

Agenda

**Board of Trustees
School District Six and CFHS District
Special Meeting / Work Session
Monday, July 24, 2023
6:00 P.M.
School District Six Board Room**

- 1. Call to Order**
- 2. Approval of Agenda**
- 3. Action/Discussion Items:**
 - a. Discussion regarding eighth grade participation in high school athletics. – Pgs. 1-3
 - b. Consideration of the following activity ticket increases for SY 23-24: \$40 – students, \$65 – adults, \$200 – family.
 - c. Consideration of the recommended changes to Policy #1400 – *Board Meetings*.-Pgs. 4-5
 - d. Consideration of the recommended changes to Policy \$1700 – *Uniform Grievance Procedure*. – Pgs. 6-8
 - e. Consideration of the recommended changes to Policy #2132 – *Student and Family Privacy Rights*. – Pgs. 9-11
 - f. Consideration of Policy #2158 – *Parent / Family Engagement*. – Pgs. 12-14
 - g. Consideration of new Policy #2423 – *Personalized Learning Opportunities*. – Pg. 15
 - h. Consideration of the recommended changes to Policy # 2450 – *Recognition of Native American cultural Heritage*. – Pg. 16
 - i. Consideration of the recommended changes to Policy #3150 – *Part-Time Attendance*. – Pgs. 17-18
 - j. Consideration of the recommended changes to Policy #3310–*Student Discipline*.– Pgs. 19-21
 - k. Consideration of adding Policy #4135 – *Conduct on School Property*. – Pgs. 22-23
 - l. Consideration of the recommended changes to Policy # 8301 – *District Safety*. – pgs. 24-25
- 4. Personnel**

Consideration of the following elementary extra duty hires. – Pgs. 26
Consideration of the following high school extra duty hires. – Pgs. 27-28
Consideration of the 23-24 administrative hires. – Pg. 29
- 5. Miscellaneous and Future Planning**
- 6. Adjournment**

**The next Regular Board Meeting will be held at 6:00 p.m.,
Monday, August 14, 2023, in the School District #6 Board Room.**

NEW EIGHTH GRADE RULE
PARTICIPATION CLARIFICATIONS

New Eighth Grade Participation Rule including Transfer Rule Reference

Section (5) STUDENTS BELOW NINTH GRADE

5.1 *A student who is enrolled in the 8th grade shall be eligible to participate in an Association contest, but must meet the following requirements and parameters:*

- a. *The eighth-grade student is participating in a contest other than football.*
- b. *There is no restriction in place for participation of this 8th grade student at his/her middle school and/or high school of which he/she will be participating.*
- c. *Any eighth-grade student allowed to participate will have eight semesters of high school eligibility remaining.*
- d. *All eighth-grade students participating must meet the academic requirements.*
- e. *All eighth-grade students participating must meet the transfer requirements. The official MHSA transfer form must be used.*

f. All eighth-grade students participating in a high school contest must adhere to all other MHSA rules and guidelines. Committed to a contest at the high school level, the eighth-grade student may not also participate in that same sport at a level under high school concurrently.

Section (10) TRANSFER RULE

10.1 Any student, *including eighth grade students allowed high school participation*, who transfers from one-member high school, home school, or non-member school to a member high school is ineligible to participate in a varsity Association Contest for half the number of P.I. days in the current school year of the school to which he/she transfers from the date of enrollment (first day he/she attends classes) in the school to which he/she transfers. A student and his/her parents or legal guardians must reside in the attendance area of the school in which he/she is enrolled except for a student enrolling in ninth grade for the first time (see Section (12) Record of Transfer.) This rule applies to a student who transfers after twenty (20) days of enrollment or after he/she participates in an athletic contest while enrolled in grades 9, 10, 11 and 12, **EXCEPT** the following students may be declared eligible:

Note: This rule does not apply to non-public or home school participants. There is no transfer for non-public or home school participants.

Eighth Grade Participation Clarifications

- The student(s) meet all MHSA eligibility rules, i.e., age, residency and regular enrollment in the school they are attending.
- The student(s) and his/her entire family must live in the attendance area of the school they will be participating for. The administrator is responsible for verifying residency.
- The student cannot compete concurrently on the high school team and the junior high school team in the same sport. If an eighth grader quits the high school team(s), he/she can return to eighth grade participation but cannot compete again at the high school level for that sport.
- Any eighth-grade student allowed to participate will have eight semesters of high school eligibility remaining after participating as an eighth grader.
- All eighth-grade students participating must meet the academic requirements (of their middle school).
- Once an eighth grader participates on a high school team, the MHSA Transfer Rule is in effect for that student (home school and/or nonpublic school participants cannot transfer).
- Home school and nonpublic school students can participate if they meet all MHSA requirements for home school / nonpublic school participants including their entire family living in their school

attendance area. Home school or nonpublic school students are only eligible in the attendance area they live, and they cannot transfer or participate in a school outside their attendance area.

- Eighth Grade participants can participate at any level of play.
- Out of Season and Summer Rules
 - A. Only students who meet all MHSA eligibility requirements (enrollment, age, semesters, academics, physical examinations etc.) are eligible to practice with and participate on member school teams. Exception: students who are eligible in every way except academics may participate in practice if the school allows.

Exception – For incoming eighth graders (completed the seventh grade) from the high school's feeder school can practice with that high school's team during the June 1 – July 31st period,

Also, for incoming eighth graders (completed the seventh grade), enrollment into an MHSA high school's feeder school will occur after the following:

- a) the student completes seventh grade
- b) the parent(s) complete registration at the student's selected school
- c) the parent(s) paid the applicable tuition charge
- d) the parent(s) complete a request that cumulative school records be sent to the high school's feeder school.

Upon completion of these four criteria, incoming eighth grade students are eligible to participate in the open team coaching period for that high school during June 1- July 31.

Section (12) RECORD OF TRANSFER

A student received by transfer shall not be eligible to participate in an Association Contest until the principal of the school shall have filed with the Executive Director of the Association a record of the transfer on the official MHSA transfer form. This section does not relieve the student from eligibility requirements arising from his/her change of high schools.

INTERPRETATIONS

A student enrolling in the ninth grade for the first time in high school is not to be considered a transfer student unless:

- a) The student competed as an eighth grader at the high school level
- b) The student as a ninth grader or who did compete as an eighth grader in high school, has been enrolled in another school for twenty school days or more.
- c) The student as a ninth grader or as an eighth grader, who has been enrolled in another school for fewer than 20 school days but has participated in a high school interscholastic athletic contest.

- Verified reckless driving on or off campus, traveling to and from school, during the school day, or to and from any school activity.
- Violating "closed campus" regulations.

Continual violation of parking/driving regulations on campus will be considered defiance and the vehicle may be towed at owner's expense.

PARKING VIOLATIONS INCLUDE:

1. Parking off campus.
2. Parking vehicle in non-student vehicle designated areas.
3. Failure to display parking sticker and/or register vehicle.
4. Parking vehicle in undesignated parking areas.
5. Parking vehicle in no parking zone.
6. Backing into a parking space.
7. Vehicle occupying more than 1 parking space.

