



Human Resources
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MEMORANDUM

Date: November 2022

To: All NKSD Staff

From: Rachel Davenport, Executive Director of Human Resources

Subject: Animals on Campus

North Kitsap School District is responsible for assuring the health and safety of all employees. In keeping with this objective, North Kitsap School District does not permit employees to bring their animals including household pets to work. Animals may pose a threat of infection and may cause allergic reactions in other employees. Some employees may feel threatened or be distracted by the presence of animals. In addition, North Kitsap School District wishes to prevent pets from fouling the facilities and campuses or damaging school district property. The North Kitsap School District has two policies and related procedures to those policies that govern animals on school district property: [Animals as Part of the Instructional Program Policy 2029](#) and [Service Animals in Schools Policy 2030](#).

The North Kitsap School District has adopted a policy regulating animals on school property, either visiting or residing in a classroom. A staff member may request to bring an animal on school district property as part of the instructional program under policy 2029. Prior to granting or denying requests to include animals in the school's instructional program, the principal shall evaluate the following issues:

- [Form 2029F-1](#) must be completed, signed and turned in to the principal.
- [Form 2029F-2](#) must be submitted for dogs, including attachments; proof of liability insurance (homeowner's insurance), proof of vaccination, and proper licensing.

The North Kitsap School District acknowledges its responsibility to permit students and/or adults with disabilities to be accompanied by a "service animal" as required by federal laws and Washington State's law against discrimination. Policy 2030 governs the presence of service animals in the schools, on school property, including school buses and at school activities.

According to Washington State Law ([RCW 16.08.040](#)), the owner of any dog which shall bite or injure anyone while such person is in or on a public place or lawfully in or on a private place shall be liable for such damages as may be suffered by the person bitten, regardless of the former viciousness of such dog or the owner's knowledge of such viciousness. The dog owner is personally held strictly liable for the damage inflicted on any persons injured or harmed by the dog physically or emotionally in any manner.

All in for All Students