

2011 - 2012 School Calendar

BOE Adopted 12/14/2010

AUGUST					SEPTEMBER					OCTOBER				
M	T	W	R	F	M	T	W	R	F	M	T	W	R	F
1	2	3	4	5				1	2	3	4	5	6	7
8	9	10	11	12	5	6	7	8	9	10	11	12	13	14
15	16	17	18	19	12	13	14	15	16	17	18	19	20	21
22 (23)	24	25	26		19	20	21	22	23	24	25	26	27	28^
29	30	31			26	27	28	29	30	31				

NOVEMBER					DECEMBER					JANUARY				
M	T	W	R	F	M	T	W	R	F	M	T	W	R	F
	1	2	3	4				1	2	2	3	4	5	6
7	8	9	10	11	5	6	7	8	9	9	10	11	12	13
14	15	16	17*	(18)	12	13	14	15	16	16	17	18	19	20^
21	22	23	24	25	19	20	21	22	23	(23)	24	25	26	27
(28)	29	30			26	27	28	29	30	30	31			

FEBRUARY					MARCH					APRIL				
M	T	W	R	F	M	T	W	R	F	M	T	W	R	F
		1	2	3				1	2*	2	3	4	5	6
6	7	8	9	10	5	6	7	8	9	9	10	11	12	13
13	14	15	16	17	12	13	14	15	16	16	17	18	19	20
20	21	22	23	24	19	20	21	22	23^	23	24	25	26	(27)
27	28	29			26	27	28	29	30	30				

MAY					JUNE				
M	T	W	R	F	M	T	W	R	F
	1	2	3	4					1
7	8	9	10	11	4	5]	(6)	7	8
14	15	16	17	18	11	12	13	14	15
21	22	23	24	25	18	19	20	21	22
28	29	30	31		25	26	27	28	29

GRADING PERIODS K-5

8/24-10/28	46 days
10/31-1/20	45 days
1/24-3/23	43 days
3/26-6/5	44 days

178 Instruction
6 Teacher In-Service/Records
184

GRADING PERIODS 6-12

8/24-11/17	60 days
11/21-3/2	59 days
3/5-6/5	59 days

178 Instruction
6 Teacher In-Service/Records
184

CODES:

	Holiday or Other - No School for Students
*	End of Grading Period Grades 6 - 12
()	Teacher In-Service -- No School for Students
^	End of Grading Period Grades K- 5

NO SCHOOL FOR STUDENTS

In-Service	08/23/11
First Day for Students	08/24/11
Labor Day	09/05/11
NEOE Day	10/14/11
In-Service/Records	11/18/11
Thanksgiving	11/24 & 11/25/11
In-Service (payback conf. day)	11/28/11
Winter Break	12/19/11-12/30/11
Martin Luther King Day	01/16/12
Professional Development	01/23/12
Presidents' Day	02/20/12
Spring Break	4/6/12-4/13/12
Prof Dev	04/27/11
Memorial Day	05/28/12
Last Day for Students	06/05/12
In-Service/Records	06/06/12

FIRST DAY OF SCHOOL FOR STUDENTS = 8/24/11

LAST DAY OF SCHOOL FOR STUDENTS = 6/5/12

When the Revere Local Schools must be closed for more than three (3) days of student instruction, the days missed will be made up beginning after the last scheduled day of school - June 6, 7, 8 (Section 3313.482 O.R.C.)