EXTRACURRICULAR ACTIVITIES, CLUBS AND ORGANIZATIONS

Participation in extracurricular activities, clubs, and organizations is a worthwhile endeavor to enhance a student's development and educational experience. Specific eligibility and conduct rules may be adopted regarding participation in activities, clubs, and organizations.

1. To participate in any co-curricular activity, a student **MUST BE IN ATTENDANCE THE FULL DAY** of the scheduled activity. Exceptions are medical or pre-arranged (prior to that day) excuses as determined by the Activities Director.
2. Participants must have a physical examination before engaging in a sports activity and have insurance to cover these activities. In addition, prior to participation of any kind, a student-athlete must have a signed MHSA Concussion Statement on file in the Activities Director's office.
3. All activity participants and their parents/guardians must submit a signed activity consent/release form to the Activities Director prior to activity participation.
4. Student clubs and performing groups such as the band, choir, and drill and athletic teams may establish standards of behavior – including consequences for misbehavior – that are stricter than those for student in general. If a violation is also a violation of school rules, the consequences specified by the administrator will apply in addition to any consequences specified by the organization.

FOOD AND DRINK

At lunchtime, please dispose of all sacks, cans, and bottles in the appropriate bins and clean up any spills for which you are responsible. Students are responsible to be familiar with each teacher's classroom rules regarding food and drink. In order to keep the classrooms and hallways neat and clean, take responsibility for cleaning up your own litter and spills.

FUNDRAISING

Student clubs or classes, outside organizations, and/or parent groups may be permitted to conduct fund-raising drives for approved school purposes. An application for permission must be made to the high school administration at least one week before the event. Except as approved by the school district administration, fundraising by non-school groups is not permitted on school property.

Board Meeting

For all meetings of the Board and its committees, the Clerk or designee shall satisfy all notice and posting requirements contained herein, as well as the Open Meetings Act. This shall include providing meeting notification to news media that have officially requested it. **The agenda for the meeting shall be posted through a link on the District's website. A copy of the agenda will also be posted near the entrance of each school building and administrative office.**

Except for an unforeseen emergency or as described below, all meetings must be held in a District building or, by unanimous consent of the Board, in a publicly accessible building located within the District. The Trustees may meet outside the boundaries of the District for collaboration or cooperation on educational issues with other school boards, educational agencies, or cooperatives. ~~Adequate notice of the meeting as well as an agenda will be provided to the public in advance, and~~ Decision making must still occur only at properly noticed meetings held within the District's boundaries.

Regular Meetings

Unless otherwise specified by the Board, all regular meetings are held on [the second Monday] of the month at [6:00 p.m.], in the [board room of the administration building]. If the time or place of a Board meeting is changed, notice shall be given in the same manner as provided for special meetings. The Board may choose to not convene a meeting in the month of July if there is no pressing business to attend to at that time.

Special Meetings

Special meetings may be called by the Board Chair or by any two (2) members of the Trustees. A written notice of a special meeting, stating the purpose of the meeting, must be provided to each Trustee not less than forty-eight (48) hours prior to the time of the meeting. The 48 hour written notice is waived in the event of an unforeseen emergency or to consider a violation of the student code of conduct within a week of graduation. Written notice shall also be sent not less than twenty-four (24) hours prior to the meeting to each newspaper and radio or television station that has filed a written request for such notices.

Committee Meetings

Committee meetings may be called by the Committee Chair, and are subject to the requirements of the Open Meetings Act, including notice and posting requirements.

Budget Meetings

On or before August 20 of each year, the Board shall meet to consider all budget information and any attachments required by law. The Board may continue the meeting from day to day but shall adopt the final budget for the District and determine the amounts to be raised by tax levies for the District not later than August 25, and before the computation of the general fund net levy requirement by the county superintendent and the fixing of the tax levies for each district.

Between July 1 and August 10 of each year, the Clerk shall publish one notice, in the **[Daily Interlake]**, stating the date, time, and place that the Board will meet for the purpose of considering and adopting the final budget. The notice must also state that the meeting may continue from day to day until the final adoption of the budget, and that any taxpayer may appear at the meeting and be heard for or against any part of the budget.

Organizational Meeting

After the issuance of the election certificates to the newly elected trustees in May, but not later than twenty-five (25) days after the election, the Board shall convene and elect from among its members a Chair and a Vice-Chair to serve one (1) year terms. The Chair shall serve until the next organization meeting and shall preside at all the meetings of the Board. In addition, the Board shall employ and appoint a competent person as the Clerk of the District at this meeting.

Emergency Meetings

In the event of a storm, fire, explosion, community disaster, insurrection, act of God, or other unforeseen destruction or impairment of school district property that affects the health and safety of the Trustees, students, District employees, or the educational functions of the district, the Board may meet immediately and take official action without prior notification.

Executive Session of Any Meeting

The Board or any committee may hold executive sessions to consider matters of individual privacy or to discuss a strategy to be followed with respect to litigation when an open meeting would have a detrimental effect on the litigating position of the District. Prior to closing the meeting to consider matters of individual privacy, the presiding officer must determine that the demands of individual privacy exceed the merits of public disclosure. The litigation strategy exception is not available if the litigation involves only public bodies or associations as parties.

Legal References:	§ 2-3-103, MCA	Public participation – governor to ensure guidelines adopted <u>(revised by House Bill 724)</u>
	§ 2-3-104, MCA	Requirements for compliance with notice provisions
	§ 2-3-105, MCA	Supplemental notice by radio or television
	§ 2-3-201, MCA	Legislative intent – liberal construction
	§ 2-3-203, MCA	Meetings of public agencies and certain associations of public agencies to be open to public– exceptions
	§ 20-3-321, MCA	Organization and officers
	§ 20-3-322, MCA	Meeting and quorum <u>(revised by House Bill 724)</u>
	§ 20-9-115, MCA	Notice of final budget meeting
	§ 20-9-131, MCA	Final budget meeting

[District] School District

THE BOARD OF TRUSTEES

1700
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Uniform Complaint Procedure

The Board establishes this Uniform Complaint Procedure as a means to address complaints arising within the District. This Uniform Complaint Procedure is intended to be used for all complaints except those involving challenges to educational material, **those governed by a specified procedure in state or federal law that supersedes this grievance process**, and those governed by a collective bargaining agreement.

The District requests all individuals to use this complaint procedure, when the individual believes the Board or its employees or agents have violated the individual's rights under: (1) Montana constitutional, statutory, or administrative law; (2) United States constitutional, statutory, or regulatory law; or (3) Board policy.

The District will endeavor to respond to and resolve complaints without resorting to this formal complaint procedure and, when a complaint is filed, to address the complaint promptly and equitably. The right of a person to prompt and equitable resolution of a complaint filed hereunder will not be impaired by a person's pursuit of other remedies. Use of this complaint procedure is not a prerequisite to pursuit of other remedies, and use of this complaint procedure does not extend any filing deadline related to pursuit of other remedies.

