that cause excessive floor-marking, or trousers or overalls with metal rivets and/or chains, buttons, or buckles that scratch furniture should be avoided.
- Students will wear shoes in school at all times unless instructed to the contrary by a teacher for a specific reason.
- Students are not allowed to wear caps/headgear during the school day(sweatshirt hoods are included in this handbook policy language). Hats will be removed upon arrival at the locker and before arriving at breakfast. Hats will be placed in the locker and may be put on when leaving the building after the school day. Hats and other headgear can and will be confiscated by staff members, taken to the office, and returned at the end of the day. An exception would be pre-approved designated days as requested by the Student Council or other fundraising efforts pre-approved for class trips, etc. Exceptions may also be made for religious and medical reasons.

Student Clothing

- Clothing must cover areas from one armpit across to the other armpit (in the front and back), extending down to cover the student's buttocks when standing or bending.



- Tops must have shoulder straps.
- Clothing that is transparent, made of mesh or has holes must cover skin and undergarments while meeting the expectations of #1
- Midriff should not be exposed.
- Apparel promoting products or activities that are illegal for use by minors.

Consequences for Wearing Inappropriate Clothing:

- 1st Offense - Record of Offense, T-shirt to cover, Collection of accessories, Student is notified
- 2nd Offense - Record of Offense, Letter home, T-shirt to cover or sent home
- 3rd Offense - Record of Offense, Detention as assigned, T-shirt to cover or sent home

After the third offense within one semester, the student behavior will be considered as insubordination.

Due to persons with allergies and other respiratory problems, perfumes, colognes, cosmetics, and other aromatic products must not be misused.

When situations arise that are not specifically covered in this policy, the building administrator(s) will interpret the situation in light of the spirit and/or intent of this policy. If there is a disagreement regarding the appropriateness of a student's personal appearance, a meeting will be held with the student, parent/guardian, administration, and counselor.

WINTER CLOTHING

During winter weather, students must wear warm winter clothing. Young children especially need help to dress warmly. Each day of school, we have an outside recess period of about 30 minutes. We will use the wind chill chart when determining whether the students will stay indoors or go outside so hats, mittens, and scarves are a necessity. Our playground is not always free of snow, so warm, water-resistant boots are necessary! These boots should be removed and replaced with dry shoes upon entering the classroom. Students must have snow pants to play in the snow. Students who do not have boots and snow pants will be required to stay in restricted areas where the snow has been cleared. The school office will not provide hats, mittens, or boots, so students will need to bring these from home.

If parents need assistance in supplying a child with warm clothes, please contact the school office. With your help, we can make recess time enjoyable for every child. We closely monitor grades PreK - 3 to be sure they are dressed properly before going outside. However, by the time a student is in 5th grade, we feel they are responsible enough to carry out parents' wishes regarding their winter dress.

II. ACADEMIC INFORMATION

INSTRUCTIONAL MATERIALS

Students attending elementary school are furnished with all the necessary textbooks and workbooks. Personal items such as pencils, colors, pens, etc. should be purchased for each child. Supply lists are given out at the end of the school year so supplies may be purchased at your convenience during the summer. Anyone in need of a supply list can get one in the office.

PARENT-TEACHER CONFERENCES / REPORT CARDS

Parent-Teacher conferences are held twice a year - once in November and again in February. This contact gives parents/guardians and teachers a chance to discuss the child's growth and plan cooperatively to meet his or her needs. Parents are encouraged to ask for additional conferences at any time. Conferences usually result in a better understanding and an improved relationship between home and school.

Report cards for each grade are issued four times a year. School Readiness/Preschool report cards are issued two times a year.

MINNESOTA COMPREHENSIVE ASSESSMENTS (MCAs)

As a requirement of Minnesota's Department of Education, our school gives the Minnesota Comprehensive Assessments (MCAs) each spring to students in our school district. Students in 3rd through 6th grades are assessed each spring in the subjects of reading and math. The 5th grade is also assessed in the area of science in an MCA. According to M.S. 120B.31, Subd. 4a, which requires school districts to provide notice to parents or guardians of their option to refuse to have their students take the statewide assessment, the Commissioner of the Minnesota Department of Education (MDE) developed a form for parents to use to exercise the right to opt-out of these assessments. The form can be located at the end of the elementary school handbook, our school website, or in the school counselor's office. Questions about MCAs should be directed to the school counselor or to school administration. MCA opt-out forms may be found at the end of this handbook and on our website.

STUDENT SURVEYS

Occasionally, the school district utilizes surveys to obtain student opinions and information about students. For complete information on the rights of parents/guardians and eligible students about conducting surveys, collection and

use of information for marketing purposes, and certain physical examinations see appendix link in the back of the handbook. A complete copy of the school district's "Student Surveys" policy may be obtained at the district office.

TARGETED SERVICES AFTER SCHOOL/SUMMER SCHOOL

The Elementary School offers extended hours to students who qualify for additional help after school. The sessions will run from 3:00 to 5:10 P.M. on Tuesdays and Thursdays starting in October and concluding at the end of April. Students will work on a variety of skills and concepts that they have not yet mastered or they need to review. Summer School Targeted Services opportunities will also be available in June.

LIBRARY/MEDIA CENTER

Students in grades K-6 visit the Media Center with their class every week. They are able to check out books and take them home for 30 days. Students are limited to areas of the library and number of books they can check out depending upon their grade. If a parent has a special request regarding books a student chooses to take home from the library, they may send a note to our librarian and a note will be placed in their record.

Students who lose or damage a book will be billed for the cost of the book. Please contact the library if you have any questions regarding lost books or to arrange payment. We want our students to read and do not want fines or bills to become a hindering factor.

MUSIC

All of the elementary music classes meet every other day for 25 minutes. The classes focus on grade-specific singing, rhythm, music theory, composers, composing, critical listening, and playing both pitched and non-pitched Orff instruments. The fourth-grade students learn how to play the soprano recorder. A Christmas and Spring Music Program are performed each year, free of charge and open to the public.

INSTRUMENTAL MUSIC

Students in Grades 5 and 6 have the opportunity to participate in Elementary Band. It is highly recommended that you start in 5th grade in order to follow the band curriculum. Once a week, you will receive small group instruction during the school day and full band rehearsal with all of the band students in your grade. The Elementary Band program is a prerequisite to the Junior and Senior High Bands.

ART

The Elementary Art program creates, for each class, learning situations that focus on:

- K - 3 Elements of Art
- 4 - 6 Principles of Design

This is accomplished through the study of four disciplines: Aesthetics, Art Criticism, Art History, and Art Production in all grade levels.

PHYSICAL EDUCATION

Lower elementary students spend time on basic movement skills, interacting with fellow students in basic game situations and developing proper ball skills at the starting level.

The program in the upper elementary is designed to enhance skill development, to promote positive behaviors toward physical fitness and stress sportsmanship, knowledge, and strategies of team sports and social development. Individual, team and dual activities are used to develop these skills. Introduction of rules and skills are stressed first with a lot of time for practice. We then incorporate those rules and skills into full participation and activities.

We will be using and implementing fitness standards for our entire physical education program. An individual plan will be available to all students to help with this graduation standard. Students need to have tennis shoes for inside gym periods. These shoes should be left in school. Please check these shoes to make sure they do not leave black marks on the floors, either in the gym or the rest of the school. Shoes with this type of sole should not be purchased.

EXCUSED FROM PHYSICAL EDUCATION

If a student needs to be excused from Physical Education, a note is required from the student's parent/guardian requesting this. Include any information from your family physician that will help us in handling the situation correctly. In most instances, it would be helpful to give us your doctor's telephone number or get written instructions that could be passed on to the teacher.

TRACK AND FIELD DAY

Elementary Track and Field Day is usually held in mid-May. The Physical Education teacher organizes the events for the students and prepares the student in advance for both the running events and the field events. Parents are invited to come and watch and may be asked to volunteer to help.

SCHOOL COUNSELOR

The elementary years are a time when students begin to develop their academic self-concept and their feelings of competence and confidence as learners. They are beginning to develop decision-making, communication and life skills, as well as character values. It is also a time when students develop and acquire attitudes toward school, self, peers, social groups and family. Comprehensive developmental school counseling programs provide education, prevention and intervention services, which are integrated into all aspects of children's lives. Early identification and intervention of children's academic and personal/social needs are essential in removing barriers to learning and in promoting academic achievement. The knowledge, attitudes, and skills that students acquire in the areas of academic, career and personal/social development during these elementary years serve as the foundation for future success.

Elementary school counselors are professional educators with a mental health perspective who understand and respond to the challenges presented by today's diverse student population. Elementary school counselors don't work in isolation; rather they are integral to the total educational program. They provide proactive leadership that engages all stakeholders in the delivery of programs and services to help students achieve school success. Professional school counselors align with the school's mission to support the academic achievement of all students as they prepare for the ever-changing world of the 21st century. This mission is accomplished through the design, development, implementation, and evaluation of a comprehensive, developmental and systematic school counseling program. The American School Counselors Association National Standards in the academic, career and personal/social domains are the foundation for this work.

The school counselor implements the counseling program by providing:

School Guidance Curriculum

- Academic support, including organizational, study and test-taking skills
- Goal setting and decision-making
- Career awareness, exploration, and planning
- Education on understanding self and others
- Peer relationships, coping strategies, and effective social skills
- Communication, problem-solving and conflict resolution
- Substance abuse education
- Multicultural/diversity awareness

Individual Student Planning

- Academic planning
- Goal setting/decision- making
- Education on an understanding of self, including strengths and weaknesses
- Transition plans

Responsive Services

- Individual and small-group counseling
- Individual/family/school crisis intervention
- Conflict resolution
- Consultation/collaboration

- Referrals

System Support

- Professional development
- Consultation, collaboration and teaming
- Program management and operation

Within this work with students, respect and privacy are of the highest priority. It is important that students have a private and trusting environment to share personal issues. Because of this, confidentiality is considered a must in the counseling office. However, there are certain limits to confidentiality. All counselors and school personnel are considered mandated reporters under the Minnesota child abuse laws. The school counselor adheres to the responsibility of taking appropriate action should there be indications of a potential threat of harm to self or others. Parents are encouraged to be an active participant in their student's education and are welcome to call the counselor at any time with concerns or questions about their student.

CRISIS LINE

For students or staff who are struggling with suicidal thoughts, please reach out to the Crisis Line. From any phone or cellphone: Toll-Free: 1-800-462-5525 or 218-828-4357 or 988 or text to 741-741

STUDENT SUPPORT SERVICES/SPECIAL EDUCATION

Sebek School District #820 provides a variety of support services to students. These services include special education programs, school social work, and psychological services.

Our elementary school has several special education teachers, an educational speech-language pathologist, adapted physical education instructor, school social worker and other diagnostic and therapy specialists from Freshwater Education District who provide assessment, instruction, and related services to students with disabilities. To be eligible for these services a student must be evaluated and found eligible for, and in need of, specially designed instruction and support as defined by the State of Minnesota.

Sebek School Readiness/Preschool program also has additional Early Childhood Special Education (ECSE) services and support through Freshwater Education District.

Most of the students with disabilities are in general education classes for much of the day and receive special education instruction and related services within the general education setting through inclusion, or in a resource room.

Some special education services are provided cooperatively with neighboring school districts. Transportation is provided when it is necessary to place a student with a disability in a special program in a neighboring district.

The school psychologist works at all grade levels. This person is a specialist in assessing a student's functioning in several areas and assisting child study teams in identifying students with disabilities, as defined by the law.