New Document

FIRST	MIDDLE	LAST	Nicholas	Forrest	Critchfield
Ali		Abdalla	Christopher	Michael	Csontos
Kirstin	Elaine	Acus	Elizabeth	Marie	Csontos
John	Adeeb	Ahlborg	Benjamin	Michael	Cutler
David	R.	Aitken	Michael	Lee	Dailey, Jr.
Samuel	Blaze	Albert	William	Thomas	D'Amico
Leigh	Miriam	Alexander	Alexander	Gregory	Danesis
Nia	Idonie	Alexander	Jessica		Dardano
Yajie		An	Spencer	McMellon	Davis
Emily	Ann	Arnold	Alexandria	Micheline	Debs
Mansur	Hussein	Assaad	Ben	Richard	Deighton
Jeananne	Marie	Ayoub	Natalie		Demjanjuk
Matthew	Peter	Badovick	Ryan	E.	Detzel
Jonathan	Mac	Baker	Anne	Melissa	Devine
Allen	Lee	Baker Jr.	Troy	Allen	DeWitt
Lauren	Elizabeth	Begue	Jacob	Brandon	Dick
Robert	Richard	Beiswenger	Tyler	George	Douglas
Matthew	Alan	Benedetti	Hayleigh	Danielle	Dresner
Autumn	Cathryn	Berry	Cody	Alan	Durst
Amy	Nicole	Bettinger	Alanna	Marie	Dyko
Donald	John	Bettinger	Connor	Sarak	Edel
Mark	Edmond	Bisson	Laura	Marie	Elliott
Doran	Franco	Boffice	Kyle	James-Charles	Ellis
Logan	Marie	Boggs	Sara	Marisa	English
Brandon	Michael	Bower	Evan	Joseph	Erb
Brandon	D.	Boyer	Torrence	James	Evans
Kelsey	Megan	Boyer	Meredith	Leigh	Fabo
Ashleigh	Audrey	Brown	Sara	Adam	Fadlalla
Porter	C.	Brown	Aaron	Robert	Fassinger
Abbi	Elizabeth	Bull	Adam	William	Fenton
Hunter	Kirby	Bullock	Jessica	Lauren	Fodor
Jillian	Kathleen	Buzzi	Joseph	D.	Forcina
Brandan	Michael	Caldwell	Andrew	Lloyd	Fredericks
Stephen	Rodney	Caldwell	Michael	Bryce	Fredey
Maxwell	H.	Caprez	Grégoire	Benoît Marie	Furet
Ethan	Robert	Carr	Nicholas	Anthony	Gallo
Chelsea	Marie	Cervený	Valerie	Rachel	Gentner
Christopher	Joseph	Chambers	Thomas	Michael	Gerberich
Dominic	A.	Ciolti	Travis	David	Gibson
Nicholas	Emanuel	Clar	DiVanté	Anthony	Graham
Marie	Elise	Clark	Kevin		Guo
Dylan	Donell	Coleman	Hannah	J.	Hafer
Justin	M.	Colletti	Kyle	Anthony	Hamad
Nicholas		Conley	Katrina	Elizabeth	Hanzal
Maria	D.	Cristarella	Shane	M.	Harris

Olivia	Catherine	Hartjen	Tara	Elizabeth	Littman
Joshua	Andrew	Heckman	Alexandra	Marie	Lizanich
Charles	R.	Heidman, Jr.	Joshua	David	Loeb
Ava	Cathleen	Henderson	Rebecca	S.	Lohnes
Sarah	Ann	Henretty	Nathan	McKean	Lombardi
Graham	Douglas	Hicks	Michael	Ryan	Lostoski
Cynthia	Michelle	Hill	Sisi		Lu
Kyle	Thomas	Hill	Joseph	Lee	Luecken
Alyce	Marie	Hilliard	Samantha	Ann	Lupo
David	James	Hilliard	Erik	Joseph	Maag
Kelsey	Erin	Hogan	Claudio		Manera
Brandon	Michael	Holvey	John	Stephen	Markel
Brian	Michael	Honigman	Mitchel	P.	Matusik
Aaron	Scott	Hooper	Catherine	Anne	May
Codie	Shane	Hope	Matthew	Stephen	McClellan
Sarah	Allison	Houck	Cullen	O.	McPhilliamy
Sylvia	Marie	Houston	Naomi	Rose	Merklin
Chelsea	Nadine	Hudkins	Alexandra	Elizabeth	Merrill
Christopher	Daniel	Hutchins	Jennifer	Christine	Meyer
Anthony	John	Iacoboni	Priya	Rinki	Midha
Samantha	Reneé	Igleheart	Brittany	Natalie	Miller
Liesl	A.	Jandrey	Kelsie	Celeste	Miller
Miles	R.	Johnson	Mary	Elizabeth	Moon
Sophia	Maria	Johnson	Cortney	Marie	Mruk
David	Lary	Johnston	Tricia	Marie	Murphy
Stanley	Michael	Jones	Ashley	Elizabeth	Myers
Jwayyed	Sharhabeel	Jwayyed	Mohammed	Walid	Najjar
Kyle	Matthew	Kachmarik	Larry	D.	Nance
Joanna	G.	Kamvouris	Adam	Michael	Nelson
Kiki	A.	Kapolis	Lisa	Michelle	Nelson
Kevin	James	Karas	Sarah	Nicole	Nelson
Timothy	James	Karpen	Yasmin	T.	Nizzer-Bates
Danielle	Marie	Kerker	Taren	Reneé	Novak
Joshua	D.	Kim	Colleen	Marie	O'Brien
Katherine	Lynn	Kimberly	Hannah	Gabrielle	Olivo
Wesley	J.	Koewler	Matthew	Hays	Oneacre
Jonathan	Andrew	Kostoff	Victor	R.	Pallotta
Kristin	Ann	Kovak	Vincent	Francisco	Paparella
Jompunya		Kuntakom	Andrew	T.	Parker
Nadia	Maria	Kurtz	Samantha	Jo	Parks
Sarah	Jeanette	Laferty	Mark	Michael	Peck
Morgan	Leigh	Leaventon	Jason	Daniel	Pence
Jared	Bradley	Lein	Mitchell		Peterman
Ethan	Stevens	Lewis	Alexandra	Marie	Petrus
Allison	Erin	Littman	Michael	Scott	Pfahl