The Superintendent has the authority to contract with an investigator at any time during the complaint procedure process. Within fifteen (15) calendar days of the Superintendent's receipt of the independent investigator's report and recommendation, the Superintendent will respond to the complaint and take such administrative steps as the Superintendent deems appropriate and necessary.

Level 1: Informal

An individual with a complaint ~~is first encouraged to~~ **should** discuss it with the appropriate teacher, counselor, or building administrator, with the objective of resolving the matter promptly and informally. **In the event that resolution is not achieved, the individual may file a written complaint within thirty (30) days of completion of the informal resolution process.** An exception is that a complaint of sexual harassment should be discussed directly with an administrator not involved in the alleged harassment.

Level 2: Building Administrator

When a complaint has not been or cannot be resolved at Level 1, an individual may file a **formal** signed and dated written complaint stating: (1) the nature of the complaint; (2) a description of the event or incident giving rise to the complaint, including any school personnel involved; and (3) the remedy or resolution requested. This written complaint must be filed within thirty (30)

calendar days of the event or incident or from the date an individual could reasonably become aware of such event or incident **or completion of the informal resolution process.**

When a complaint alleges violation of Board policy or procedure, the building administrator will investigate and attempt to resolve the complaint. The administrator will respond in writing to the complaint, within thirty (30) calendar days of the administrator's receipt of the complaint.

If either the complainant or the person against whom the complaint is filed is dissatisfied with the administrator's decision, either may request, in writing, that the Superintendent review the administrator's decision. (See Level 3.) This request must be submitted to the Superintendent within fifteen (15) calendar days of the administrator's decision.

When a complaint alleges sexual harassment as a violation of Title IX of the Education Amendments of 1972 (the Civil Rights Act), or a violation of Title II of the Americans with Disabilities Act of 1990, or Section 504 of the Rehabilitation Act of 1973, the building administrator will turn the complaint over to the Title IX Coordinator or a District nondiscrimination coordinator. The coordinator will follow the District's Title IX or Section 504 Grievance Process.

Level 3: Superintendent

If either the complainant or the person against whom the complaint is filed appeals the administrator's decision provided for in Level 2, the Superintendent will review the complaint and the administrator's decision. The Superintendent will respond in writing to the appeal, within thirty (30) calendar days of the Superintendent's receipt of the written appeal. In responding to the appeal, the Superintendent may: (1) meet with the parties involved in the complaint; (2) conduct a separate or supplementary investigation; (3) engage an investigator or other District employees to assist with the appeal; and/or (4) take other steps appropriate or helpful in resolving the complaint.

If either the complainant or the person against whom the complaint is filed is dissatisfied with the Superintendent's decision, either may request, in writing, that the Board consider an appeal of the Superintendent's decision. (See Level 4.) This request must be submitted in writing to the Superintendent, within fifteen (15) calendar days of the Superintendent's written response to the complaint, for transmission to the Board.

Level 4: The Board

Upon written appeal, the Board will consider the Superintendent's decision in Level 2 or 3. Upon receipt of written request for appeal, the Chair will place the appeal on the agenda of a regular or special Board meeting. The Board will report its decision on the appeal, in writing, to all parties, within thirty (30) calendar days of the Board meeting at which the Board considered the appeal. A decision of the Board is final, unless it is appealed pursuant to Montana law within the period provided by law.

Level 5: County Superintendent

When a matter falls within the jurisdiction of a County Superintendent, the decision of the Board may be appealed to the County Superintendent by filing written appeal within thirty (30) calendar days of the Board's decision, pursuant to Montana law.

An individual may obtain a written copy of this policy by requesting one through the Superintendent. This procedure is available on the District's website.

Cross References: Title IX Grievance Procedure
Section 504 Grievance Procedure
Board Policy 2158

Legal Reference: Title IX of the Education Amendments of 1972 (Civil Rights Act)
Title II of the Americans with Disabilities Act of 1990
§ 504 of the Rehabilitation Act of 1973
34 C.F.R. Part 106 Nondiscrimination on the Basis of Sex in Education
§ 20-3-323, MCA **District policy and record of acts (revised
by House Bill 504)**

Policy History:
Adopted on:
Reviewed on:
Revised on:

Student and Family Privacy Rights

All fundamental parental rights are exclusively reserved to the parent of a child without obstruction or interference by a governmental entity in accordance with the common law, state and federal law, and Board policies.

Surveys - General

All surveys requesting personal information from students, as well as any other instrument used to collect personal information from students, must advance or relate to the District's educational objectives as identified in Board policy. This applies to all surveys, regardless of whether the student answering the questions can be identified and regardless of who created the survey.

Surveys Created by a Third Party

Before the District administers or distributes a survey created by a third party to a student, the student's parents may inspect the survey upon request and within a reasonable time of their request. This section applies to every survey that is created by a person or entity other than a District official, staff member, or student, regardless of whether the student answering the questions can be identified, and regardless of the subject matter of the questions.

Surveys Requesting Personal Information

School officials and staff members shall not request, nor disclose, the identity of any student who completes ANY survey containing one (1) or more of the following items:

1. Political affiliations or beliefs of the student or the student's parent/guardian;
2. Mental or psychological problems of the student or the student's family;
3. Behavior or attitudes about sex;
4. Illegal, antisocial, self-incriminating, or demeaning behavior;
5. Critical appraisals of other individuals with whom students have close family relationships;
6. Legally recognized privileged or analogous relationships, such as those with lawyers, physicians, and ministers;
7. Religious practices, affiliations, or beliefs of the student or the student's parent/guardian;
8. Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

The student's parents may inspect the survey within a reasonable time of the request, and/or refuse to allow their child to participate in any survey requesting personal information. The school shall not penalize any student whose parent(s)/guardian(s) exercise this option.

No student shall be required to submit to any survey requesting personal information without consent of the parent. Parents will be given notice and an opportunity to opt their child out of participation of any survey requesting personal information that is not required by the District.

Instructional Material

A student's parent may, within a reasonable time of the request, inspect any instructional material used as part of their child's educational curriculum. The term "instructional material," for purposes of this policy, means instructional content that is provided to a student, regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet). The term does not include academic tests or academic assessments.

Collection of Personal Information from Students for Marketing Prohibited

The term "personal information," for purposes of this section only, means individually identifiable information including: (1) a student's or parent's first and last name, (2) a home or other physical address (including street name and the name of the city or town), (3) telephone number, or (4) a Social Security identification number.

The District will not collect, disclose, or use student personal information for the purpose of marketing or selling that information or otherwise providing that information to others for that purpose.

The District, however, is not prohibited from collecting, disclosing, or using personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions such as the following:

1. College or other post-secondary education recruitment or military recruitment;
2. Book clubs, magazines, and programs providing access to low-cost literary products;
3. Curriculum and instructional materials used by elementary schools and secondary schools;
4. Tests and assessments to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments;
5. The sale by students of products or services to raise funds for school-related or education-related activities;
6. Student recognition programs.

Notification of Rights and Procedures

This policy shall be posted on the District's website and provided in a manner specified in accordance with the law and policy.

