

STUDENT INCENTIVES

The Ephrata School District Board of Directors recognizes that providing, students with prizes or awards can serve as meaningful incentive for increasing academic achievement, promoting civility, encouraging in physical fitness and for encouraging students to become responsible citizens, productive workers and lifelong learners.

The Board supports awarding incentives to recognize a student's academic, social leadership and athletic achievements.

All incentives will support individual student achievement, social leadership, and the district's curriculum, programs, academic or attendance goals. Therefore, every student recipient will receive an incentive only if the activity relates to the primary mission and goal of the district to increase student academic achievement or social leadership.

District funds or ASB funds may be used, within the limits provided in model procedure 3515, to provide student incentives that meet the Board's objective of increasing academic achievement or social leadership.

The Superintendent or designee will develop procedures to implement this policy.

Cross References:

Board Policy 3510

Associated Student Bodies

Board Policy 6114

Gifts

Legal Reference:

Washington Constitution, Article VIII, 5 and 7

Management Resources:

Policy News, February 2011 Student Incentives

Adoption Date: First Reading 8.18, Adopted 9.18

STUDENT INCENTIVES

Definitions

- A. Prize: Something of value conveyed as a result of chance, generally for promotional purposes, to one or more participants in a District-sponsored event.
- B. Award: Recognition or something of value conveyed as a result of competition, merit or in recognition of service to the District on part of the recipient.
- C. De-minimis: Minimal value, a small amount, lacking significance or importance, having little or no impact on public funds, so minor as to merit disregard.

Award/Prize Values

In determining whether an incentive is a de-minimis amount, the District will consider whether the amount is insignificant to a recipient for tax purposes and insignificant to the District. De-minimis values shall be defined as follows:

- A. General Education student incentives shall not exceed the following;
 - 1) Grade K- 4: Student incentives shall not exceed \$50.00 per student incentive and a total building expense of \$3,000 per K-4 building.
 - 2) Grade 5-6: Student incentives shall not exceed \$50.00 per student incentive and a total building expense of \$2,500 per 5-6 building.
 - 3) Grade 7-8: Student incentives shall not exceed \$50.00 per student incentive and a total building expense of \$3,000.00 per 7-8 building.
 - 4) Grade 9-12: Student incentives shall not exceed \$50.00 per student and a total building expense of \$5,000 per 9-12 building.
 - 5) Incentives will be paid out of building budgets.
- B. Associated Student Body Fundraising;
 - All property and money acquired by the Associated Student Body (ASB), except private non-associated student body funds, are district funds and will be deposited and disbursed from the district's ASB program fund.
 - The district may use a portion of ASB funds to award individual student efforts for sport participation, fundraising or other activities that are related to ASB, but only if the activity is for legitimate school purpose (academic achievement) and spending is in accordance with the board-approved budget.
 - Up to 5% of total fund raising revenues may be disbursed as awards/prizes to participating students.

- Exceptions will be allowed for schools with only one annual fund raiser. In this event, student's prizes or awards cannot exceed 5% or \$250 whichever is less.
- An aggregate of no more than 0.001% of the annual budgeted District expenditures may be disbursed in total District Funds for the purchase of student awards/incentives.

C. ASB student incentives shall not exceed the following;

- 1) Grade K- 4: Student incentives shall not exceed \$50.00 per student incentive and a total building expense of \$1,500 per K-4 building.
- 2) Grade 5-6: Student incentives shall not exceed \$50.00 per student incentive and a total building expense of \$2,500 per 5-6 building.
- 3) Grade 7-8: Student incentives shall not exceed \$50.00 per student incentive and a total building expense of \$3,000.00 per 7-8 building.
- 4) Grade 9-12: Student incentives shall not exceed \$50.00 per student and a total building expense of \$11,000.00 per 9-12 building.
- 5) Incentives will be paid out of ASB budgets.

Gifts

The District is prohibited from using public funds to provide gifts.

Examples of prohibited gifts are:

- A. The District cannot provide refreshments at a separate non-school event at District expense. The District may provide light lunches or refreshments for volunteers during or near the time the services are provided.
- B. The District cannot pay the cost for staff to attend an optional training program. If training is required the District may pay with District funds.
- C. Flowers purchased for celebrations or to express sympathy.
- D. Food, clothing or other items purchased for someone in need unless done through the Charitable ASB account (Invest Ed)

Donations

All third party donations (Booster, Parent/Teacher Organizations, Foundation, etc.) received must have prior approval of the Board of Directors.

Example: ASB students raise money for student body activities. The student who raises the most money receives a pizza certificate incentive from ASB funds in recognition of their efforts. This is an acceptable incentive.

Corporate Incentives

Corporate incentives provided to the District for the benefit of students become District property.

If the incentive is made to an individual student directly from the corporation, the incentive becomes the personal property of the student and is not calculated as an incentive provided by the District. In order to be considered personal property, the incentive at no time may be presented to the District or be in possession of the District.

Any vendor, group or organization that offers student incentives to support the District, must communicate with the District, prior to providing the incentive to ensure its efforts are compatible with the District's educational goals. The District reserves the right to reject any student incentive that would not serve the interests of the District.

Prizes or awards provided to the ASB by outside vendors must also fall within the individual and District limits.

Recording Incentives

Incentives received will be recorded by the school. This will allow parents and teachers to view incentives provided to students and will also allow each school to analyze the distribution of incentives.