Kristen	Michelle	Popa	Eric	Mathias	Tretter
James	Avila	Post	Jordan	Kallay	Urbanek
Taylor	G.	Prentice	Helena	Jean	Van der Heyde
Jacob	Christopher	Repasky	Sarah	Linn	Venus
Abigail	Cathryn	Rings	Nathaniel	Lloyd	Vitez
Kassandra	Rae	Robertson	Allison	C.	Weber
Natalie	Ann	Robson	Holly	Suzanne	Weimer
Michael	Scott	Ruetty	Joshua	Thomas	Weinsheimer
Casey	Lynn	Ruggles	Carly	Rose	Weintraub
Samantha	Rae	Sabitsch	Rebecca	Marie	Wheeler
Joshua	Alan	Sabo	Andrew	Russell	Willis
Hilary	Lauren	Saiben	Breanna	Leah	Winebrenner
Marc	Daniel	Salopek	Melissa	Laura	Wise
Jordan	Robert	Sampson	Michael	Maxwell	Witunski
Omar	Saad	Sanyurah	Nicole	Marie	Wolanski
Michael	Augustin	Sawka	Anthony	Louis	Wolfarth
Alexandra	J.	Scarr	Lucas	Robert	Wolfarth
Amy	Michelle	Schneck	Marc	Alan	Wonders
Emma	Johanna	Schneider	Ryan	Alexander	Wonders
Emily	Caitlyn	Schprechman	Eric	Allen	Wright
Kelsey	Marie	Schultz	Miranda	Carmella	Wright
Nicholas		Seemann	Kristen	Ann	Yaeger
Joseph	Christopher	Selmants	Ryan	David	Zeno
Richa	Minesh	Shah	Robert	Zibo	Zhang
Emmett	Daniel	Shearer	Adam	Samuel	Zimmerman
Blaise	Edwin	Shepherd	Zachary	Morris	Zimmerman
Daniel	Ryan	Slattery			
Chantelle	Desiray	Smart			
Eric	Taylor	Smith			
Jason	Tyler	Smith			
Joshua	Todd	Smith			
Nathan	J.	Snyder			
Trenton	Lane	Somple			
Anne	Elizabeth	Speer			
Albert	Karol	Sroka			
John	Charles	Stanoch			
Brooke	Allison	Starnier			
Grant	Edward	Stenroos			
Donald	R.	Stiver			
Yi Deena		Suen			
Laura	Marie	Swales			
Jeffrey	Alex	Szucs			
Alex	Gunther	Taylor			
Jacob	Eugene	Taylor			
Hannah	Kathleen	Toneff			

New Document

**NEOLA of OHIO
TEMPLATES**

*Change as
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highlight.*

BOARD OF EDUCATION
_____ **SCHOOL DISTRICT**

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REVISED POLICY - VOL. 29, NO. 1

**NONDISCRIMINATION AND
ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY**

Any form of discrimination or harassment can be devastating to an individual's academic progress, social relationship and/or personal sense of self-worth. Therefore, the Board of Education will not discriminate nor tolerate harassment in its educational programs or activities for any reasons, including on the basis of religion, race, color, national origin, sex, disability, military status, ancestry, or age, **or genetic information**. Additionally, it will not discriminate in its employment policies and practices.