The school social worker also helps in the process of assessment of students with possible disabilities. He/She is available to work with a student's social, emotional and behavioral concerns, do parent counseling, and teacher consultations. This individual also acts as a liaison between the school and other community agencies working with a child or family. This person is a primary resource on matters of child abuse and neglect.

The district considers the names and birthdates of students eligible for special education as directory information and will share the information with the Minnesota Department of Human Services to determine which students are currently enrolled in a Minnesota Health Care Program. If a parent/guardian does not wish for directory information to be shared, the parent can contact the administrative secretary in the office.

SPELLING BEE

The Sebek Spelling Bee is an annual academic contest that leads to the regional Lakes Bee in Staples and the Scripps National Spelling Bee in Washington, D.C. Students in grades 3 and 4 compete in a Junior Division. Students in

grades 5 – 8 compete in the official Sebek School Spelling Bee. The champion of the official spelling bee goes on to compete at the Lakes Bee which is sponsored by Sourcewell.

MATH MASTERS

Math Masters is a program where fourth, fifth and sixth-grade students are eligible to compete against other schools. To qualify for this program, the math teachers in these grades look at the student's past MCA math scores, classroom math test scores, and the yearly selection test from the Math Masters program. At the Math Masters competition, students participate in multiple rounds such as fact and drill, individual rounds, and team rounds. A team consists of five people for the competition.

EARLY CHILDHOOD

The Early Childhood Family Education (ECFE) program strives to strengthen families through education and support for all parents, and by providing support for children in physical, intellectual, social and emotional development during the important early childhood years. Classes meet throughout the school year in one and a half to two-hour sessions, with both child and parent attending. Classes are divided by age from infants to five-year-olds.

Sebek also provides the School Readiness/Preschool Program “Little Trojans” for children ages 3-5. This is an opportunity for the child and their parents to prepare for entrance into school. During this program children ride the bus, attend classes in the early childhood room to learn personal social skills, language, literacy, work on physical development including small and large muscle skills, math skills, explore science and sensory activities and understand the rules and routines of the classroom and school. Additionally, preschoolers learn the locations of the Sebek art room, music rooms, media center, physical education gyms, washrooms, office, and kindergarten rooms.

COMMUNITY EDUCATION

Through this program, local resources are drawn together to meet the social, educational, and recreational needs and interests of people of all ages. Your public school plays a central role in the effort. You can learn about many of the offerings throughout the year through flyers distributed at school or by informational articles in the *Review Messenger* listed in the "Community Education" column. Our Community Education information can also be viewed through our school's website and the Community Education link. Keep updated on our website's event calendar and the Community Education Facebook page as well.

III. ATTENDANCE POLICIES

COMPULSORY ATTENDANCE

Children between seven (7) and seventeen (17) years of age shall attend a public or private school each year during the entire time the public schools of the district in which the child resides are in session. (Chapter 132, School Law of 1957). The only excused absences are an illness of the pupil or serious illness, death, or emergency in the immediate family.

Children, who reach the age of five years on or before September 1, may enroll in kindergarten. If there are questions (maturity, birth date, etc.), please contact the school.

ABSENCES

After a child has been absent from school he/she MUST bring a note from home explaining the absence. This is of vital importance to the office for our attendance record keeping required by the State. It is also very important that you call the school if your child will be absent. The school will call you if your child is marked absent.

All other absences will be deemed unexcused unless pre-approved by the Principal.

Those students who accumulate an excessive amount of excused absences will design a plan with the Dean of Students or Principal to complete the work missed in order to retain credit and may be referred to the school's attendance program.

Students who do have an extensive list of excessive excused absences may be referred to the School Attendance Program (see below). When a student reaches eight (10) absences per semester, a doctor's note or proof of appointment will be required. If no note is provided, the absences will be marked as unexcused, unless approved by administration.

When students reach 10 absences, there will be a required meeting with the Principal, parent or guardian, classroom teacher and student.

TARDINESS

When a student is late for school, he/she must stop in the office for a tardy slip. However, if students are late due to a delay in a bus route, they are not considered tardy. When returning from a doctor or dentist appointment, a note from the doctor and an absence slip is necessary.

SCHOOL ATTENDANCE PROGRAM

1. PROCESS:

A. The office and Dean of Students review attendance on a daily basis. If a child is absent and the school office has not been notified prior, the office will follow up with a telephone call to the parent/guardian at home or work notifying them of their child's absence from school. They will also be reminded of the importance of their child being in school on a daily basis.

B. Three (3) unexcused *days* for elementary. When a child has three unexcused absences, the child is considered a continuing truant, which is not in violation of the law but warrants the school to begin an intervention process.

1. The Dean of Students or Principal will send a letter and a Wadena County School Attendance Mediation Program brochure (if the student resides in Wadena County) home to the parents/guardians.(required under MS 260A.03) A copy of the letter will also be sent to the residential county human services. This notice must contain the following information.

- that the child is truant;
 - that a parent or guardian should notify the school if there is a valid excuse for the child's absences;
 - that a parent or guardian is obligated to compel the child to attend school or face criminal prosecution under the compulsory school attendance law (MS 120A.34);
 - that alternative programs and services may be available in the school district and that the parent or guardian has the right to meet with school officials to discuss possible solutions to the child's truancy;
 - that the parent and child may be subject to court proceedings if attendance does not improve and that the child may face the loss of his or her driving privileges if the truancy continues (MS 260C.201);
- and

C. Five (5) unexcused *days* for elementary. When a child has five or more unexcused absences, they are considered continual truants and are in violation of MS 260A.03.

1. A letter will be sent home from the school and county indicating that the student is now heading towards being truant.
2. A mediation meeting will be scheduled with the county attorney, family, school, CCY and human services to discuss why absences are continuing and work to resolve those barriers

D. Seven (7) unexcused days for elementary students. When a child exceeds 7 or more unexcused absences, they are considered habitual truants and are in violation of MS 260C.007, Subd. 19. A report will be made to the county human services and a Child Protective Service report will become involved. At this time a CHIPS petition may be filed and the student may have to appear in court.

2. CASE MONITORING:

A. Reviews will be scheduled at the time of the contract meeting to include, the county social worker, school officials, parents, and child. Reviews are scheduled every two weeks until the child's attendance improves. The length between reviews is subject to change depending on the child's progress.

B. Responsibility of the Dean of Students or Principal

- Check and review daily attendance of child;
- Meet with the child at school frequently (daily if possible) to begin with and decrease contact as the child's attendance and other related behavior improves;
- Meet with the child's teachers and explain that the child is involved in SAP. Inquire as to any special needs or classes that need attention;
- Accompany the child to class, as needed;
- Contact the child's parents at both home and/or work to inquire as to absences of the child;
- Document, in detail, all personal, telephone and collateral contacts made regarding the case;

C. Child is discharged from SAP when the case is deemed successful or when the school official or court has terminated the child's involvement in the program.

3. FAILURE TO PARTICIPATE IN SCHOOL ATTENDANCE PROGRAM:

If there is no improvement in attendance and other related behaviors, a truancy petition will be filed. This decision will be made jointly by school officials. A designated school official will send the following to the Wadena County Attorney's office:

1. Truancy request form;
2. Copy of the notice sent to parents (MS 260A.03) and the date it was sent;
3. All documentation of efforts made to intervene:
 - copy of all notices/letters to parents
 - list of detentions/suspensions and indicate why they were given
 - copy of child's attendance record

4. APPROPRIATE ACTION AND CONSEQUENCES:

The Wadena County Attorney's office may choose one or more of the following actions:

1. File Educational Neglect charges against the parent if it is determined that they are responsible for the child's absenteeism.
2. Refer back to school for additional efforts and documentation.
3. File a petition against the child for truancy.

5. PROBATION:

MS 260C.201, Subd.1 (b) states: If a child was adjudicated in need of protection or services because the child is a runaway or habitual truant, the court may order any of the following dispositions in addition to or as alternatives to the dispositions authorized under paragraph (a):

1. Counsel the child or the child's parents, guardian, or custodian;
2. Place the child under the supervision of a probation officer or other suitable person in the child's own home under conditions prescribed by the court, including reasonable rules for the child's conduct and the conduct of the parents, guardian, or custodian, designed for the physical, mental, and moral well-being and behavior of the child
3. Subject to the court's supervision, transfer legal custody of the child to one of the following:
 - a. A reputable person of good moral character. No person may receive custody of two or more unrelated children unless licensed to operate a residential program under sections 245A.01 to 245A.16; or
 - b. A county probation officer for placement in a group foster home established under the direction of the juvenile court and licensed pursuant to MS 241.021;
4. Require the child to pay a fine of up to \$100. The court shall order payment of the fine in a manner that will not impose undue financial hardship upon the child;
5. Require the child to participate in a community service project;
6. Order the child to undergo a chemical dependency evaluation and if warranted by the evaluation, order participation by the child in a drug awareness program or an inpatient or outpatient chemical dependency treatment program;

7. If the court believes that it is in the best interests of the child and of public safety that the child's driver's license or instruction permit be canceled, the court may order the commissioner of public safety to cancel the child's license or permit for any period up to the child's 18th birthday. If the child does not have a driver's license or permit, the court may order a denial of driving privileges for any period up to the child's 18th birthday. The court shall forward an order issued under this clause to the commissioner, who shall cancel the license or permit or deny driving privileges without a hearing for the period specified by the court. At any time before the expiration of the period of cancellation or denial, the court may, for good cause, order the commissioner of public safety to allow the child to apply for a license or permit, and the commissioner shall so authorize;
8. Order that the child's parents or legal guardian deliver the child to school at the beginning of each school day for a period of time specified by the court; or
9. Require the child to perform any other activities or participate in any other treatment programs deemed appropriate by the court.

****PLEASE NOTE**** According to MS 260C.201, Subd. 1(c): If a child who is 14 years of age or older is adjudicated in need of protection or services because the child is a habitual truant and truancy procedures involving the child were previously dealt with by a school attendance review board or county attorney mediation program under section 260A.06 or 260A.07, the court shall order a cancellation or denial of driving privileges under paragraph (b), clause (7), for any period up to the child's 18th birthday.
For more specific student attendance guidelines refer to Sebeka School Policy 503 as adopted by the Sebeka School Board of Education on 6-13-06 as part of their school policy manual.

BUS SAFETY

Riding the school bus is a privilege, not a right. Students are expected to follow the same behavioral standards while riding school buses as are expected on school property or at school activities, functions or events. All school rules are in effect while a student is riding the bus or at the bus stop.

Consequences for school bus or bus stop misconduct will be imposed by the Principal or the Principal. All school bus/bus stop misconduct will be reported to the Principal. Serious misconduct will be reported to the Department of Public Safety and may be reported to local law enforcement.

The bus routes shall be set by the Board of Education. Any request for routing or suggested changes must be reported to school officials who, after consultation with the Superintendent and the Board of Education, determine the advisability of such changes.

The bus driver has the same disciplinary authority as a teacher.

School Bus and Bus Stop Rules: The School District school bus safety rules are to be posted on every bus. If these rules are broken, the School District's discipline procedures are to be followed. Consequences are progressive and may include suspension of bus privileges. It is the school bus driver's responsibility to report unacceptable behavior to the Principal's office.

Rules at the Bus Stop:

1. Get to your bus stop 5 minutes before your scheduled pickup time. The school bus driver will not wait for late students.
2. Respect the property of others while waiting at your bus stop.
3. Keep your arms, legs, and belongings to yourself.
4. Use appropriate language.

BEHAVIOR PLAN FOR BUS RIDERSHIP

1. The regular discipline and referral system will be used for infractions on the bus.
2. All infractions must be reported to the driver who will determine if a referral should be written.