The Superintendent or designee shall notify students' parents/guardians of:

- this policy as well as its availability from the administration office upon request;
- how to opt their child out of participation in activities as provided in this policy;
- the approximate dates during the school year when a survey requesting personal information, as described above, is scheduled or expected to be scheduled;
- how to request access to any survey or other material described in this policy.

This notification shall be given parents at least annually at the beginning of the school year and within a reasonable period after any substantive change in this policy.

The rights provided to parents in this policy transfer to the student, when the student turns eighteen (18) years of age or is an emancipated minor.

Cross Reference: 2311 Instructional Materials
 3200 Student Rights and Responsibilities
 3410 Student Health

Legal Reference: 20 U.S.C. 1232h Protection of Pupil Rights
 § 40-6-701, MCA Interference with Fundamental Parental Rights
 Restricted (revised by House Bill 676)

Policy History:

Adopted on:

Reviewed on:

Revised on:

Parent/Family Engagement Policy

The Board believes that engaging parents/families in the education process is essential to improved academic success for students. The Board recognizes that a student's education is a responsibility shared by the District, parents, families and other members of the community during the entire time a student attends school. The Board believes that the District must create an environment that is conducive to learning and that strong, comprehensive parent/family involvement is an important component. Parent/family involvement in education requires a cooperative effort with roles for the Office of Public Instruction (OPI), the District, parents/families and the community.

This policy shall be made available to all interested individuals upon request and posted on the District's website.

Parent/Family Involvement Goals and Plan

The Board recognizes the importance of eliminating barriers that impede parent/family involvement, thereby facilitating an environment that encourages collaboration with parents, families and other members of the community. Therefore, the District will develop and implement a plan to facilitate parent/family involvement that shall include the following six (6) goals:

1. Encourage families to actively participate in the life of the school and feel welcomed, valued, and connected to each other, to school staff, and to what students are learning and doing in class;
2. Encourage families and school staff to engage in regular, two-way meaningful communication about student learning;
3. Encourage families and school staff to continuously collaborate to support student learning and healthy development both at home and at school and have regular opportunities to strengthen their knowledge and skills to do so effectively;
4. Empower parents to be advocates for their own and other children, to ensure that students are treated equitably and have access to learning opportunities that will support their success;
5. Encourage families and school staff to be partners in decisions that affect children and families and together inform, influence, and create policies, practices, and programs; **and**
6. Encourage families and school staff to collaborate with members of the community to connect students, families, and staff to expand learning opportunities, community services, and civic participation; **and**
7. Encourage families and school staff collaborate with members of the community to connect students, families, and staff to post-secondary education opportunities, including workforce training, apprenticeship opportunities, career pathways, and

degree programs, and encourage students to explore college and career planning tools (including Free Application for Federal Student Aid completion) and incentives provided by post-secondary institutions.

The **Board of Trustees, in consultation with parents, teachers, administrators, and students has adopted this** District's plan for meeting these **parent/family involvement** goals is to:

1. Provide activities that will educate parents/**families** regarding the intellectual and developmental needs of their children at all age levels. This will include promoting cooperation between the District and other agencies or school/community groups (such as parent-teacher groups, Head Start, etc.) to furnish learning opportunities and disseminate information regarding parenting skills and child/adolescent development.
2. Implement strategies to involve parents/families in the educational process **and laws regarding parent/family rights**, including:
 - Keeping parents/families informed of opportunities for involvement and encouraging participation in various **District** programs.
 - **Providing access to Board policies, handbooks, Board and committee agendas, District grievance procedure, and contact information for administrators and Trustees on the District website.**
 - Providing access to educational resources **and the course of study** for parents/families to use together with their children.
 - Keeping parents/families informed of the objectives of District educational **and activity** programs, **as well as of** their child's participation and progress within these programs, **and methods to opt out of educational and instruction programs consistent with parent/family rights.**
 - **Promoting parents/families and teacher cooperation in homework, attendance, and discipline.**
 - **Providing information about the nature and purpose of student clubs and groups meeting at the school and right of parents to consent to such participation or withdraw their child from a club or group.**
 - **Providing an explanation of rights regarding student name and pronoun use consistent with the Family Education Rights and Privacy Act.**
3. Enable families to participate in the education of their children through a variety of roles. For example, parents/family members should be given opportunities to provide input into District policies and volunteer time within the classrooms and school programs.
4. Provide professional development opportunities for teachers and staff to enhance their understanding of effective parent/family involvement strategies.
5. Perform regular evaluations of parent/family involvement at each school and at the District level.
6. Provide access, upon request, to any instructional material used as part of the educational curriculum.
7. If practical, provide information in a language understandable to parents.
8. **Provide annual notification of educational opportunities of the District.**

Cross References: Board Policy 1700

Uniform Complaint Procedure

<u>Board Policy 2120</u>	<u>Curriculum Development and Assessment</u>
<u>Board Policy 2132</u>	<u>Student and Family Privacy Rights</u>
<u>Board Policy 2140</u>	<u>Guidance and Counseling</u>
<u>Board Policy 2161</u>	<u>Special Education</u>
<u>Board Policy 2162</u>	<u>Section 504 of the Rehabilitation Act of 1973 ("Section 504")</u>
<u>Board Policy 2168</u>	<u>Distance, Online, and Technology-Delivered Learning</u>
<u>Board Policy 2422</u>	<u>Proficiency</u>
<u>Board Policy 2423</u>	<u>Personalized Learning Opportunities</u>
<u>Board Policy 3110</u>	<u>Entrance, Placement, and Transfer</u>
<u>Board Policy 3120</u>	<u>Compulsory Attendance</u>
<u>Board Policy 3141</u>	<u>Discretionary Nonresident Student Attendance Policy</u>
<u>Board Policy 3150</u>	<u>Part-Time Attendance</u>
<u>Board Policy 3600</u>	<u>Student Records</u>
<u>Board Policy 4700</u>	<u>Family Engagement</u>

Legal Reference:

<u>20 U.S.C. § 1401 et seq.</u>	<u>Individuals with Disabilities Education Act</u>
<u>29 U.S.C. § 794</u>	<u>Section 504 of the Rehabilitation Act</u>
<u>§ 20-3-324, MCA</u>	<u>Powers and Duties</u>
<u>§ 20-5-101, MCA</u>	<u>Admittance of child to school</u>
<u>§ 20-5-112, MCA</u>	<u>Participation in extracurricular activities</u>
<u>§ 20-7-117, MCA</u>	<u>Kindergarten and preschool programs</u>
<u>§ 20-7-118, MCA</u>	<u>Offsite Provision Of Educational Services</u>
<u>§ 20-7-411, MCA</u>	<u>Obligation to Establish Special Education Program</u>
<u>§ 20-7-1601, MCA</u>	<u>Forms of personalized learning</u>
<u>§ 20-7-1506, MCA</u>	<u>Incentives for creation of advanced opportunity programs</u>
<u>§ 20-7-1510, MCA</u>	<u>Credit for participating in work-based learning partnerships</u>
<u>§ 20-9-706, MCA</u>	<u>Running start program</u>
<u>§ 20-7-1201, MCA et seq.</u>	<u>Montana Digital Academy</u>
<u>§ 20-5-301, MCA et seq.</u>	<u>Attendance Outside School District</u>
<u>§ 20-7-301, MCA et seq.</u>	<u>Vocational and Technical Education</u>
<u>§ 20-3-301, MCA et seq.</u>	<u>Board of Trustees</u>
<u>§ 40-6-701, MCA</u>	<u>Fundamental Rights of Parents</u>
<u>10.55.601, ARM et seq.</u>	<u>Accreditation</u>
<u>House Bill 676</u>	<u>Increase parental involvement in education</u>
<u>10.55.722, ARM</u>	<u>Family and Community Engagement</u>