The Board is committed to providing an equal opportunity for all students, regardless of race, color, creed, disability, religion, gender, ancestry, age, national origin, place of residence within the boundaries of the District, or social or economic background, to learn through the curriculum offered in this District.

In order to achieve the aforesaid goal, the Board directs the Superintendent to:

A. Curriculum Content

review current and proposed courses of study and textbooks to detect any bias based upon race, color, gender, disability, religion, national origin, ancestry, or culture; ascertaining whether or not supplemental materials, singly or taken as a whole, fairly depict the contribution of both genders, various races, ethnic groups, etc. toward the development of human society;

B. Staff Training

develop an ongoing program of in-service training for school personnel designed to identify and solve problems of race, color, gender, religious, national origin, cultural, or other bias in all aspects of the program;



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C. Student Access

review current and proposed programs, activities, facilities, and practices to verify that all students have equal access thereto and are not segregated on the basis of race, color, creed, gender, disability, or national origin in any duty, work, play, classroom, or school practice, except as may be permitted under State and Federal laws and regulations;

D. District Support

verify that like aspects of the District program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters;

E. Student Evaluation

verify that tests, procedures, and guidance and counseling materials, which are designed to evaluate student progress, rate aptitudes, analyze personality, or in any manner establish or tend to establish a category by which a student may be judged, are not differentiated or stereotyped on the basis of race, color, creed, gender, or national origin.

The Superintendent shall appoint and publicize the name of the compliance officer whose responsibility it will be to coordinate the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer shall also verify that proper notice of nondiscrimination for Title II, Title VI, and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and the Age Discrimination in Federal Assisted Programs Act is provided to students, their parents, staff members, and the general public.



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The Superintendent shall annually attempt to identify children with disabilities, ages 3-22, who reside in the District but do not receive public education. In addition, s/he shall establish procedures to identify students who are Limited English Proficient (LEP), including immigrant children and youth, to assess their ability to participate in District programs, and develop and administer a program that meets the English language and academic needs of these students. This program shall include procedures for student placement, services, evaluation and exit guidelines and shall be designed to provide students with effective instruction that leads to academic achievement and timely acquisition of proficiency in English. As a part of this program, the District will evaluate the progress of students in achieving English language proficiency in the areas of listening, speaking, reading and writing, on an annual basis (see AG 2260F).

The Superintendent shall prepare administrative guidelines as needed in furtherance of the proper implementation of this policy.

A.C. 3301-35-02(A)

R.C. 3301.0711, 3302.01, 3302.03, 3313.61, 3313.611, 3313.612, 3317.03

Fourteenth Amendment, U.S. Constitution

20 U.S.C. Section 1681, Title IX of Education Amendment Act

20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974

29 U.S.C. Section 794, Rehabilitation Act of 1973

42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964

42 U.S.C. Section 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 6101 et seq.

42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990

29 C.F.R. Part 1635

34 C.F.R. Part 110 (7/27/93)

Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, March 1979

Title III of the No Child Left Behind Act of 2001



*Change
a highlighted*

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REVISED POLICY - VOL. 29, NO. 1

SECTION 504/ADA
PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY

Pursuant to Section 504 of the Rehabilitation Act of 1973 and its implementing regulations ("Section 504"), no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. The Board of Education does not discriminate in admission or access to, **or** participation **in**, or treatment, or employment in, its programs or activities. As such, the Board's policies and practices will not discriminate against employees and students with disabilities, will provide equal opportunity for employment, and will make accessible to qualified individuals with disabilities its facilities, programs, and activities. No discrimination will be knowingly permitted against any individual with a disability on the sole basis of that disability in any of the programs, activities, policies, and/or practices in the District.

As used in this policy and the implementing administrative guidelines, "an individual with a disability" means a person who has, had a record of, or is regarded as having, a physical or mental impairment that substantially limits one or more major life activities. Major life activities are functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, eating, sleeping, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

Major life activities also include the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

An impairment that is episodic in nature or in remission is considered a disability if it would substantially limit a major life activity when active.



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The determination of whether an impairment substantially **limits** ~~interferes with~~ a major life activity must be made without regard to the ameliorative effects of mitigating measures such as medication, medical supplies, equipment or appliances, low-vision devices (not including ordinary eyeglasses or contact lenses), prosthetics (including limbs and devices), hearing aids and cochlear implants or other implantable hearing devices, mobility devices, oxygen therapy equipment or supplies, assistive technology, reasonable accommodations or auxiliary aids ~~aides~~ or services, or learned behavior ~~behavioral~~ or adaptive neurological modifications.