3. If a major infraction occurs on the bus, a student may be suspended from riding the bus. The amount of suspension will be determined by the administration.
4. In addition to the consequences of the Discipline Policy, the following action will be taken:

- 1st offense -** A warning is given and the student is moved to an assigned seat until further notice.
 - 2nd offense -** Written notice to Dean of Students or Principal with possible after school detention and phone call home.
 - 3rd offense -** A 1-3-day suspension from the bus.
 - 4th offense -** A 5-day suspension from the bus and a meeting with the principal, driver, and parent before being reinstated.
 - 5th offense -** A 10-day suspension minimum. Parent meeting again required for reinstatement.
- Further offenses** are considered on an individual basis. Students may be suspended for longer periods, up to the remainder of the year. Sixty days with no referrals results in students being cleared.

EXPECTATIONS AND CONSEQUENCES FOR THE LUNCHROOM AND PLAYGROUND

LUNCHROOM EXPECTATIONS	LUNCHROOM CONSEQUENCES
1. Walk into the lunchroom quietly. 2. Relax, eat, and enjoy your food. 3. Keep your hands and feet to yourself. 4. Stay in one place to eat. 5. Permission must be given in order to leave your seat. 6. Talk quietly and nicely to your neighbor. 7. Respect all school property. 8. Walk out of the lunchroom quietly. 9. Good manners will be practiced!	1. Be moved to another table. 2. Be last to go through the lunch line. 3. Have to eat lunch in the classroom. 4. After-school or lunch detention. 5. As determined by the lunchroom supervisor and/or classroom teacher. (Consequences are determined by the severity of the incident, the grade level of the student involved, and the amount of recurrence. Consequences other than those listed may also be applied).

PLAYGROUND EXPECTATIONS	PLAYGROUND CONSEQUENCES
1. Enjoy your free time with your friends. 2. When the signal is given by recess supervisors, respond quickly! 3. Show good sportsmanship! 4. Think of safety while playing. 5. Use equipment properly. 6. Keep hands, feet, and objects to yourself. 7. Line up quickly. 8. Walk into the building quietly. 9. Dress appropriately for the season.	1. Stay on the sidewalk at recess or in the classroom. 2. Detention after school or at lunch.. 3. Contact with the Principal (Consequences are determined by the severity of the incident, the grade level of the student involved, and the amount of recurrence. Consequences other than those listed may also be applied).

IV. STUDENT DISCIPLINE

PURPOSE

The purpose of this policy is to ensure that students are aware of and comply with the school district's expectations for student conduct. Such compliance will enhance the school district's ability to maintain discipline and ensure that there is no interference with the educational process. The school district will take appropriate disciplinary action when students fail to adhere to the Code of Student Conduct established by this

policy.

GENERAL STATEMENT OF POLICY

Sebek Elementary School recognizes that individual responsibility and mutual respect are essential components of the educational process. Sebek Elementary School further recognizes that nurturing the maturity of each student is of primary importance and is closely linked with the balance that must be maintained between authority and self-discipline as the individual progresses from a child's dependence on authority to the more mature behavior of self-control.

All students are entitled to learn and develop in a setting which promotes respect of self, others, and property. Proper positive discipline can only result from an environment which provides options and stresses student self-direction, decision-making, and responsibility. Schools can function effectively only with internal discipline based on mutual understanding of rights and responsibilities.

Students must conduct themselves in an appropriate manner that maintains a climate in which learning can take place. Overall decorum affects student attitudes and influences student behavior. Proper student conduct is necessary to facilitate the education process and to create an atmosphere conducive to high student achievement.

Although this policy emphasizes the development of self-discipline, it is recognized that there are instances when it will be necessary to administer disciplinary measures. The position of the school district is that a fair and equitable district-wide student discipline policy will contribute to the quality of the student's educational experience.

III. DEFINITIONS

- A. "Nonexclusionary disciplinary policies and practices" means policies and practices that are alternatives to dismissing a pupil from school, including but not limited to evidence-based positive behavior interventions and supports, social and emotional services, school-linked mental health services, counseling services, social work services, classroom academic interventions academic screening for Title 1 services or reading interventions, and alternative education services. Nonexclusionary disciplinary policies and practices include but are not limited to the policies and practices under sections 120B.12; 121A.575, clauses (1) and (2); 121A.031, subdivision 4, paragraph (a), clause (1); 121A.61, subdivision 3, paragraph (r); and 122A.627, clause (3).
- B. "Pupil withdrawal agreement" means a verbal or written agreement between a school administrator or district administrator and a pupil's parent to withdraw a student from the school district to avoid expulsion or exclusion dismissal proceedings. The duration of the withdrawal agreement cannot be for more than a 12-month period.

IV. STUDENT RIGHTS

All students have the right to an education and the right to learn.

V. STUDENT RESPONSIBILITIES

All students have the responsibility:

- A. For their behavior and for knowing and obeying all school rules, regulations, policies, and procedures;
- B. To attend school daily, except when excused, and to be on time to all classes and other school functions;
- C. To pursue and attempt to complete the courses of study prescribed by the state and local school authorities;
- D. To make necessary arrangements for making up work when absent from school;
- E. To assist the school staff in maintaining a safe school for all students;
- F. To be aware of all school rules, regulations, policies, and procedures, including those in this policy,

- and to conduct themselves in accord with them;
- G. To assume that until a rule or policy is waived, altered, or repealed, it is in full force and effect;
- H. To be aware of and comply with federal, state, and local laws;
- I. To volunteer information in disciplinary cases should they have any knowledge relating to such cases and to cooperate with school staff as appropriate;
- J. To respect and maintain the school's property and the property of others;
- K. To dress and groom in a manner which meets standards of safety and health and common standards of decency and which is consistent with applicable school district policy;
- M. To conduct themselves in an appropriate physical or verbal manner; and
- N. To recognize and respect the rights of others.

VI. CODE OF STUDENT CONDUCT

- A. The following are examples of unacceptable behavior subject to disciplinary action by Sebekah High School. These examples are not intended to be an exclusive list. Any student who engages in any of these activities shall be disciplined in accordance with this policy. This policy applies to all school buildings, school grounds, and school property or property immediately adjacent to school grounds; school-sponsored activities or trips; school bus stops; school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes; the area of entrance or departure from school premises or events; and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting unacceptable behavior subject to disciplinary action at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events. This policy also applies to any student whose conduct at any time or in any place interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student, other students, or employees.
 - 1. Violations against property including, but not limited to, damage to or destruction of school property or the property of others, failure to compensate for damage or destruction of such property, arson, breaking and entering, theft, robbery, possession of stolen property, extortion, trespassing, unauthorized usage, or vandalism;
 - 2. The use of profanity or obscene language, or the possession of obscene materials;
 - 3. Attendance problems including, but not limited to, truancy, absenteeism, tardiness, skipping classes, or leaving school grounds without permission;
 - 4. Violation of the school district's Student Attendance Policy;
 - 5. Opposition to authority using physical force or violence;
 - 6. Using, possessing, or distributing tobacco, tobacco-related devices, electronic cigarettes, vapes, or tobacco paraphernalia in violation of the school district's Tobacco-Free Environment; Possession and Use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices Policy;
 - 7. Using, possessing, distributing, intending to distribute, making a request to another person for (solicitation), or being under the influence of alcohol or other intoxicating substances or look-alike substances;
 - 8. Using, possessing, distributing, intending to distribute, making a request to another person for (solicitation), or being under the influence of narcotics, drugs, or other controlled substances (except as prescribed by a physician), or look-alike substances (these prohibitions include medical marijuana or medical cannabis, even when prescribed by a physician, and one student sharing prescription medication with another student);
 - 9. Using, possessing, or distributing items or articles that are illegal or harmful to persons or property including, but not limited to, drug paraphernalia;
 - 10. Using, possessing, or distributing weapons, or look-alike weapons or other dangerous objects;
 - 11. Violation of the school district's Weapons Policy; Violence Prevention Policy; Bullying Prohibition Policy; Hazing Prohibition Policy; Harassment and Violence Policy; Criminal

12. activity; any local, state, or federal law as appropriate; Student Transportation Safety Policy; Possession of ammunition including, but not limited to, bullets or other projectiles designed to be used in or as a weapon;
13. Possession, use, or distribution of explosives or any compound or mixture, the primary or common purpose or intended use of which is to function as an explosive;
14. Possession, use, or distribution of fireworks or any substance or combination of substances or article prepared for the purpose of producing a visible or an audible effect by combustion, explosion, deflagration or detonation;
15. Using an ignition device, including a butane or disposable lighter or matches, inside an educational building and under circumstances where there is a risk of fire, except where the device is used in a manner authorized by the school
16. Acts disruptive of the educational process, including, but not limited to, disobedience, disruptive or disrespectful behavior, defiance of authority, cheating, insolence, insubordination, failure to identify oneself, improper activation of fire alarms, or bomb threats;
17. Violation of the school district's Internet Acceptable Use and Safety Policy;
18. Use of a cell phone in violation of the school's Cell phone policy and Internet Acceptable Use and Safety Policy;
19. Violation of directives or guidelines relating to lockers or improperly gaining access to a school; Search of Student Lockers, Desks, Personal Possessions, and Student's Person Policy; Patrols, Inspections, and Searches Policy;
20. Possession or distribution of slanderous, libelous, or pornographic materials;
21. Student attire or personal grooming which creates a danger to health or safety or creates a disruption to the educational process, including clothing which bears a message which is lewd, vulgar, or obscene, apparel promoting products or activities that are illegal for use by minors, or clothing containing objectionable emblems, signs, words, objects, or pictures communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group or which connotes gang membership;
22. Falsification of any records, documents, notes, or signatures; Tampering with, changing, or altering records or documents of the school district by any method including, but not limited to, computer access or other electronic means;
23. Scholastic dishonesty which includes, but is not limited to, cheating on a school assignment or test, plagiarism, or collusion, including the use of picture phones or other technology to accomplish this end;
24. Impertinent or disrespectful words, symbols, acronyms, or language, whether oral or written, related to teachers or other school district personnel;
25. Actions, including fighting or any other assaultive behavior, which causes or could cause injury to the student or other persons or which otherwise endangers the health, safety, or welfare of teachers, students, other school district personnel, or other persons;
26. Committing an act which inflicts great bodily harm upon another person, even though accidental or a result of poor judgment;
27. Violations against persons, including, but not limited to, assault or threatened assault, fighting, harassment, interference or obstruction, attack with a weapon, or look-alike weapon, sexual assault, illegal or inappropriate sexual conduct, or indecent exposure;
28. Verbal assaults or verbally abusive behavior including, but not limited to, use of words, symbols, acronyms, or language, whether oral or written, that are discriminatory, abusive, obscene, threatening, intimidating, degrading to other people, or threatening to school property;
29. Physical or verbal threats including, but not limited to, the staging or reporting of dangerous or hazardous situations that do not exist;
30. Inappropriate, abusive, threatening, or demeaning actions based on race, color, creed, religion, sex, marital status, status with regard to public assistance, disability, national origin, or sexual orientation;
31. Violation of school rules, regulations, policies, or procedures, including, but not limited to,

- those policies specifically enumerated in this policy;
32. Other acts, as determined by the school district, which are disruptive of the educational process or dangerous or detrimental to the student or other students, school district personnel or surrounding persons, or which violate the rights of others or which damage or endanger the property of the school, or which otherwise interferes with or obstruct the mission or operations of the school district or the safety or welfare of students or employees.