Policy History:

INSTRUCTION

Personalized Learning Opportunities

The District seeks to create personalized learning opportunities permitted by Montana law, including but not limited to work-based learning, proficiency-based learning, offsite instruction, and transformational learning, to fulfill the people’s goal of developing the full educational potential of each person.

Personalized learning opportunities are offered to:

- Develop individualized pathways for career and postsecondary educational opportunities that honor individual interests, passions, strengths, needs, and culture;
- Support the student through the development of relationships among teachers, family, peers, the business community, postsecondary education officials, and other community stakeholders;
- Embed community-based, experiential, online, and work-based learning opportunities;
- Foster a learning environment that incorporates both face-to-face and virtual connections; and
- Support transformational learning through the development of individual learning plans for participating students. “Transformational learning” means a flexible system of pupil-centered and proficiency-base designed to develop the full educational potential of each pupil.

Legal Reference:	Article X, Section 1, Montana Constitution	
	§ 20-9-311	Calculation of average number belonging (ANB) – 3-year averaging
	§ 20-3-324, MCA	Powers and duties
	§ 20-7-118, MCA	Remote Instruction (<i>revised by House Bill 214</i>)
	§ 20-7-1601, MCA	Transformational Learning –Legislative Intent (<i>revised by Senate Bill 8</i>)
	§ 20-7-1602, MCA	Incentives for creation of transformation learning programs (<i>revised by Senate Bill 8</i>)
	10.55.602, ARM	Definitions
	10.55.701, ARM	Board of Trustees

Cross References: Board Policy 2422 Proficiency

Policy History:

INSTRUCTION

Recognition of Native American Cultural Heritage

The District recognizes the distinct and unique cultural heritage of Native Americans and is committed in the District's educational goals to the preservation of such heritage.

In furtherance of the District's educational goals, the District is committed to:

- Working cooperatively with Montana Tribes in close proximity to the District, when providing instruction, when implementing educational goals or adopting rules relating to education of students in the District;
- Periodically reviewing its curriculum to ensure the inclusion of cultural heritage of Native Americans, which will include but not necessarily be limited to:
 - Considering methods by which to provide books and materials reflecting authentic historical and contemporary portrayals of Native Americans;
 - Taking into account individual and cultural diversity and differences among students;
- Providing necessary training for school personnel, with the objective of gaining an understanding and awareness of Native American culture, which will assist the District's staff in its relations with Native American students and parents.

The Board ~~may require~~ certified staff to satisfy the requirements for instruction in American Indian studies when required by Montana law, ~~set forth in § 20-1-503, MCA.~~

Legal Reference:	Art. X, Sec. 1(2), Montana Constitution	
	§§ 20-1-501, et seq., MCA	Indian Education for All <i>(revised by House Bill 338)</i>
	10.55.603 ARM	Curriculum and Assessment
	10.55.701 ARM	Board of Trustees
	10.55.803 ARM	Learner Access
	<u>10.55.901 ARM</u>	<u>Basic Education Program: Elementary</u>
	<u>10.55.902 ARM</u>	<u>Basic Education Program: Junior High, 7th and 8th Grade Program, or Middle School</u>
	<u>10.55.904 ARM</u>	<u>Basic Education Program Offerings: High School</u>

[District] School District

STUDENTS

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Part-Time Attendance

~~As it is the desire of the Board to accommodate the educational needs of all students residing within its District boundaries, it shall be the policy of the District to allow such students to enroll on a part-time basis for academic classes in grades nine through twelve, at the discretion of the Superintendent. The Superintendent's discretion will be guided by, but not limited to, the following:~~

- ~~• Space must be available in the classes desired (additional instructors will not be added to accommodate requests);~~
- ~~• Registration will not preempt full-time students and, therefore, may be delayed to determine space available;~~
- ~~• Students who have been denied full-time attendance for disciplinary, academic or other reasons will not be admitted on a part-time basis;~~
- ~~• Funding and/or other circumstances which may adversely affect other students;~~
- ~~• Home-schooled students will not be admitted on a part-time basis, unless the home school is appropriately registered; and~~
- ~~• Part-time students shall enroll for a minimum of two courses with aggregate minutes equivalent to 315 minutes per week.~~

~~Transportation for part-time students remains the sole responsibility of the student and/or parents. The Montana High School Association standards currently prohibit part-time students from participating in MHSAA-sponsored activities at the high school level.~~

Part-Time Enrollment

In accordance with Policy 3110, the District will review requests for part-time enrollment of resident students for purposes of academic courses on a case-by-case basis, with a building principal making a preliminary decision pursuant to the criteria set forth in this Policy. Denial of part-time enrollment may be appealed pursuant to Policy 1700. Admission of non-resident students on a part-time basis shall be governed in accordance with Policy 3141. The District will also admit a student on a part-time basis as provided in an IEP or Section 504 plan.

Criteria for accepting students for part-time enrollment are the following:

1. Accepting a student will not create excess student enrollment in a requested class;
2. Accepting a student will not create need for an additional staff member;
3. Accepting a student will not cause a new section of a course to be created.

The District will accept on a first-come, first-served basis students wishing to enroll in the same course. Whenever the enrollment position of a part-time student is needed for a regular, full-

time student during the year, a full-time student has priority for the position beginning with the next semester. The District may secure ANB for part-time enrollees in accordance with Policy 3121.

Participation in District Extracurricular Activities by Unenrolled Children

This policy does not restrict or limit the ability of unenrolled children to seek to participate in extracurricular activities in accordance with Policy 3510. The District may secure ANB for unenrolled children participating in identified extracurricular activities in accordance with Policy 3121.

Cross References:	Policy 3510	School Sponsored Activities
	Policy 3121	Enrollment and Attendance
	Policy 3141	Non-resident Enrollment

Legal Reference:	20-9-311(a), MCA	Calculation of average number belonging (ANB) – 3-year averaging
	Chapter 617 (2023)	Enrollment on Part-Time Basis

Policy History:

Adopted on:

Reviewed on:

Revised on:

STUDENTS

Student Discipline

The Board grants authority to a teacher or principal to hold a student to strict accountability for disorderly conduct in school, on the way to or from school, or during intermission or recess.