With respect to employment, a qualified person with a disability means a disabled person who, with reasonable accommodation, can perform the essential functions of the job in question.

With respect to public preschool, elementary and secondary educational services, a qualified person with a disability means a disabled person:

- A. who is of an age during which nondisabled persons are provided educational services;
- B. who is of any age during which it is mandatory under Ohio law to provide educational services to disabled persons; or
- C. to whom the State is required to provide a free appropriate public education pursuant to the Individuals with Disabilities Education Improvement Act (IDEIA).

With respect to vocational education services, a qualified person with a disability means a disabled person who meets the academic and technical standards requisite to admission or participation in the vocational program or activity.



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Steve Forrest [name(s)], Assistant CFO [title(s)], [is] ~~[are]~~ the District Section 504 Compliance Officer(s)/ADA Coordinator(s) ("District Compliance Officer(s)"). The District Compliance Officer(s) [is] ~~[are]~~ responsible for coordinating the District's efforts to comply with and fulfill its responsibilities under Section 504 and Title II of the Americans with Disabilities Act ("ADA"). A copy of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, **as amended**, including copies of their implementing regulations, may be obtained from the District Compliance Officer. The District Compliance Officer can be reached at:

District Address (address)

_____ (phone number)

_____ (facsimile number)

_____ (e-mail)

The District Compliance Officer(s) will oversee the investigation of any complaints of discrimination based on disability, which may be filed pursuant to the Board's adopted internal complaint procedure, and will attempt to resolve such complaints.

The District Compliance Officer(s) will also oversee the training of employees in the District so that all employees understand their rights and responsibilities under Section 504 and the ADA, and are informed of the Board's policies, administrative guidelines and practices with respect to fully implementing and complying with the requirements of Section 504/ADA.

Employment Practices

Discrimination Prohibited

In accordance with Section 504/ADA, no qualified individual with a disability shall, on the basis of disability, be subjected to discrimination in employment under any of the District's programs or activities. Further, the Board will take positive steps to employ and advance in employment qualified individuals with disabilities. The Board will not limit, segregate or classify applicants or employees in any way that adversely affects their opportunities or status because of disability. Additionally, the Board will not participate in any contractual or other relationships that have the effect of subjecting qualified individuals with disabilities who are applicants or employees to discrimination on the basis of disability.



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Reasonable Accommodation

The Board will ~~make~~ **provide** reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose an undue hardship on the operation of the District's program and/or activities.

Facilities

No qualified person with a disability will, because the District's facilities are inaccessible to or unusable by persons with disabilities, be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination under any program or activity to which Section 504/ADA applies.

For facilities constructed or altered after June 3, 1977, the District will comply with applicable accessibility standards. For those existing facilities constructed prior to June 3, 1977, the District is committed to operating its programs and activities so that they are readily accessible to persons with disabilities. This includes, but is not limited to, providing accommodations to parents with disabilities who desire access to their child's educational program or meetings pertinent thereto. Programs and activities will be designed and scheduled so that the location and nature of the facility or area will not deny a student with a disability the opportunity to participate on the same basis as students without disabilities. The District will meet its ~~obligation~~ **obligations** through such means as redesign of equipment, reassignment of classes or other services to accessible buildings, assignment of aides to beneficiaries, alteration of existing facilities and/or construction of new facilities, or any other method that results in making its programs and activities accessible to persons with disabilities. In choosing among available methods for meeting its obligations, the District will give priority to those methods that serve persons with disabilities in the most integrated setting appropriate.

Education

The Board is committed to identifying, evaluating, and providing a free appropriate public education (FAPE) to students within its jurisdiction who are disabled within the definition of Section 504, regardless of the nature or severity of their disabilities.