VII. RECESS AND OTHER BREAKS

- A. "Recess detention" means excluding or excessively delaying a student from participating in a scheduled recess period as a consequence for student behavior. Recess detention does not include, among other things, providing alternative recess at the student's choice.
- B. Recess detention must not be used unless:
1. a student causes or is likely to cause serious physical harm to other students or staff;
 2. the student's parent or guardian specifically consents to the use of recess detention; or
 3. for students receiving special education services, the student's individualized education program team has determined that withholding recess is appropriate based on the individualized needs of the student.
- C. The school must not withhold recess from a student based on incomplete schoolwork.
- D. Teachers will make a reasonable attempt to notify a parent or guardian within 24 hours of using recess detention.

VIII. DISCIPLINARY ACTION OPTIONS

The general policy of the school district is to utilize progressive discipline to the extent reasonable and appropriate based upon the specific facts and circumstances of student misconduct. The specific form of discipline chosen in a particular case is solely within the discretion of the school administrators. At a minimum, violation of the school code of conduct, rules, regulations, policies, or procedures will result in discussion of the violation and a verbal warning. The school district shall, however, impose more severe disciplinary sanctions for any violation, including exclusion or expulsion, if warranted by the student's misconduct, as determined by the school district. Disciplinary action may include, but is not limited to, one or more of the following:

- A. Student conference with teacher, principal, counselor, or other school district personnel, and verbal warning;
- B. Confiscation by school district personnel and/or by law enforcement of any item, article, object, or thing, prohibited by, or used in the violation of, any school district policy, rule, regulation, procedure, or state or federal law. If confiscated by the school district, the confiscated item, article, object, or thing will be released only to the parent/guardian following the completion of any investigation or disciplinary action instituted or taken related to the violation.
- C. Parent contact; Parent conference; Removal from class; In-school suspension; Suspension from extracurricular activities; Detention or restriction of privileges; Loss of school privileges; In-school monitoring or revised class schedule; Referral to in-school support services; Referral to community resources or outside agency services; Financial restitution; Referral to police, other law enforcement agencies, or other appropriate authorities; A request for a petition to be filed in district court for juvenile delinquency adjudication; Out-of-school suspension under the Pupil Fair Dismissal Act; Preparation of an admission or readmission plan; Expulsion under the Pupil Fair Dismissal Act; Exclusion under the Pupil Fair Dismissal Act; and/or Other disciplinary action as deemed appropriate by the school district.

IX. REMOVAL OF STUDENTS FROM CLASS

- A. The classroom teacher shall have the general control and government of the classroom. Teachers have the responsibility of attempting to modify disruptive student behavior by such means as conferring with the student, using positive reinforcement, assigning detention or other consequences, or contacting the student's parents. When such measures fail, or when the teacher determines it is

otherwise appropriate based upon the student's conduct, the teacher shall have the authority to remove the student from class pursuant to the procedures established by this discipline policy. "Removal from class" and "removal" mean any actions taken by a teacher, principal, or other school district employee to prohibit a student from attending a class or activity period for a period of time not to exceed five (5) days, pursuant to this discipline policy.

Grounds for removal from class shall include any of the following:

1. Willful conduct that significantly disrupts the rights of others to an education, including conduct that interferes with a teacher's ability to teach or communicate effectively with students in a class or with the ability of other students to learn;
2. Willful conduct that endangers surrounding persons, including school district employees, the student or other students, or the property of the school;
3. Willful violation of any school rules, regulations, policies or procedures, including the Code of Student Conduct in this policy; or
4. Other conduct, which in the discretion of the teacher or administration, requires removal of the student from class.

Such removal shall be for at least one (1) activity period or class period of instruction for a given course of study and shall not exceed five (5) such periods per incident.

A student must be removed from class immediately if the student engages in assault or violent behavior. "Assault" is an act done with intent to cause fear in another of immediate bodily harm or death; or the intentional infliction of, or attempt to inflict, bodily harm upon another.

- B. If a student is removed from class more than ten (10) times in a school year, the school district shall notify the parent or guardian of the student's tenth removal from class and make reasonable attempts to convene a meeting with the student's parent or guardian to discuss the problem that is causing the student to be removed from class.

X. DISMISSAL

- A. "Dismissal" means the denial of the current educational program to any student, including exclusion, expulsion, and suspension. Dismissal does not include removal from class. The school district shall not deny due process or equal protection of the law to any student involved in a dismissal proceeding which may result in suspension, exclusion or expulsion.

The school district shall not dismiss any student without attempting to use nonexclusionary disciplinary policies and procedures before dismissal proceedings or pupil withdrawal agreements, except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property. A record of nonexclusionary interventions by teachers and administrators will be kept on record and sent to parents/guardians.

- B. Violations leading to suspension, based upon severity, may also be grounds for actions leading to expulsion, and/or exclusion. A student may be dismissed on any of the following grounds:

1. Willful violation of any reasonable school board regulation, including those found in this policy;
2. Willful conduct that significantly disrupts the rights of others to an education, or the ability of school personnel to perform their duties, or school sponsored extracurricular activities; or
3. Willful conduct that endangers the student or other students, or surrounding persons, including school district employees, or property of the school.

- C. Disciplinary Dismissals Prohibited

1. A pupil enrolled in the following is not subject to dismissals under the Pupil Fair Dismissal Act:
 - a. a preschool or prekindergarten program, including an early childhood family

- education, school readiness, school readiness plus, voluntary prekindergarten, Head Start, or other school-based preschool or prekindergarten program; or
 - b. kindergarten through Grade 3.
2. This section does not apply to a dismissal from school for less than one school day, except as provided under Minnesota Statutes, chapter 125A and federal law for a student receiving special education services.
 3. Notwithstanding this section, expulsions and exclusions may be used only after resources outlined under Nonexclusionary discipline have been exhausted, and only in circumstances where there is an ongoing serious safety threat to the child or others.

D. Suspension Procedures

1. "Suspension" means an action by the school administration, under rules promulgated by the School Board, prohibiting a student from attending school for a period of no more than ten (10) school days; provided, however, if a suspension is longer than five (5) school days, the suspending administrator shall provide the superintendent with a reason for the longer term of suspension. This definition does not apply to dismissal for one (1) school day or less where a student with a disability does not receive regular or special education instruction during that dismissal period.
2. School administration must allow a suspended pupil the opportunity to complete all school work assigned during the period of the pupil's suspension and to receive full credit for satisfactorily completing the assignments. The school principal or other person having administrative control of the school building or program is encouraged to designate a district or school employee as a liaison to work with the pupil's teachers to allow the suspended pupil to (1) receive timely course materials and other information, and (2) complete daily and weekly assignments and receive teachers' feedback.
3. If a student's total days of removal from school exceed ten (10) cumulative days in a school year, the school district shall make reasonable attempts to convene a meeting with the student and the student's parent or guardian before subsequently removing the student from school. The purpose of this meeting is to attempt to determine the student's need for assessment or other services or whether the parent or guardian should have the student assessed or diagnosed to determine whether the student needs treatment for a mental health disorder.
4. The definition of suspension under Minnesota Statutes, section 121A.41, subdivision 10, does not apply to a student's dismissal from school for one school day or less, except as provided under federal law for a student with a disability. Each suspension action may include a readmission plan. The plan shall include, where appropriate, a provision for implementing alternative educational services upon readmission which must not be used to extend the current suspension. The school administration may not impose consecutive suspensions against the same student for the same course of conduct, or incident of misconduct, except where the student will create an immediate and substantial danger to self or to surrounding persons or property or where the school district is in the process of initiating an expulsion, in which case the school administration may extend the suspension to a total of fifteen (15) days.
5. A child with a disability may be suspended. When a child with a disability has been suspended for more than five (5) consecutive days or ten (10) cumulative school days in the same year, and that suspension does not involve a recommendation for expulsion or exclusion or other change in placement under federal law, relevant members of the child's IEP team, including at least one of the child's teachers, shall meet and determine the extent to which the child needs services in order to continue to participate in the general education curriculum, although in another setting, and to progress toward meeting the goals in the child's IEP. That meeting must occur as soon as possible, but no more than ten (10) days after the sixth (6th) consecutive day of suspension or the tenth (10th) cumulative day of suspension has elapsed.
6. Alternative education services must be provided to a pupil who is suspended for more than

five (5) consecutive school days. Alternative educational services may include, but are not limited to, special tutoring, modified curriculum, modified instruction, other modifications or adaptations, instruction through electronic media, special education services as indicated by appropriate assessments, homebound instruction, supervised homework, or enrollment in another district or in an alternative learning center under Minnesota Statutes, section 123A.05 selected to allow the student to progress toward meeting graduation standards under Minnesota Statutes, section 120B.02, although in a different setting.

7. The school administration shall not suspend a student from school without an informal administrative conference with the student. The informal administrative conference shall take place before the suspension, except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property, in which case the conference shall take place as soon as practicable following the suspension. At the informal administrative conference, a school administrator shall notify the student of the grounds for the suspension, provide an explanation of the evidence the authorities have, and the student may present the student's version of the facts. A separate administrative conference is required for each period of suspension.
8. A written notice containing the grounds for suspension, a brief statement of the facts, a description of the testimony, a readmission plan, and a copy of the Minnesota Pupil Fair Dismissal Act, Minnesota Statutes, sections 121A.40-121A.56, shall be personally served upon the student at or before the time the suspension is to take effect, and upon the student's parent or guardian by mail within forty-eight (48) hours of the conference. (See attached sample Notice of Suspension.)
10. The school administration shall make reasonable efforts to notify the student's parent or guardian of the suspension by telephone as soon as possible following suspension.
11. In the event a student is suspended without an informal administrative conference on the grounds that the student will create an immediate and substantial danger to surrounding persons or property, the written notice shall be served upon the student and the student's parent or guardian within forty-eight (48) hours of the suspension. Service by mail shall be complete upon mailing.
12. Notwithstanding the foregoing provisions, the student may be suspended pending the school board's decision in an expulsion or exclusion proceeding, provided that alternative educational services are implemented to the extent that suspension exceeds five (5) consecutive school days.

E. Expulsion and Exclusion Procedures

1. "Expulsion" means a school board action to prohibit an enrolled student from further attendance for up to twelve (12) months from the date the student is expelled. The authority to expel rests with the school board.
2. "Exclusion" means an action taken by the school board to prevent enrollment or re-enrollment of a student for a period that shall not extend beyond the school year. The authority to exclude rests with the school board.
3. If the school administration has determined that a student shall be expelled or excluded, the school district will follow the policy that has been adopted. To read this policy, please contact the district office.

XI. DISCIPLINE COMPLAINT PROCEDURE

Students, parents and other guardians, and school staff may file a complaint and seek corrective action when the requirements of the Minnesota Pupil Fair Dismissal Act, including the implementation of the local behavior and discipline policies, are not being implemented appropriately or are being discriminately applied.

If a person would like to file a complaint they must :

1. Give a written complaint to the superintendent.
2. The written complaint must explain why the complainant believes the school district is not following the school discipline policy. Including where in the policy or in the Minnesota Pupil Fair Dismissal

- Act the violation is.
3. Once the complaint has been filed, the superintendent will begin the investigation within 3 school days of receiving the complaint.
 4. The complaintive may provide additional information related to the complaint;
 5. The superintendent will issue a written determination to the complainant that addresses each allegation and contains findings and conclusions;

XII. DISTRIBUTION OF POLICY

The school district will notify students and parents of the existence and contents of this policy in such a manner as it deems appropriate. Copies of this discipline policy shall be made available to all students and parents at the commencement of each school year and to all new students and parents upon enrollment. This policy shall also be available upon request in each principal's office.

BULLYING PROHIBITION POLICY

I. PURPOSE

A safe and civil environment is needed for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with a student's ability to learn and/or a teacher's ability to educate students in a safe environment. The school cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel. However, to the extent such conduct affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, the school district intends to prevent bullying and to take action to investigate, respond to, and to remediate and discipline for those acts of bullying which have not been successfully prevented. The purpose of this policy is to assist the school in its goal of preventing and responding to acts of bullying, intimidation, violence, reprisal, retaliation, and other similar disruptive and detrimental behavior.