Disciplinary action may be taken against any student guilty of gross disobedience or misconduct, including but not limited to instances set forth below:

1. Using, possessing, distributing, purchasing or selling tobacco products, vapor products, ~~or~~ alternative nicotine products, **or marijuana products** (tobacco includes but is not limited to cigarettes, e-cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco or any other tobacco or nicotine innovation) **(marijuana products include but are not limited to edible products, ointments, tinctures, marijuana derivatives, marijuana concentrates, and marijuana intended for use by smoking or vaping)**;
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages, including powdered alcohol. Students who may be under the influence of alcohol will not be permitted to attend school functions and will be treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing or selling illegal drugs or controlled substances (includes medical marijuana), look-alike drugs, drug paraphernalia and any such substances that contain chemicals which produce the same effect of illegal substances. Students who may be under the influence of such substances will not be permitted to attend school functions and will be treated as though they had drugs in their possession;
4. Using, possessing, controlling, or transferring a weapon in violation of the "Possession of a Weapon in a School Building" section of this policy.
5. Using, possessing, controlling, or transferring any object that reasonably could be considered or used as a weapon.
6. Disobeying directives from staff members or school officials or disobeying rules and regulations governing student conduct.
7. Using violence, force, noise, coercion, threats, intimidation, fear, or other comparable conduct toward anyone or urging other students to engage in such conduct, including gang or gang activity, **except when physical force is determined to be reasonable and necessary and used as self-defense or the defense of another person after an investigation into such conduct.**
8. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's property.
9. Engaging in any activity that constitutes an interference with school purposes or an educational function or any other disruptive activity.
10. Unexcused absenteeism. Truancy statutes and Board policy will be utilized for chronic and habitual truants.

11. Hazing or bullying.
12. Forging any signature or making any false entry or attempting to authorize any document used or intended to be used in connection with the operation of a school.
13. Gambling for money.

These grounds stated above for disciplinary action apply whenever a student's conduct is reasonably related to school or school activities, including but not limited to the circumstances set forth below:

- On, or within sight of, school grounds before, during, or after school hours or at any other time when school is being used by a school group.
- Off school grounds at a school-sponsored activity or event or any activity or event that bears a reasonable relationship to school.
- Travel to and from school or a school activity, function, or event.
- Anywhere conduct may reasonably be considered to be a threat or an attempted intimidation of a staff member or an interference with school purposes or an educational function.

Disciplinary Measures

Disciplinary measures include but are not limited to:

- Expulsion
- Suspension
- Detention, including Saturday school
- Loss of student privileges
- Loss of bus privileges
- Notification to juvenile authorities and/or police
- Restitution for damages to school property

No District employee or person engaged by the District may inflict or cause to be inflicted corporal punishment on a student. Corporal punishment does not include reasonable force District personnel are permitted to use as needed to maintain safety for other students, school personnel, or other persons or for the purpose of self-defense.

Gun-Free Schools

The Board will expel any student who uses, possesses, controls or transfers a firearm for a definite period of time of at least one (1) calendar year. The Board authorizes the Superintendent, upon written notification to the Board Chair, to modify the discipline on a case-by-case basis, including eliminating the requirement for expulsion. The administrator may immediately suspend a student if, prior to a hearing, there is cause to believe the student brought a firearm to school or possessed a firearm at school. The student may not be expelled unless the trustees find that the student knowingly brought a firearm to school or possessed a firearm at school. A building administrator will notify the criminal justice or juvenile delinquency system of any student who brings a firearm to school.

Possession of a Weapon in a School Building

The District will refer to law enforcement for immediate prosecution any person who possesses, carries or stores a weapon in a school building, except as provided below, and the District may take disciplinary action as well in the case of a student. In addition, the District will refer for possible prosecution a parent or guardian of any minor violating this policy on grounds of allowing a minor to possess, carry or store a weapon in a school building.

For the purposes of this section only, "school building" means all buildings owned or leased by a local school district that are used for instruction or for student activities; "weapon" means any type of firearm, a knife with a blade 4 or more inches in length, a sword, a straight razor, a throwing star, nun-chucks, brass or metal knuckles, or any other article or instrument possessed with the purpose to commit a criminal offense.

The Board may grant persons and entities advance permission to possess, carry, or store a weapon in a school building. All persons who wish to possess, carry, or store a weapon in a school building must request permission of the Board at a regular meeting. The Board has sole discretion in deciding whether to allow a person to possess, carry or store a weapon in a school building.

This policy does not apply to law enforcement officers acting in their official capacity.

Legal References:

§ 16-11-302, MCA	Definitions
§ 20-1-220, MCA	Use of tobacco products in public school building or on public school property prohibited (<i>revised by House Bill 128</i>)
§ 20-4-302, MCA	Discipline and punishment of pupils
§ 20-5-201, MCA	Duties and sanctions (<i>revised by House Bill 450</i>)
§ 20-5-202, MCA	Suspension and Expulsion (<i>Revised by Senate Bill 283</i>)
§ 20-5-209, MCA	Bullying of student prohibited-self defense authorized (<i>revised by House Bill 450</i>)
§ 45-8-361, MCA	Possession of a weapon in school building
§ 45-8-317, MCA	Exceptions
§§ 50-46-301 <i>et seq.</i> , MCA	Montana Marijuana Act
20 USC §§ 7101 <i>et seq.</i>	Safe and Drug-Free Schools & Communities Act
20 USC § 7961	Gun-Free requirements
§ 1-1-204, MCA	Terms denoting state of mind (<i>Cited by Senate Bill 283</i>)
Senate Bill 283	Expulsion Policies and Firearms on School Grounds
House Bill 361	Certain District Policies Prohibited

Cross References:

Conduct on School Property

In addition to prohibitions stated in other District policies, no person on school property shall:

- Possess, carry or store a weapon at any time;
- Injure or threaten to injure another person;
- Damage another's property or that of the District;
- Violate any provision of the criminal law of the state of Montana or town or county ordinance;
- Smoke or otherwise use tobacco products, vapor products, ~~or~~ alternative nicotine products, **or marijuana products** (tobacco includes, but is not limited to, cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco, or any other tobacco or nicotine innovation) **(marijuana products include but are not limited to edible products, ointments, tinctures, marijuana derivatives, marijuana concentrates, and marijuana intended for use by smoking or vaping)**;
- Consume, possess, or distribute alcoholic beverages, illegal drugs, or medical marijuana at any time;
- Impede, delay, or otherwise interfere with the orderly conduct of the District's educational program or any other activity occurring on school property;
- Use vulgar or obscene language or gestures;
- Disregard the directives of school officials or security personnel;
- Enter upon any portion of school premises at any time for purposes other than those which are lawful and authorized by the Board; or
- Violate other District rules and regulations.

"School property" means within school buildings, in vehicles used for school purposes, or on owned or leased school grounds. These regulations are in effect year round, and during all District extra or co-curricular activities. District administrators will take appropriate action as circumstances warrant, up to and including recommending that the individual violating this policy be denied access to District property. If a recommendation is made to the Board to deny access to District property to an individual, that individual will be notified of date, time and place of the meeting of the Board as well as of the specific allegations to be presented to the Board.