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If a student has a physical or mental impairment that significantly limits one or more major life activities, the Board will provide the student with a free appropriate public education. An appropriate education, may include regular or special education and related aids and services to accommodate the unique needs of students with disabilities. For disabled students who are not eligible for specially designed instruction under the IDEA, the related aids and services (including accommodations/modifications/interventions) they need in order to have their needs met as adequately as the needs of nondisabled students are met, shall be delineated, along with their placement, in a Section 504 Plan (Form 2260.01A F13). **Parents/guardians/custodians ("parents") are invited and encouraged to participate fully in the evaluation process and development of a Section 504 Plan.**

~~Parent(s)/guardian(s)/custodian(s) ("parents") are invited and encouraged to participate fully in the evaluation process. If the parents disagree with the determination made by the District's professional staff, they may file an internal complaint, request a hearing with an impartial hearing officer, or file a complaint with the Office of Civil Rights.~~

The Board is committed to educating (or providing for the education of) each qualified person with a disability who resides within the District with persons who are not disabled to the maximum extent appropriate. Generally, the District will place a person with a disability in the regular educational environment unless it is demonstrated that the education of the person in the regular environment, even with the use of supplementary aids and services cannot be achieved satisfactorily. If the District places a person in a setting other than the regular educational environment, it shall take into account the proximity of the alternate setting to the person's home.



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The District will provide non-academic extracurricular services and activities in such a manner as is necessary to afford qualified persons with disabilities an equal opportunity for participation in such services and activities. Non-academic and extracurricular services and activities may include counseling services, physical recreational athletics, transportation, health services, recreational activities, special interests groups or clubs sponsored by the District, referrals to agencies that provide assistance to persons with disabilities, and employment of students. In providing or arranging for the provision of meals and recess periods, and non-academic and extracurricular services and activities, including those listed above, the District will verify that persons with disabilities participate with persons without disabilities in such **services and activities** and services to the maximum extent appropriate.

Notice of the Board's policy on nondiscrimination in employment and education practices and the identity of the District's Compliance Officer(s) will be posted throughout the District, and published in the District's recruitment statements or general information publications.

The Board directs the Superintendent to prepare administrative guidelines for facilitating the prompt, fair and appropriate identification, referral, evaluation and placement of students with disabilities in accordance with Section 504.

The Board will provide in-service training and consultation to staff on the education of persons with disabilities, as necessary and appropriate.

The Board will utilize a system of procedural safeguards that will provide for the prompt and equitable resolution of complaints alleging violations of Section 504/ADA. Due process rights of students **The Board will further establish and implement a system of procedural safeguards in accordance with Section 504, including the right to an impartial due process hearing.** disabilities and their parents under Section 504 will be enforced.

29 C.F.R. Part 1630

29 U.S.C. 794, Section 504 Rehabilitation Act of 1973, as amended,

34 C.F.R. Part 104

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended



*Add
up highlights*

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REVISED POLICY - VOL. 29, NO. 1

EDUCATIONAL OPTIONS

The Board of Education recognizes the need to provide alternative means by which students achieve the goals of the District.

Educational options are learning experiences or activities that are designed to extend, enhance, supplement, or serve as an alternative to classroom instruction.

The Superintendent ^{or designee} shall prepare a plan of educational options for use in meeting a **variety of student needs**. ~~special needs~~. Such options **will include the District's Credit Flexibility Plan** and may include, but not be limited to, distance learning, on-line coursework, tutorial programs, independent study, correspondence courses, educational travel, **project portfolios, internships**, mentorship programs, summer school, and early college entrance.

Prior approval ^{or designee} of the educational option application (Form 2370 F1) by the Superintendent shall be required before a student participates in one (1) of the available educational options. Prior permission of a parent or guardian shall also be required before a student under age eighteen (18) participates in one (1) of the available educational options.

Participation in an educational option shall be in accordance with an instructional **and performance** plan which will be developed based on the individual student's needs. The instructional plan will include:

- A. instructional **and performance** objectives that align with District's curriculum requirements;
- B. a description of the criteria and method for assessing student performance;
- C. an outline of specific instructional activities, materials and learning environments.

Participation must be subject to the oversight of a credentialed teacher who will review the instructional plan **which may include, provide or supervise providing, supervising, or reviewing instruction or learning experiences, and the evaluate evaluation of student performance.**



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☐ ~~Student performance shall be evaluated as either pass or fail relative to the instructional objectives set forth in the instructional plan; letter grades shall not be awarded.~~

☐ ~~Student performance shall be evaluated as either pass or fail, or by awarding letter grades relative to the instructional objectives set forth in the instructional plan.~~

~~Credit shall be granted to the student upon successful completion of the program. The credit shall be placed on the student transcript.~~

Credit for approved educational options shall be assigned according to student performance relative to stated objectives of the approved instructional and performance plan and in accordance with District policy and established administrative guidelines.