II. GENERAL STATEMENT OF POLICY

- A. An act of bullying, by either an individual student or a group of students, is expressly prohibited:
 1. on the school premises, at the school functions or activities, on the school transportation;
 2. by the use of electronic technology and communications on the school premises, during the school functions or activities, on the school transportation, or on the school computers, networks, forums, and mailing lists; or
 3. by use of electronic technology and communications off the school premises to the extent such use substantially and materially disrupts student learning or the school environment.
- B. A school-aged child who voluntarily participates in a public school activity, such as a cocurricular or extracurricular activity, is subject to the policy provisions applicable to the public school students participating in the activity.
- C. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying. This policy also applies to any student whose conduct at any time or in any place constitutes bullying or other prohibited conduct that interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student or other students, or materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges. This policy also applies to an act of cyberbullying regardless of whether such act is committed on or off school district property and/or with or without the use of school district resources. This policy also applies to sexual exploitation.
- D. Malicious and sadistic conduct involving race, color, creed, national origin, sex, age, marital status, status with regard to public assistance, disability, religion, sexual harassment, and sexual orientation and gender identity as defined in Minnesota Statutes, chapter 363A is prohibited. This prohibition applies to students, independent contractors, teachers, administrators, and other school personnel.

Malicious and sadistic conduct and sexual exploitation by a school district or school staff member, independent contractor, or enrolled student against a staff member, independent contractor, or student that occurs as described in Article II.A above is prohibited.

- E. No teacher, administrator, volunteer, contractor, or other employee of the school district shall permit, condone, or tolerate bullying.
- F. Apparent permission or consent by a student being bullied does not lessen or negate the prohibitions contained in this policy.
- G. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.
- H. False accusations or reports of bullying against another student are prohibited.
- I. A person who engages in an act of bullying, reprisal, retaliation, or false reporting of bullying or permits, condones, or tolerates bullying shall be subject to discipline or other remedial responses for that act in accordance with the school's policies and procedures, including the school's discipline policy. The school may take into account the following factors:
 - 1. The developmental ages and maturity levels of the parties involved;
 - 2. The levels of harm, surrounding circumstances, and nature of the behavior;
 - 3. Past incidences or past or continuing patterns of behavior;
 - 4. The relationship between the parties involved; and
 - 5. The context in which the alleged incidents occurred.

Consequences for students who commit prohibited acts of bullying may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion. The school district shall employ research-based developmentally appropriate best practices that include preventative and remedial measures and effective discipline for deterring violations of this policy, apply throughout the school district, and foster student, parent, and community participation.

Consequences for employees who permit, condone, or tolerate bullying or engage in an act of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events.

- J. The school district will act to investigate all complaints of bullying reported to the school and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS

For purposes of this policy, the definitions included in this section apply.

- A. "Bullying" means intimidating, threatening, abusive, or harming conduct that is objectively offensive and:
 - 1. an actual or perceived imbalance of power exists between the student engaging in the prohibited conduct and the target of the prohibited conduct, and the conduct is repeated or forms a pattern; or
 - 2. materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

The term "bullying" specifically includes cyberbullying, malicious and sadistic conduct, and sexual exploitation.

- B. "Cyberbullying" means bullying using technology or other electronic communication, including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone, or other electronic device. The term applies to prohibited conduct which occurs on school premises, on school district property, at school functions or activities, on school transportation, or on school computers, networks,

forums, and mailing lists, or off school premises to the extent that it substantially and materially disrupts student learning or the school environment.

- C. “Immediately” means as soon as possible but in no event longer than 24 hours.
- D. “Intimidating, threatening, abusive, or harming conduct” means, but is not limited to, conduct that does the following:
 - 1. Causes physical harm to a student or a student’s property or causes a student to be in reasonable fear of harm to person or property;
 - 2. Under Minnesota common law, violates a student’s reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress against a student; or
 - 3. Is directed at any student or students, including those based on a person’s actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation including gender identity and expression, academic status related to student performance, disability, or status with regard to public assistance, age, or any additional characteristic defined in the Minnesota Human Rights Act (MHRA). However, prohibited conduct need not be based on any particular characteristic defined in this paragraph or the MHRA.
- E. “Malicious and sadistic conduct” means creating a hostile learning environment by acting with the intent to cause harm by intentionally injuring another without just cause or reason or engaging in extreme or excessive cruelty or delighting in cruelty.
- F. “On school premises, on school district property, at school functions or activities, or on school transportation” means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student’s walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting bullying at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.
- G. “Prohibited conduct” means bullying, cyberbullying, malicious and sadistic conduct, sexual exploitation, or retaliation or reprisal for asserting, alleging, reporting, or providing information about such conduct or knowingly making a false report about prohibited conduct. .
- H. “Remedial response” means a measure to stop and correct prohibited conduct, prevent prohibited conduct from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of prohibited conduct.
- I. “Student” means a student enrolled in a public school or a charter school.

IV. REPORTING PROCEDURE

- A. Any person who believes he or she has been the target or victim of bullying or any person with knowledge or belief of conduct that may constitute bullying or prohibited conduct under this policy shall report the alleged acts immediately to an administrator or online on the school’s website. A person may report bullying anonymously. However, the school may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party or complainant to use the report form available from the principal or Dean of Students, but oral reports shall be considered complaints as well.
- C. The principal or Dean of Students (hereinafter the “building report taker”) is the person responsible for receiving reports of bullying or other prohibited conduct at the building level. Any person may report bullying or other prohibited conduct directly to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent by the reporting party or complainant.

The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as the primary contact on policy and procedural matters. The building report taker shall be responsible for the investigation. The building

report taker shall provide information about available community resources to the target or victim of the bullying or other prohibited conduct, the perpetrator, and other affected individuals as appropriate.

- D. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include bullying. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute bullying or other prohibited conduct shall make reasonable efforts to address and resolve the bullying or prohibited conduct and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute bullying or other prohibited conduct or who fail to make reasonable efforts to address and resolve the bullying or prohibited conduct in a timely manner may be subject to disciplinary action.
- E. Reports of bullying or other prohibited conduct are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of bullying and the record of any resulting investigation.
- F. Submission of a good faith complaint or report of bullying or other prohibited conduct will not affect the complainant's or reporter's future employment, grades, work assignments, or educational or work environment.
- G. The school will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

V. SCHOOL ACTION

- A. Within three days of the receipt of a complaint or report of bullying or other prohibited conduct, the school shall undertake or authorize an investigation by the building report taker.
- B. The building report taker or other appropriate school officials may take immediate steps, at their discretion, to protect the target or victim of the bullying or other prohibited conduct, the complainant, the reporter, and students or others, pending completion of an investigation of the bullying or other prohibited conduct, consistent with applicable law.
- C. The alleged perpetrator of the bullying or other prohibited conduct shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- D. Upon completion of an investigation that determines that bullying or other prohibited conduct has occurred, the school will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited conduct. Remedial responses to the bullying or other prohibited conduct shall be tailored to the particular incident and nature of the conduct and shall take into account the factors specified in Section II.F. of this policy. School action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; the student discipline policy and other applicable school district policies; and applicable regulations.
- E. The school is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students who are targets of bullying or other prohibited conduct and the parent(s) or guardian(s) of alleged perpetrators of bullying or other prohibited conduct who have been involved in a reported and confirmed bullying incident of the remedial or disciplinary action taken, to the extent permitted by law.
- F. In order to prevent or respond to bullying or other prohibited conduct committed by or directed against a child with a disability, the school district shall, when determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in bullying or other prohibited conduct.

VI. RETALIATION OR REPRISAL

The school will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged bullying or prohibited conduct, who provides information about bullying or prohibited conduct, who testifies, assists, or participates in an investigation of alleged bullying or prohibited conduct, or who testifies, assists, or participates in a proceeding or hearing relating to such bullying or prohibited conduct. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct shall be tailored to the particular incident and nature of the conduct and shall take into account the factors specified in Section II.F. of this policy.

VII. NOTICE

- A. The school district will give annual notice of this policy to students, parents or guardians, and staff, and this policy shall appear in the student handbook.
- B. Notice of the rights and responsibilities of students and their parents under this policy must be included in the student discipline policy distributed to parents at the beginning of each school year.
- C. This policy shall be available to all parents and other school community members in an electronic format in the language appearing on the school district's or a school's website.
- D. Each school must develop a process for discussing this policy with students, parents of students, independent contractors, and school employees.

HARASSMENT AND VIOLENCE POLICY

I. PURPOSE

The purpose of this policy is to maintain a learning and working environment at Sebek Elementary School that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.

II. GENERAL STATEMENT OF POLICY

- A. The policy of Sebek Elementary School is to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability. The school prohibits any form of harassment or violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.
- B. A violation of this policy occurs when any student, teacher, administrator, or other school personnel harasses a student, teacher, administrator, or other school personnel or group of students, teachers, administrators, or other school personnel through conduct or communication based on a person's race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability, as defined by this policy. (For purposes of this policy, school personnel include school board members, school employees, agents, volunteers, contractors, or persons subject to the supervision and control of the school.)
- C. A violation of this policy occurs when any student, teacher, administrator, or other school personnel inflicts, threatens to inflict, or attempts to inflict violence upon any student, teacher, administrator, or other school personnel or group of students, teachers, administrators, or other school district personnel based on a person's race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.
- D. The school will act to investigate all complaints, either formal or informal, verbal or written, of harassment or violence based on a person's race, color, creed, religion, national origin, sex, age,

marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability, and to discipline or take appropriate action against any student, teacher, administrator, or other school personnel who is found to have violated this policy.

- E. Because there are multiple, overlapping laws governing the school's response to allegations of sexual harassment, all allegations of sexual harassment are subject to Policy 522.

III. DEFINITIONS

- A. "Assault" is:

1. an act done with intent to cause fear in another of immediate bodily harm or death;
2. the intentional infliction of or attempt to inflict bodily harm upon another; or
3. the threat to do bodily harm to another with present ability to carry out the threat.

- B. "Harassment" prohibited by this policy consists of physical or verbal conduct, including, but not limited to, electronic communications, relating to an individual's or group of individuals' race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability when the conduct:

1. has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or
3. otherwise adversely affects an individual's employment or academic opportunities.

- C. "Immediately" means as soon as possible but in no event longer than 24 hours.

- D. Protected Classifications; Definitions

1. "Disability" means any condition or characteristic that renders a person a disabled person. A disabled person is any person who:
 - a. has a physical, sensory, or mental impairment which materially limits one or more major life activities;
 - b. has a record of such an impairment; or
 - c. is regarded as having such an impairment.
2. "Familial status" means the condition of one or more minors being domiciled with:
 - a. their parent or parents or the minor's legal guardian; or
 - b. the designee of the parent or parents or guardian with the written permission of the parent or parents or guardian. The protections afforded against harassment on the basis of family status apply to any person who is pregnant or is in the process of securing legal custody of an individual who has not attained the age of majority.
3. "Marital status" means whether a person is single, married, remarried, divorced, separated, or a surviving spouse and, in employment cases, includes protection against harassment on the basis of the identity, situation, actions, or beliefs of a spouse or former spouse.
4. "National origin" means the place of birth of an individual or of any of the individual's lineal ancestors.
5. "Sex" includes, but is not limited to, pregnancy, childbirth, and disabilities related to pregnancy or childbirth.
6. "Sexual orientation" means having or being perceived as having an emotional, physical, or sexual attachment to another person without regard to the sex of that person or having or being perceived as having an orientation for such attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness. "Sexual orientation" does not include a physical or sexual attachment to children by an adult.
7. "Status with regard to public assistance" means the condition of being a recipient of federal, state, or local assistance, including medical assistance, or of being a tenant receiving federal, state, or local subsidies, including rental assistance or rent supplements.