Cross References:	4313	Disruption of School Operations
Legal References:	§ 20-1-206, MCA	Disturbance of school
	§ 20-1-220, MCA	Use of tobacco on school property prohibited <u>(revised by House Bill 128)</u>
	§ 45-8-361, MCA	Possession of a weapon in a school building
	§ 50-46-301, MCA	Montana Medical Marijuana Act

20 USC § 7101

Safe and Drug Free Schools &
Community Act

Policy History

Adopted on:

Reviewed on:

Revised on:

District Safety

For purposes of this policy, “disaster means the occurrence or imminent threat of damage, injury, or loss of life or property”.

The Board recognizes that safety and health standards should be incorporated into all aspects of the operation of the District. Rules for safety and prevention of accidents will be posted in compliance with Montana Safety Culture Act and the Montana Occupational Safety and Health Act. Injuries and accidents will be reported to the District office.

The building principal will develop a plan of fire, civil defense, tornado, and earthquake warning, protection, and evacuation. This plan and procedures will be discussed and distributed to each teacher at the beginning of each school year. There will be at least eight (8) disaster drills a year. All teachers will discuss disaster drill procedures with their class at the beginning of each year and will have them posted in a conspicuous place next to the exit door. A record will be kept of all fire drills. The drills will be held at different hours of the day or evening to avoid distinction between drills and actual disasters. The Superintendent will develop safety and health standards that comply with the Montana Safety Culture Act.

Safety or Emergency Plans

The Board shall review the school safety or emergency operations plan **periodically at least annually** and update the plan as determined necessary by the trustees based on changing circumstances pertaining to school safety. Once the Board has made the **annual** certification to OPI, it may transfer funds pursuant to Section 20-1-401, MCA to make improvements to school safety and security.

The school safety plan or emergency operations plan must include threat assessment practices regarding the following:

- 1. The adoption of a threat assessment protocol, outlining policies and procedures for implementation when there is notification of a student threat of harm to others or property; and**
- 2. An identified threat assessment team, composed of key staff, that meets at least monthly and may include behavioral threat assessment addressing students in need of academic and behavioral supports or interventions.**

School Closure

The Superintendent is authorized to close the schools in the event of hazardous weather or other emergencies that threaten the safety of students, staff members, or school property. Specific procedures for school closures may be found in the District’s Safety Plan or Emergency Operations Plan. The Board shall periodically review the District’s Safety Plan or Emergency

Operations Plan and shall update the plan as necessary based upon changing circumstances regarding school safety.

Hazardous and Infectious Materials

The Superintendent shall take all reasonable measures to protect the safety of District personnel, students, and visitors on District premises from risks associated with hazardous materials, including pesticides, and infectious materials. Specific procedures for handling hazardous or infectious materials may be found in the District's Safety Plan.

Safety Measures

The Superintendent is authorized to adopt reasonable safety measures to protect the safety of District personnel, students, and visitors on District premises and during school-related activities. Reasonable safety measures include adoption of cleaning/sanitization plans, use of physical safeguards/barriers, and required use of personal protective equipment (e.g., face masks). Exceptions to any requirements adopted by the Superintendent may be granted as required by law and on a case-by-case basis.

Legal References:	§ 20-1-401, MCA	Disaster drills <u>(revised by Senate Bill 213)</u>
	§ 20-1-402, MCA	Number of disaster drills required – time of drills to vary
	§ 20-1-801, <i>et seq.</i> , MCA	Emergency School Closure
	§§ 39-71-1501, MCA	Montana Safety Culture Act
	§ 50-71-111, <i>et seq.</i> , MCA	Montana Occupational Health and Safety Act

Cross References:

Policy History:

Adopted on:

Revised on:

Coaching Contract Title	LName	FName	FTE	Coaching Level	Season / Contract Issue Time
JH Annual	Cadigan	Daniel	0.065	Director	Fall
Coach JH Boys 7/8 Soccer	Getts	Neils	0.065	Coach	Fall
Coach JH Boys 7/8 Soccer	Adams	Todd	0.065	Coach	Fall
Coach JH Boys Basketball	Green	Ellie	0.065	Coach	Fall
Coach JH Boys Basketball	Grilley	Jeremy	0.065	Coach	Fall
Coach JH Boys Basketball	Kimmet-Lee	Austin	0.065	Coach	Fall
Coach JH Boys Basketball	Barth	Austin	0.065	Coach	Fall
Coach JH Football	Andrews	Derek	0.065	Coach	Fall
Coach JH Football	James	Thomas	0.065	Coach	Fall
Coach JH Football	Kehr	David	0.065	Coach	Fall
Coach JH Football			0.065	Coach	Fall
Coach JH Football	Lawrence	Rick	0.065	Coach	Fall
Coach JH Football			0.065	Coach	Fall
Coach JH Girls 7/8 Soccer	Wortman	Emily	0.065	Coach	Fall
Coach JH Girls 7/8 Soccer	Green	Ellie	0.065	Coach	Fall
Coach JH Instrument	Caudill	Benjamin	0.085	Director	Fall
Coach JH Vocal	Branstetter	Jacqueline	0.085	Director	Fall
Coach JH Volleyball	Brown	Josie	0.065	Coach	Fall
Coach JH Volleyball	Gange	Kristine	0.065	Coach	Fall
Coach JH Volleyball	Gilchrist	Heather	0.065	Coach	Fall
Coach JH Volleyball	Jones	Samantha	0.065	Coach	Fall
Coach JH Volleyball			0.065	Coach	Fall
Coach JH Volleyball			0.065	Coach	Fall
Coach JH XCountry	Andrews	Suzanne	0.065	Coach	Fall
Coach JH XCountry	Burns	Mary	0.065	Coach	Fall
Stipend Extend	Jones	Samantha	10 days	Stipend	Fall
Stipend Extend	Pickard	Marna	10 days	Stipend	Fall
Coach JH Girls Basketball	Andrews	Derek	0.065	Coach	Winter
Coach JH Girls Basketball	Green	Ellie	0.065	Coach	Winter
Coach JH Girls Basketball	Grilley	Jeremy	0.065	Coach	Winter
Coach JH Girls Basketball	Kimmet-Lee	Austin	0.065	Coach	Winter
Coach JH Girls Basketball			0.065	Coach	Winter
Coach JH Wrestling	Hader	Michael	0.065	Coach	Winter
Coach JH Wrestling	Malia	Casey	0.065	Coach	Winter
Coach JH Track	Gianos	Rachel	0.065	Coach	Spring
Coach JH Track	Koch	Paula	0.065	Coach	Spring
Coach JH Track			0.065	Coach	Spring
Coach JH Track	Andrews	Derek	0.065	Coach	Spring