The District shall communicate information and procedures related to credit flexibility and educational options available in the District to students, parents, and interested stakeholders.

☐ ~~Credits earned from educational options may be counted toward graduation requirements in accordance with applicable State law and administrative code.~~

☐ ~~A maximum of _____ credits earned from educational options may be counted toward graduation requirements.~~

☐ ~~A maximum of _____ credits earned from educational options may be counted toward the student's "Core Curriculum" requirements.~~

The Superintendent shall develop the administrative guidelines necessary to implement this policy.

A.C. 3301-35-06(G)



*Change
is highlighted*

BOARD OF EDUCATION
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REVISED POLICY - VOL. 29, NO. 1

NONDISCRIMINATION AND
EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education does not discriminate on the basis of race, color, religion, national origin, sex, disability, military status, ancestry, ~~or~~—age, **genetic information, or any other legally protected characteristic**, in its programs and activities, including employment opportunities.

The Superintendent shall appoint a compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any inquiries or complaints are dealt with promptly in accordance with law. S/He shall also ensure that proper notice of nondiscrimination for Title II, Title VI, and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age **Discrimination in Employment** Act is provided to staff members and the general public. Any sections of the District's collectively-bargained, negotiated agreements dealing with hiring, promotion, and tenure need to contain a statement of nondiscrimination similar to that in the Board's statement above. In addition, any gender-specific terms should be eliminated from such contracts.

R.C. 4112.01, 4112.02

A.C. 3301-35-03(A)

| **42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act**

42 U.S.C., 2000e, et seq., Civil Rights Act of 1964

42 U.S.C., 12112, Americans with Disabilities Act of 1990

29 U.S.C. 701 et seq., Rehabilitation Act of 1973

20 U.S.C. 1681 et seq., Title IX

| **29 C.F.R. Part 1635**



Card

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NEW POLICY - VOL. 29, NO. 1

CALL TO ACTIVE DUTY LEAVE

Once per calendar year, an eligible staff member may take leave for up to ten (10) days or eighty (80) hours, whichever is less, if all of the following conditions are satisfied:

- A. The Board of Education has employed the staff member for at least twelve (12) consecutive months and for at least 1,250 hours in the twelve (12) months immediately preceding commencement of the leave.
- B. The staff member is the parent, spouse, or a person who has or had legal custody of a person who is a member of the uniformed services and who is called into active duty in the uniformed services for a period longer than thirty (30) days, or is injured, wounded, or hospitalized while serving on active duty in the uniformed services.
- C. The staff member gives notice to the Board that s/he intends to take leave pursuant to this policy at least fourteen (14) days prior to taking the leave if the leave is being taken because of a call to active duty or at least two (2) days prior to taking the leave if the leave is being taken because of an injury, wound, or hospitalization. If the staff member receives notice from a representative of the uniformed services that the injury, wound, or hospitalization is of a critical or life-threatening nature, the staff member may take the leave under this policy without providing prior notice to the Board.
- D. In non-medical situations, the dates on which the staff member takes leave pursuant to this policy occur no more than two (2) weeks prior to or one (1) week after the deployment date of the employee's spouse, child, ward, or former ward.
- E. The staff member does not have any other leave available for his/her use except sick leave or disability leave.

A staff member seeking to take leave pursuant to this policy must provide certification from the appropriate military authority to verify that the staff member satisfies the criteria described in paragraphs B, C, and D above.



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"Active Duty" means full-time duty in the active military service of the United States or active duty pursuant to an executive order of the President of the United States, an act of the Congress of the United States, or a proclamation of the Governor. "Active Duty" does not include active duty for training, initial active duty for training, or the period of time for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any duty unless such period is contemporaneous with an active duty period.

"Uniformed Services" means the armed forces, the Ohio organized militia when engaged in full-time National Guard duty, the commissioned corps of the public health service, and any other category of persons designated by the President of the United States in time of war or emergency.

While the leave provided by this policy is unpaid, the Board will continue to provide benefits to the staff member during the period of time the staff member is on this leave. For purposes of this policy, "benefits" is defined as employment benefits, other than salary or wages, that the Board regularly provides or makes available to employees, including, but not limited to, medical insurance, disability insurance, life insurance, pension plans, and retirement plans. The staff member is responsible for the same proportion of the cost of the benefits as s/he regularly pays during periods of time when s/he is not on leave.