- E. "Remedial response" means a measure to stop and correct acts of harassment or violence, prevent acts of harassment or violence from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of acts of harassment or violence.

F. Sexual Violence: Definition

1. Sexual violence is a physical act of aggression or force or the threat thereof which involves the touching of another's intimate parts or forcing a person to touch any person's intimate parts. Intimate parts, as defined in Minn. Stat. § 609.341, includes the primary genital area, groin, inner thigh, buttocks, or breast, as well as the clothing covering these areas.
2. Sexual violence may include, but is not limited to:
 - a. touching, patting, grabbing, or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
 - b. coercing, forcing, or attempting to coerce or force the touching of anyone's intimate parts;
 - c. coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another; or
 - d. threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

G. Violence: Definition

Violence prohibited by this policy is a physical act of aggression or assault upon another or group of individuals because of, or in a manner reasonably related to, race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.

IV. REPORTING PROCEDURES

- A. Any person who believes he or she has been the target or victim of harassment or violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability by a student, teacher, administrator, or other school district personnel, or any person with knowledge or belief of conduct which may constitute harassment or violence prohibited by this policy toward a student, teacher, administrator, or other school personnel or group of students, teachers, administrators, or other school personnel should report the alleged acts immediately to an appropriate school official designated by this policy. A person may report conduct which may constitute harassment or violence anonymously. However, the school may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party or complainant to use the report form available from the principal or Dean of Students of each building or available from the school district office, but oral reports shall be considered complaints as well.
- C. Nothing in this policy shall prevent any person from reporting harassment or violence directly to a school district human rights officer or to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.
- D. The building principal, or Dean of Students (hereinafter the "building report taker") is the person responsible for receiving oral or written reports of harassment or violence prohibited by this policy at the building level. Any adult school district personnel who receives a report of harassment or violence prohibited by this policy shall inform the building report taker immediately. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant. The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.
- E. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include acts of harassment or violence. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute harassment or violence shall make reasonable efforts to address and resolve the harassment or violence and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute

harassment or violence or who fail to make reasonable efforts to address and resolve the harassment or violence in a timely manner may be subject to disciplinary action.

- F. Upon receipt of a report, the building report taker must notify the school district human rights officer immediately, without screening or investigating the report. The building report taker may request, but may not insist upon, a written complaint. A written statement of the facts alleged will be forwarded as soon as practicable by the building report taker to the human rights officer. If the report was given verbally, the building report taker shall personally reduce it to written form within 24 hours and forward it to the human rights officer. Failure to forward any harassment or violence report or complaint as provided herein may result in disciplinary action against the building report taker.
- G. The school board hereby designates David Kerkvliet, superintendent, as the school district human rights officer to receive reports or complaints of harassment or violence prohibited by this policy. If the complaint involves a human rights officer, the complaint shall be filed directly with the School Board Chair.
- H. The school district shall conspicuously post the name of the human rights officer(s), including mailing addresses and telephone numbers.
- I. Submission of a good faith complaint or report of harassment or violence prohibited by this policy will not affect the complainant or reporter's future employment, grades, work assignments, or educational or work environment.
- J. Use of formal reporting forms is not mandatory.
- K. Reports of harassment or violence prohibited by this policy are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.
- L. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.
- M. Retaliation against a victim, good faith reporter, or a witness of violence or harassment is prohibited.
- N. False accusations or reports of violence or harassment against another person are prohibited.
- O. A person who engages in an act of violence or harassment, reprisal, retaliation, or false reporting of violence or harassment, or permits, condones, or tolerates violence or harassment shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, or are a party to, prohibited acts of violence or harassment or who engage in reprisal or intentional false reporting may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate violence or harassment or engage in an act of reprisal or intentional false reporting of violence or harassment may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of violence or harassment may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

V. INVESTIGATION

- A. By authority of the school district, the human rights officer, within three (3) days of the receipt of a report or complaint alleging harassment or violence prohibited by this policy, shall undertake or authorize an investigation. The investigation may be conducted by school district officials or by a third party designated by the school district.
- B. The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods

- and documents deemed pertinent by the investigator.
- C. In determining whether alleged conduct constitutes a violation of this policy, the school district should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.
 - D. In addition, the school district may take immediate steps, at its discretion, to protect the target or victim, the complainant, and students, teachers, administrators, or other school district personnel pending completion of an investigation of alleged harassment or violence prohibited by this policy.
 - E. The alleged perpetrator of the act(s) of harassment or violence shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
 - F. The investigation will be completed as soon as practicable. The school district human rights officer shall make a written report to the superintendent upon completion of the investigation. If the complaint involves the superintendent, the report may be filed directly with the school board. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

VI. SCHOOL DISTRICT ACTION

- A. Upon completion of an investigation that determines a violation of this policy has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and applicable school district policies and regulations.
- B. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of targets or victims of harassment or violence and the parent(s) or guardian(s) of alleged perpetrators of harassment or violence who have been involved in a reported and confirmed harassment or violence incident of the remedial or disciplinary action taken, to the extent permitted by law.
- C. In order to prevent or respond to acts of harassment or violence committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in acts of harassment or violence.

VII. RETALIATION OR REPRISAL

The school will discipline or take appropriate action against any student, teacher, administrator, or other school personnel who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged harassment or violence prohibited by this policy, who testifies, assists, or participates in an investigation of retaliation or alleged harassment or violence, or who testifies, assists, or participates in a proceeding or hearing relating to such harassment or violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the harassment or violence. Remedial responses to the harassment or violence shall be tailored to the particular incident and nature of the conduct.

VIII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES

These procedures do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Minnesota Department of Human Rights, initiating civil action, or seeking redress under state criminal statutes and/or federal law.

IX. HARASSMENT OR VIOLENCE AS ABUSE

- A. Under certain circumstances, alleged harassment or violence may also be possible abuse under Minnesota law. If so, the duties of mandatory reporting under Minn. Stat. § 626.556 may be applicable.
- B. Nothing in this policy will prohibit the school district from taking immediate action to protect victims of alleged harassment, violence, or abuse.

X. DISSEMINATION OF POLICY AND TRAINING

- A. This policy shall be conspicuously posted throughout each school building in areas accessible to students and staff members.
- B. This policy shall be given to each school district employee and independent contractor who regularly interacts with students at the time of initial employment with the school district.
- C. This policy shall appear in the student handbook.
- D. The school district will develop a method of discussing this policy with students and employees.
- E. The school district may implement violence prevention and character development education programs to prevent and reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, resourcefulness, and/or sexual abuse prevention.
- F. This policy shall be reviewed at least annually for compliance with state and federal law.

SEX NONDISCRIMINATION POLICY, TITLE IX GRIEVANCE PROCEDURE AND PROCESS

I. GENERAL STATEMENT OF POLICY

- A. The school district prohibits discrimination on the basis of sex in all forms, including sexual harassment.
- B. The school district does not discriminate on the basis of sex in its education programs or activities, and it is required by Title IX of the Education Amendments Act of 1972, and its implementing regulations, not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to admission and employment. The school district is committed to maintaining an education and work environment that is free from discrimination based on sex, including sexual harassment

II. SEX DISCRIMINATION COMPLAINTS NOT INVOLVING SEXUAL HARASSMENT

Complaints of sex discrimination that do not constitute sexual harassment, as defined below, or retaliation from making a complaint of sexual harassment, should be reported to the building principal or building supervisor. The building principal or supervisor is then responsible for notifying the school district's Title IX Coordinator of the complaint. If a complaint involves the building principal or supervisor, it should be reported directly to the Title IX Coordinator. The Title IX Coordinator will ensure an investigation is completed in accordance with the requirements of applicable school district policies. The district's Title IX Coordinator is the Superintendent of Sebeka School, David Kerkvliet. The Title IX Coordinator's contact information is David Kerkvliet, Address: Sebeka School, 200 1st Street NW, Sebeka, MN 56477. Phone Number: 218-837-5101 ext 125. Email: dkerkvliet@g.sebeka.k12.mn.us

III. GENERAL POLICY PROHIBITING SEXUAL HARASSMENT

- A. The school district prohibits sexual harassment that occurs within its education programs and activities. When the school district has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it shall promptly respond in a manner that is not deliberately indifferent.
- B. This policy applies to sexual harassment that occurs within the school district's education programs and activities. This policy does not apply to sexual harassment that occurs outside the scope of the school district's education programs and activities. This policy does not apply to sexual harassment

that occurs outside the geographic boundaries of the United States, even if the sexual harassment occurs in the school district's education programs or activities

- C. Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy and grievance process should discuss them with the Title IX Coordinator. The school district's Title IX Coordinator is Superintendent, David Kerkvliet. Contact information: 218-837-5101 ext 125; Email: dkerkvliet@g.sebeka.k12.mn.us
Questions relating solely to Title IX and its regulations may be referred to the Title IX Coordinator, the Assistant Secretary for Civil Rights of the United States Department of Education, or both.
- D. The effective date of this policy is immediately upon adoption, and it applies to alleged violations of this policy occurring on or after August 14, 2020.

IV. DEFINITIONS

- A. "Actual knowledge" means notice of sexual harassment or allegations of sexual harassment to the school district's Title IX Coordinator or to any employee of the school district. This standard is not met when the only official of the school district with actual knowledge is the respondent.
- B. "Complainant" means a person who is alleged to be the victim of conduct that could constitute sexual harassment under Title IX. A Title IX Coordinator who signs a formal complaint is not a complainant unless the Title IX Coordinator is alleged to be the victim of the conduct described in the formal complaint.
- C. "Day" or "days" means, unless expressly stated otherwise, business days (i.e. day(s) that the school district office is open for normal operating hours, Monday - Friday, excluding State-recognized holidays).
- D. "Deliberately indifferent" means clearly unreasonable in light of the known circumstances. The school district is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.
- E. "Education program or activity" means locations, events, or circumstances over which the school district exercises substantial control over both the respondent and the context in which the sexual harassment occurs, and includes school district education programs or activities that occur on or off of school district property.
- F. "Formal complaint" means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school district investigate the allegation of sexual harassment.
 - 1. A formal complaint filed by a complainant must be a physical document or an electronic submission. The formal complaint must contain the complainant's physical or digital signature, or otherwise indicate that the complainant is the person filing the formal complaint, and must be submitted to the Title IX Coordinator in person, by mail, or by email.
 - 2. A formal complaint shall state that, at the time of filing the formal complaint, the complainant was participating in, or attempting to participate in, an education program or activity of the school district with which the formal complaint is filed.
 - 3. A parent or guardian of a child younger than 18 years old may file a formal complaint on behalf of their child.
- G. "Informal resolution" means options for resolving a formal complaint that do not involve a full investigation and adjudication. Informal resolution may encompass a broad range of conflict resolution strategies, including mediation or restorative justice.
- H. "Relevant questions" and "relevant evidence" are questions, documents, statements, physical items, or information that are related to the allegations raised in a formal complaint and have any tendency to make the allegations more or less likely to be true. Relevant evidence includes evidence that is both inculpatory and exculpatory. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions or evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions or evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