Coaching Contract Title	LName	FName	FTE	Coaching Level
Coach HS Annual	Finberg	Ciera	0.120	Director
Coach HS Art Club	Forke	Shelby	0.010	Director
Coach HS Athletic Director	Bowman	Troy	0.360	
Coach HS Athletic Trainer	Bowman	Troy	0.360	
Coach HS Boys Soccer	Byrd	O'Brien	0.150	Head Varsity
Coach HS Boys Soccer	Moore	Kraig	0.060	Assistant Coach
Coach HS Boys Soccer	Pete	Cory	0.100	Assistant Coach
Coach HS Cheer	Rocker	Kylie	0.170	Head Varsity
Coach HS Cheer	Courtney	Kendra	0.140	Frosh / Assistant Coach
Coach HS Class Sponsor	Chiarito	Bridget	0.040	11th Grade
Coach HS Class Sponsor	Moran	Willow	0.030	12th Grade
Coach HS Class Sponsor	Victor	Jessica	0.010	9th Grade
Coach HS Class Sponsor	Whitman	Julia	0.020	10th Grade
Coach HS Drama	Albonetti	E. Desiree	0.120	Head Coach
Coach HS Drama	Shanks	Lea	0.100	Assistant Coach
Coach HS Football	Barth	Austin	0.100	Assistant Coach
Coach HS Football	Coleman	William	0.120	Assistant Coach
Coach HS Football	Houle	Kelly	0.120	Assistant Coach
Coach HS Football	Pendergast	Keegan	0.120	Assistant Coach
Coach HS Football	Green	Austin	0.100	Assistant Coach
Coach HS Football	McGrath	Bryan	0.120	Assistant Coach
Coach HS Football	LaTray	Ron	0.120	Assistant Coach
Coach HS Football	Schweikert	Jackson	0.170	Head Varsity
Coach HS Girls Soccer	Byrd	Melanie	0.060	Assistant Coach
Coach HS Girls Soccer	Clark	Thomas	0.150	Head Varsity
Coach HS Girls Soccer	Kjinder	Alexis	0.100	Assistant Coach
Coach HS Golf	Heinz	James	0.100	Assistant Coach
Coach HS Golf	Osborne	Josiah	0.120	Head Varsity
Coach HS Honor Society	Sundberg	Tamara	0.030	Director
Coach HS Instrument	Forke	Josh	0.170	Director
Coach HS Jazz	Forke	Josh	0.055	Director
Coach HS Pep	Forke	Josh	0.055	Director
Coach HS Prom Graduation	Victor	Manolo	0.120	Director
Coach HS Special Olympics	Daniels	Kate	0.150	Head Varsity
Coach HS Special Olympics	Foster	Paula	0.100	Assistant Coach
Coach HS Special Olympics	Barker	Anne	0.100	Assistant Coach
Coach HS Speech	Knutson	Mikel	0.140	Assistant Coach
Coach HS Speech	Major	Alixandra	0.100	Assistant Coach
Coach HS Speech	Roe	Dawn	0.180	Head Varsity
Coach HS Speech	Reamy Butts	Allyson	0.040	Assistant Coach
Coach HS Speech	Wheeler	Ian	0.100	Assistant Coach
Coach HS Student Council	Hackethorn	Emily	0.030	Director
Coach HS Vocal	Hackethorn	Emily	0.170	Director
Coach HS Volleyball	Brooks	Jolandie	0.170	Head Varsity
Coach HS Volleyball	Danley	Anna	0.100	Frosh Coach
Coach HS Volleyball	Miller	Gretchen	0.120	Assistant Coach
Coach HS XCountry	Finberg	Colleen	0.100	Assistant Coach
Coach HS XCountry	Knutson	Kati	0.100	Assistant Coach
Coach HS XCountry	Peacock	James	0.150	Head Varsity
Drivers Education	Frissell	Peregrine	0.00085	0.00085
Drivers Education	Perry	Amanda	0.00085	0.00085
Drivers Education	VanNess	Wade	0.00085	0.00085

Coaching Contract Title	LName	FName	FTE	Coaching Level
Drivers Education	Schaeffer	Jessie	0.00085	0.00085
Stipend CFTU President	Koch	Paula	0.020	Director
Stipend Department Head	Bates	Rebecca	0.020	Business
Stipend Department Head	Browne	Peter	0.020	Social Studies
Stipend Department Head	Moran	Willow	0.010	English
Stipend Department Head	Vestal	Nia	0.010	English
Stipend Department Head	Forke	Josh	0.020	Music
Stipend Department Head	Gress	Shelly	0.020	Math
Stipend Department Head	Heinz	James	0.020	Science
Stipend Department Head	Danley	Anna	0.005	
Stipend Department Head	Pendergast	Leslie	0.005	
Stipend Department Head	Whitman	Julia	0.020	Spec. Ed.
Stipend Extend	Crandell	Brian	10 Days	
Stipend Extend	Mason	Ashleigh	10 Days	
Stipend FCCLA	Racioppi	Lindsey		\$1,000.00
Stipend HOSA	Hulett	Brittney	0.030	Director
Stipend HOSA	Webb	Mary	0.030	Director
Stipend Carl Perkins Coordinator				\$2,000
Coach HS Boys Basketball	Dyon	Michael	0.120	Assistant Coach
Coach HS Boys Basketball	Finberg	Christopher	0.170	Head Varsity
Coach HS Boys Basketball	Barth	Austin	0.100	Assistant Coach
Coach HS Girls Basketball	Finberg	Cary	0.170	Head Varsity
Coach HS Girls Basketball	Finberg	Ciera	0.120	Assistant Coach
Coach HS Girls Basketball	Levitt	Zacharey	0.100	Assistant Coach
Coach HS Swimming	Caudill	Amy	0.150	Head Varsity
Coach HS Swimming	Middlesworth	Aven	0.100	Assistant Coach
Coach HS Wrestling	Hader	Michael	0.120	Assistant Coach
Coach HS Wrestling	Schaeffer	Jessie	0.170	Head Varsity
Coach HS Wrestling	Schaeffer	Benjamin	0.120	Assistant Coach
Coach HS Tennis	Colliander	Michele	0.170	Head Varsity
Coach HS Tennis	Getts	Niels	0.100	Assistant Coach
Coach HS Tennis	Ramage	Cody	0.100	Assistant Coach
Coach HS Softball	Kehr	David	0.170	Head Varsity
Coach HS Softball	Lawrence	Rick	0.120	Assistant Coach
Coach HS Track	McGrath	Bryan	0.100	Assistant Coach
Coach HS Track	Heinz	James	0.170	Head Varsity
Coach HS Track	Houle	Kelly	0.100	Assistant Coach
Coach HS Track	Knutson	Kati	0.100	Assistant Coach
Coach HS Track	Osborne	Josiah	0.100	Assistant Coach
Coach HS Track	Peacock	James	0.100	Assistant Coach
Coach HS Baseball			0.170	Head Varsity
Coach HS Baseball			0.120	Assistant Coach
Coach HS Baseball			0.120	Assistant Coach

LName	FName	Building
Anello	Penni	GG
Cooper	John	JH
Konen	Jon	HS
Krueger	Brenda	RU
McCord	Ralph Mark	Admin
Miller	Theodore	JH
Swank	Michelle	Admin
Thompson	John	HS