- I. “Remedies” means actions designed to restore or preserve the complainant’s equal access to education after a respondent is found responsible for sexual harassment. Remedies may include the same individualized services that constitute supportive measures, but need not be non-punitive or non-disciplinary, nor must they avoid burdening the respondent.
- J. “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment under Title IX.
- K. “Sexual harassment” means any of three types of misconduct on the basis of sex that occurs in a school district education program or activity and is committed against a person in the United States:
 - 1. *Quid pro quo* harassment by a school district employee (conditioning the provision of an aid, benefit, or service of the school district on an individual's participation in unwelcome sexual conduct);
 - 2. Unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; or
 - 3. Any instance of sexual assault (as defined in the Clery Act, 20 U.S.C. §1092(f)(6)A(v)), dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act, 34 U.S.C. §12291).
- L. “Supportive measures” means individualized services provided to the complainant or respondent without fee or charge that are reasonably available, non-punitive, non-disciplinary, not unreasonably burdensome to the other party, and designed to ensure equal educational access, protect safety, and deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, alternative educational services as defined under Minn. Stat. § 121A.41, as amended, mutual restrictions on contact between the parties, changes in work or school locations, leaves of absence, increased security and monitoring of certain areas of the school district buildings or property, and other similar measures.
- M. “Title IX Personnel” means any person who addresses, works on, or assists with the school district’s response to a report of sexual harassment or formal complaint, and includes persons who facilitate informal resolutions. The following are considered Title IX Personnel:
 - 1. “Title IX Coordinator” means an employee of the school district that is designated and authorized to coordinate the school district’s efforts to comply with and carry out its responsibilities under Title IX. The Title IX Coordinator is responsible for acting as the primary contact for the parties and ensuring that the parties are provided with all notices, evidence, reports, and written determinations to which they are entitled under this policy and grievance process. The Title IX Coordinator is also responsible for effective implementation of any supportive measures or remedies. The Title IX Coordinator must be free from conflicts of interest and bias when administering the grievance process.
 - 2. “Investigator” means a person who investigates a formal complaint. The investigator of a formal complaint may not be the same person as the Title IX Coordinator, Decision-maker, or the Appellate Decision-maker in that formal complaint. The Investigator may be a school district employee, school district official, or a third party designated by the school district.
 - 3. “Decision-maker” means a person who makes a determination regarding responsibility after the investigation has concluded. The Decision-maker for a formal complaint cannot be the same person as the Title IX Coordinator, the Investigator, or the Appellate Decision-maker in that formal complaint. The Decision-maker may be an administrator, supervisor, or other individual qualified to determine and impose appropriate remedies if a determination of responsibility is made.
 - 4. “Appellate Decision-maker” means a person who considers and decides appeals of determinations regarding responsibility and dismissals of formal complaints. The Appellate Decision-maker for a formal complaint cannot be the same person as the Title IX Coordinator, Investigator, or Decision-maker in that formal complaint. The Appellate Decision-maker may be a school district employee, or a third party designated by the school district.
 - 5. “Informal resolution facilitator” means a person who facilitates the informal resolution process if desired by the parties. The Informal resolution facilitator may be the Title IX Coordinator, but may not be the Investigator, Decision-maker or Appellate Decision-maker

- in the formal complaint proposed for informal resolution.
6. The superintendent of the school district may delegate functions assigned to a specific school district employee under this policy, including but not limited to the functions assigned to the Title IX Coordinator, Investigator, Decision-maker, Appellate Decision-maker, and Informal resolution facilitator, to any suitably qualified individual and such delegation may be rescinded by the superintendent at any time. The school district may also, in its discretion, appoint suitably qualified persons who are not school district employees to fulfill any function under this policy, including, but not limited to, Investigator, Decision-maker, Appellate Decision-maker, and Informal resolution facilitator.

V. REPORTING PROHIBITED CONDUCT

- A. Any student who believes they have been the victim of unlawful sex discrimination or sexual harassment, or any person (including the parent of a student) with actual knowledge of conduct which may constitute unlawful sex discrimination or sexual harassment should report the alleged acts as soon as possible to the Title IX Coordinator.
- B. Any employee of the school district who has experienced, has actual knowledge of, or has witnessed unlawful sex discrimination, including sexual harassment, or who otherwise becomes aware of unlawful sex discrimination, including sexual harassment, must promptly report the allegations to the Title IX Coordinator without screening or investigating the report or allegations.
- C. A report of unlawful sex discrimination or sexual harassment may be made at any time, including during non-business hours, and may be made in person, by mail, by telephone, or by e-mail using the Title IX Coordinator's contact information. A report may also be made by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.
- D. Sexual harassment may constitute both a violation of this policy and criminal law. To the extent the alleged conduct may constitute a crime, the school district may report the alleged conduct to law enforcement authorities. The school district encourages complainants to report criminal behavior to the police immediately.

VI. RETALIATION PROHIBITED

- A. Neither the school district nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, constitutes retaliation. Retaliation against a person for making a report of sexual harassment, filing a formal complaint, or participating in an investigation, constitutes a violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.
- B. Any person may submit a report or formal complaint alleging retaliation to the Title IX Coordinator in the manner described in this policy and it will be addressed in the same manner as other complaints of sexual harassment.
- C. Charging an individual with violation of school district policies for making a materially false statement in bad faith in the course of a grievance proceeding under this policy shall not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

VII. DISSEMINATION OF POLICY

- A. This policy shall be made available to all students, parents/guardians of students, school district employees, and employee unions.

- B. The school district shall conspicuously post the name of the Title IX Coordinator, including office address, telephone number, and work e-mail address on its website and in each handbook that it makes available to parents, employees, students, unions, or applicants.
- C. The school district must provide applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees, and all unions holding collective bargaining agreements with the school district, with the following:
 - 1. The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator;
 - 2. Notice that the school district does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner;
 - 3. A statement that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the United States Department of Education, or both; and
 - 4. Notice of the school district's grievance procedures and grievance process referenced in this policy, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the school district will respond.

VIII. RECORDKEEPING

- A. The school district must create, and maintain for a period of seven calendar years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the school district must document:
 - 1. The basis for the school district's conclusion that its response to the report or formal complaint was not deliberately indifferent;
 - 2. The measures the school district has taken that are designed to restore or preserve equal access to the school district's education program or activity; and
 - 3. If the school district does not provide a complainant with supportive measures, then it must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. Such a record must be maintained for a period of seven years.
 - 4. The documentation of certain bases or measures does not limit the school district in the future from providing additional explanations or detailing additional measures taken.
- B. The school district must also maintain for a period of seven calendar years records of:
 - 1. Each sexual harassment investigation including any determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the school district's education program or activity;
 - 2. Any appeal and the result therefrom;
 - 3. Any informal resolution and the result therefrom; and
 - 4. All materials used to train Title IX Personnel.

IX. GRIEVANCE PROCEDURE AND PROCESS

The grievance procedure and process adopted by the school district shall be included with the Policy as an addendum, and may be reviewed and revised as deemed appropriate by the school district

TITLE IX GRIEVANCE PROCEDURE AND PROCESS

I. GENERAL STATEMENT OF POLICY

- A. The school district prohibits discrimination on the basis of sex in all forms, including sexual harassment.
- B. The school district does not discriminate on the basis of sex in its education programs or activities, and it is required by Title IX of the Education Amendments Act of 1972, and its implementing

regulations, not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to admission and employment. The school district is committed to maintaining an education and work environment that is free from discrimination based on sex, including sexual harassment

II. SEX DISCRIMINATION COMPLAINTS NOT INVOLVING SEXUAL HARASSMENT

Complaints of sex discrimination that do not constitute sexual harassment, as defined below, or retaliation from making a complaint of sexual harassment, should be reported to the building principal or building supervisor. The building principal or supervisor is then responsible for notifying the school district's Title IX Coordinator of the complaint. If a complaint involves the building principal or supervisor, it should be reported directly to the Title IX Coordinator. The Title IX Coordinator will ensure an investigation is completed in accordance with the requirements of applicable school district policies. The district's Title IX Coordinator is the Superintendent of Sebeka School, David Kerkvliet. The Title IX Coordinator's contact information is David Kerkvliet, Address: Sebeka School, 200 1st Street NW, Sebeka, MN 56477. Phone Number: 218-837-5101 ext 125. Email: dkerkvliet@g.sebeka.k12.mn.us

III. GENERAL POLICY PROHIBITING SEXUAL HARASSMENT

- A. The school district prohibits sexual harassment that occurs within its education programs and activities. When the school district has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it shall promptly respond in a manner that is not deliberately indifferent.
- B. This policy applies to sexual harassment that occurs within the school district's education programs and activities. This policy does not apply to sexual harassment that occurs outside the scope of the school district's education programs and activities. This policy does not apply to sexual harassment that occurs outside the geographic boundaries of the United States, even if the sexual harassment occurs in the school district's education programs or activities
- C. Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy and grievance process should discuss them with the Title IX Coordinator. The school district's Title IX Coordinator is Superintendent, David Kerkvliet. Contact information: 218-837-5101 ext 125; Email: dkerkvliet@g.sebeka.k12.mn.us
Questions relating solely to Title IX and its regulations may be referred to the Title IX Coordinator, the Assistant Secretary for Civil Rights of the United States Department of Education, or both.
- D. The effective date of this policy is immediately upon adoption, and it applies to alleged violations of this policy occurring on or after August 14, 2020.

For more questions about the Title IX procedure or how to file a complaint, please contact the Title IX Coordinator

STUDENT BEHAVIORS

If students make poor choices by treating others poorly or showing disrespect, a consequence may be determined by the classroom teacher, the Dean of Students, or the school administration. Teachers and school staff have the right to assign detention or an alternative consequence for poor choices or hurtful behaviors. Parents and caregivers will be notified in advance of consequences as determined by the school staff or administration.

SEBEKA PUBLIC SCHOOL TECHNOLOGY AND DIGITAL RESOURCES ACCEPTABLE USE POLICY

PURPOSE

Sebeka Public School provides students and staff access to district technology resources, devices, networks, internet services, digital learning platforms, and communication tools to support teaching, learning, research, creativity, and school operations.

Use of district technology resources is a privilege, not a right. All users are expected to use technology responsibly, safely, legally, and ethically. Violation of this policy may result in loss of technology privileges, disciplinary action, financial responsibility for damages, and/or referral to law enforcement when appropriate.

ACCEPTABLE USE

Students may use district technology resources for:

- Educational and instructional activities
- School-sponsored programs and activities
- Communication related to school business
- Research and information gathering
- Career and college readiness activities

Limited personal use may be permitted if it does not interfere with educational purposes, consume excessive resources, violate district policies, or disrupt operations.

DIGITAL CITIZENSHIP

All users are expected to:

- Demonstrate respectful and responsible online behavior.
- Treat others with courtesy and professionalism.
- Protect personal and private information.
- Use technology in ways that support learning and a positive school culture
- Report unsafe, threatening, or inappropriate online behavior to school staff

Technology use that substantially disrupts the educational environment may be subject to school discipline, regardless of whether it occurs on or off campus.

PRIVACY AND SECURITY

Users shall:

- Keep passwords secure and confidential.
- Use only their assigned accounts.
- Log out of devices when appropriate.
- Protect personal, student, and staff information
- Immediately report suspected security breaches or inappropriate access

Users should have no expectation of privacy when using district-owned devices, networks, accounts, or systems. The district reserves the right to monitor, review, and access information stored, transmitted, or received through District technology resources consistent with applicable law.

PROHIBITED USES

Users may not:

- Access, create, possess, or distribute obscene, pornographic, threatening, discriminatory, or unlawful material
- Harass, bully, intimidate, impersonate, or threaten others.
- Access another user's account or information without authorization
- Attempt to bypass security measures or internet filters
- Introduce malware, viruses, or harmful software
- Damage, alter, or interfere with district technology systems
- Use district resources for illegal activities
- Use district technology for commercial purposes without authorization.

- Record, photograph, or distribute images, audio, or video of others without permission when prohibited by law or school policy

ARTIFICIAL INTELLIGENCE (AI) AND EMERGING TECHNOLOGIES

Sebek Public School recognizes that artificial intelligence tools are becoming a common part of education, work, and everyday life. Students should learn how to use these tools responsibly, ethically, and effectively. This section is adapted from current K-12 AI guidance practices.

STUDENT USE OF AI

Students may use AI tools when permitted by their teacher or administrator. Students remain responsible for all work submitted under their name.

Students may use AI to:

- Brainstorm ideas
- Generate study materials
- Support research
- Receive feedback on writing
- Explore concepts and problem-solving strategies
- Enhance creativity and learning

Students may not:

- Submit AI-generated work as their own when AI use is prohibited
- Use AI to complete quizzes, tests, assessments, or assignments without permission
- Use AI to cheat, plagiarize, or misrepresent authorship
- Create harmful, threatening, harassing, or inappropriate content
- Create or distribute misleading or manipulated images, audio, or video intended to deceive others
- Enter personal, confidential or protected information into public AI systems

Teachers may establish assignment-specific expectations regarding AI use. Students are responsible for understanding and following those expectations.

ACADEMIC INTEGRITY AND AI

AI may be used differently across courses and assignments.

Teachers may:

- Prohibit AI use
- Allow limited AI assistance
- Encourage AI as part of the learning process

Unless specifically authorized by the teacher, students should assume AI-generated content may not be submitted as their own work. Improper AI use may be considered cheating, plagiarism, or academic dishonesty and may result in disciplinary consequences.

DISTRICT ISSUED DEVICES

Students who are issued or use a district device are responsible for:

- Bring devices charged and ready for use.
- Return the device to the cart and plug in the devices when done using them
- Protecting devices from damage

- Using devices only for authorized purposes
- Returning devices, chargers and accessories when requested

Students and families may be financially responsible for intentional damage, negligence, loss, or failure to return district property.

PERSONAL DEVICES AND NON-DISTRICT TECHNOLOGY

Students are expected to use district-issued technology and district-approved software and applications for instructional purposes. To maintain network security, student safety, and consistency of instruction, students may not use personally owned computers, laptops, tablets, iPads, Kindles, or other similar devices for instructional purposes during the school day without prior approval from the principal.

The district is not responsible for loss, theft, damage, maintenance, or technical support of personally owned devices brought to school.

SOCIAL MEDIA AND ONLINE CONTENT

Students are expected to follow school rules and expectations when using social media, messaging applications, gaming platforms, AI tools and other digital communication services.

The following online conduct may result in school disciplinary action:

- Threatens student or staff safety
- Constitutes bullying or harassment
- Disrupts the educational environment
- Violates school policies, or
- Violates local, state or federal law

CONSEQUENCES FOR VIOLATIONS

Consequences will be determined based on the nature, severity and frequency of the violation. Violations of this policy may result in:

- Warning and reteaching
- Temporary restriction of technology privileges
- Parent/Guardian notification
- Restitution for damages
- Detention or suspension
- Loss of device privileges
- Referral to law enforcement when appropriate
- MSHSL Character Violation

The Minnesota State High School League Student Code of Responsibilities, Bylaw 206.00, is applicable and relevant in all student related issues and concerns in such matters.

PARTICIPATION IN JUNIOR HIGH SPORTS

Many times our 6th graders will be brought up to play with our Junior High teams. These 6th graders will be subjected to the same Minnesota State High School League rules as their 7th grade teammates.

I. Eligibility Policy:

A. School Attendance

All participants must be in attendance a ½ day of school to be eligible to participate or

practice in activity during that day. Students are expected to be in school all day the day after an event or contest. Any exceptions will be by the coach's authority with the Activities Director or Principal's approval. Unexcused tardies during the first period and the periods following noon hour are considered as not being in attendance all day.

The following exceptions to this rule:

1. Prior approval from the Principal, Dean of Students or Activities Director; or
2. Emergency absences

The Principal, Dean of Students or Activities Director will determine whether or not the athlete is excused. If an athlete has missed part or all of the school day and still participates in practice or an event, and later it is found that the athlete participated, that athlete will:

1. If the student participated in practice, they will miss the next practice or event, whichever comes first.
2. If they participated in an event, they will miss the next event.

B. Academic Eligibility:

1. Students must be making satisfactory progress toward graduation.
2. If a student receives a failing grade on a quarter class, he/she is ineligible to participate for two school weeks commencing with the day report cards are issued and they must be passing in the course to become eligible following the 2 weeks. If a student receives a failing grade in a quarter class he/she is ineligible to participate for 2 school weeks. The teacher will identify failures within 2 school days of the end of the quarter.
3. If a student receives an incomplete on their report card, he/she is ineligible to participate until the incomplete becomes a passing grade.

C. Restricted/Ineligibility List - GRADE CHECKS:

The restricted list will fall into two categories:

1. Students failing classes – Students failing classes will not be able to participate in activities while on the failing list. This will be assessed at midterm and again between the 6th & 7th weeks of the quarter. Ineligibility will go into effect the day that the list is shared with the Activities Director, Dean of Students, administration, and staff. Students will be ineligible to participate until a passing grade is attained and verified during the course of a grading period; however, any student who has a failing grade at the end of the quarter will be ineligible for a period of two weeks.
2. Students behind in their work – Students behind in their work are notified as a reminder they need to get work in on time or their grade will result in a failing grade. Students behind in their work will be able to participate in activities. Students behind in their work will be assigned to after-school support, and in some cases, may miss their extracurricular activity practice.

D. Citizenship Eligibility:

1. Students with delinquent detention will not be allowed to play or practice.
2. Students will be considered delinquent in detention if they do not serve detention on the assigned date unless satisfactory arrangements have been made between parents and Principal.
3. Non-competitive presentations, displays or events are not covered by this policy. Examples: Concerts, Art Shows, All-School Plays, FFA Banquet, intrasquad games.
4. Coach/Advisor policies will govern.

E. Drug and Alcohol Violations

Follow the MSHSL penalties for Category I, II, and III activities. Athletes must report to practice every day or drop the sport during the period of ineligibility.

2026-2027 ADMISSION FEES

Adult single event price	\$8.00
Non-Sebeka K-12 student single event price	\$5.00
Season Ticket – All events for any sport	
• Adult season ticket	\$50.00
• Family Pass	\$100.00

Senior Citizen (65 years old) passes are available free at the school.

Students are defined as currently attending school in grades K-12. College students will be charged student prices when they present their current college ID.

All students and staff get into our HOME events for free. Students 4th grade and younger are required to be accompanied by an adult. This is a one-time admission. If students leave the school campus during an event, the student is not allowed to return without paying the regular admission fee.

SPORTSMANSHIP

We have a fine reputation for sportsmanship at Sebeka. We have received many nice letters from neighboring schools and from referees complimenting us on the conduct of our student body at home and out of town. This is a wonderful reputation to have in our area and in our state. This is to be respected by spectators as well as participants. Let us carry on with this tradition in good sportsmanship and always conduct ourselves as ladies and gentlemen.

RULES TO BE OBSERVED AT ALL ATHLETIC EVENTS

- Students are not to be walking around while the contest is in progress.
- Do not go out on the gym floor.
- Running in the halls, stomping on the bleachers, or horseplay will not be allowed. Students in violation of rules will be asked to leave.
- All students are expected to be good sports fans, win or lose. Help cheer for the Trojans!
- When we are the visiting team, all students should behave their best. You are representatives of Sebeka High School.

STUDENT CODE OF RESPONSIBILITIES

Participation in interscholastic and all school activities is a privilege, which is accompanied by responsibility. As a student participant in League and school-sponsored activities, I understand and accept the following responsibilities:

- I will respect the rights and beliefs of others and will treat others with courtesy and consideration.
- I will be fully responsible for my own actions and the consequences of my actions.
- I will respect the rights and property of others.
- I will respect and obey the rules of my school and the laws of my community, state and country.
- I will show respect to those who are responsible for enforcing the rules of my school and the laws of my community, state and country.

RELEASED TIME EDUCATION/CHURCH NIGHT

Students have the opportunity to participate in Released Time education if local churches provide this instruction. Students attending religion classes after school will not be penalized for missing sports practices.

MSHSL ATHLETIC POLICIES

I. SEXUAL HARASSMENT AND SEXUAL VIOLENCE:

RULE: Also, the Minnesota High School League (MSHSL) believes that all individuals should be treated with respect and dignity. Students should be able to participate in League-sponsored activities in an environment that is free from sexual harassment and sexual violence. It shall be a violation of this policy for a student to harass a person through conduct or communication that is determined to be sexual harassment or sexual violence as defined by this policy.

MSHSL VIOLATIONS BY SEBEKA ATHLETES

Any student/athlete who violates the MSHSL substance policy/agreement during an athletic season (the season is defined by the 1st day of practice until the elimination of that individual and/or team in the playoffs) will follow the following Sebek School adopted policy:

Academic:

1. Attendance is mandatory all day for a student to attend practice and/or to participate in a game or activity.
2. The participant must be in attendance all day on Friday to participate in an activity on Saturday.
3. Unexcused tardies/absences during the first period and periods following noon hours are considered as not being in attendance all day.
4. Excused absences are at the discretion of the Principal.

Character Violation

Character violations occur when a student is not in good standing by MSHSL standards. Definition: The term “Good Standing” shall mean that the student is eligible under all of the conditions and eligibility requirements of that school as well as the eligibility requirements of the Minnesota State High School League.

Student Code of Responsibilities

Participation in interscholastic activities is a privilege that is accompanied by responsibility. As a student participating in League-sponsored activities, I understand and accept the following responsibilities:

- A. I will respect the rights and beliefs of others and will treat others with courtesy and consideration.
- B. I will be fully responsible for my own actions and the consequences of my actions.
- C. I will respect the rights and property of others.
- D. I will respect and obey the rules of my school and the laws of my community, state and country.
- E. I will show respect to those who are responsible for enforcing the rules of my school and the laws of my community, state, and country.

Penalty A student who is dismissed from school or who violates the Student Code of Responsibilities is not in good standing and is ineligible for a period of time as determined by the school superintendent, principal, dean of students or activities director acting under the authority of the local board of education. The League specifically recognizes that certain conduct requires penalties that may exceed those penalties typically imposed for first violations. The superintendent, principal, dean of students or activities director has the authority to determine the length of the penalty based on the actions causing the student to not be in good standing.

Chemical:

First Violation

2 weeks or 2 events – whichever is greater including the following requirements:

- a. Complete alcohol/drug counseling with the school counselor
- b. Complete report on drug use
- c. Public apology to team and coach

Second Violation

4 weeks or 4 games – whichever is greater including the following requirements:

- a. Complete alcohol/drug counseling with a counselor
- b. Complete report on drug use
- c. Public apology to team and coach

Third Violation

6 weeks or 6 events whichever is greater including the following requirements:

- a. Complete alcohol/drug counseling with a counselor
- b. Complete report on drug use

c. Public apology to team and coach

Please see our High School Handbook for more information on Category type events and the length of penalty pertained to that category level.

For all other student-related policies as adopted by the Sebek School Board of Education refer to the Sebek Public School Policy Manual found in the Sebek School District Office.

Handbook Appendix

1. [Elementary School Permission Forms](#)
2. [Sebek Agreement](#)
3. [Discipline Policy](#)
4. [School Supplies](#)
5. [Parent/Guardian Guide and Refusal for Student Participation in statewide Testing](#)