Upon the completion of the leave taken pursuant to this policy, the Board will restore the staff member to the position s/he held prior to taking that leave or a position with equivalent seniority, benefits, pay, and other terms and conditions of employment.

The Board will not interfere with, restrain, or deny the exercise or attempted exercise of a right established under this policy. Further, the Board will not discharge, fine, suspend, expel, discipline, or discriminate against a staff member with respect to any term or condition of employment because of the staff member's actual or potential exercise, or support for another employee's exercise, of any right established under this policy. Nothing herein shall prevent the Board from taking an employment action that is independent of the exercise of a right under this policy. Finally, the Board will not deprive an employee who takes leave pursuant to this policy of any benefit that accrued before the date that leave commences.

R.C. 5906.01-.03

*Must be
Posted in
Schools*



NEOLA of OHIO
TEMPLATES

*add as
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BOARD OF EDUCATION
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REVISED POLICY - VOL. 29, NO. 1

HOMELESS STUDENTS

Children who meet the Federal definition of "homeless" will be provided a free and appropriate public education in the same manner as all other students of the District. To that end, homeless students will not be stigmatized or segregated on the basis of their status as homeless and will be assigned to the school serving those non-homeless students residing in the area in which the homeless child is actually living. **The District shall establish safeguards that protect homeless students from discrimination on the basis of their homelessness.** ~~No homeless student will be denied enrollment based on a lack of proof of residency. No Board policy, administrative guideline, or practice will be interpreted or applied in such a way as to inhibit the enrollment, attendance, or school success of homeless children.~~

Homeless children and youth are defined as individuals who lack a fixed, regular, and adequate nighttime residence, and include those who meet any of the following criteria:

- A. share the housing of other persons due to loss of housing, economic hardship, or similar reason
- B. live in motels, hotels, trailer parks, or camping grounds due to a lack of alternative adequate accommodations
- C. live in emergency or transitional shelters
- D. are abandoned in hospitals
- E. are awaiting for foster care placement
- F. have a primary night time residence that is a public or private place not designed for or ordinary used as a regular sleeping accommodation for human beings, or
- G. live in a car, park, public space, abandoned building, substandard housing, bus or train station, or similar setting

Additionally, pursuant to Federal and State law, migratory children who are living in circumstances described in A-G above are also considered homeless.



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Homeless preschool-aged children and their families shall be provided equal access to the educational services for which they are eligible, including preschool programs administered by the School District.

The District shall remove barriers to the enrollment and retention of homeless students in schools in the District. Homeless students shall be enrolled immediately, even if they do not have the necessary enrollment documentation such as immunization and health records, proof of residency or guardianship, birth certificate, school records, and other documentation.

Homeless students will be provided services comparable to other students in the District including:

- A. transportation services;
- B. educational services for which the homeless student meets eligibility criteria including services provided under Title I of the Elementary and Secondary Education Act or similar State and local programs, educational programs for children with disabilities, and educational programs for students with limited English proficiency;
- C. programs in vocational and technical education;
- D. programs for gifted and talented students; and
- E. school nutrition programs;
- F. before- and after-school programs.

Homeless students have the right to remain in their school of origin of the local attendance area school, according to the child's best interest. The school of origin is the school that the student attended when permanently housed or last enrolled. The local attendance area school is any public school that non-homeless students who live in the attendance area in which the student is actually living are eligible to attend.



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Homeless students have the right to dispute their school assignment, if their assignment is other than their school of origin. In determining the best interest of the student, the District shall, to the extent feasible, keep the student in the school of origin, except when doing so is contrary to the wishes of the homeless student's parent or guardian or the unaccompanied youth. If the student is sent to a school other than the school of origin or a school requested by the parent or guardian, a written explanation, including a statement regarding the right to appeal, will be provided to the homeless student's parent or guardian or the unaccompanied youth.

The Board of Education requires that these rights and the dispute process be communicated to the parent or guardian of the homeless student or unaccompanied youth.

In addition to notifying the parent or guardian of the homeless student or unaccompanied youth of the rights described above, the District shall post public notice of educational rights of children and youth experiencing homelessness in each school.

At the request of the parent or guardian, or in the case of an unaccompanied youth, the local homeless liaison, transportation shall be provided for a homeless student to and from the school of origin as follows:

- A. If the homeless student continues to live in the School District in which the school of origin is located, transportation will be provided in accordance with District policy/administrative guidelines.
- B. If the homeless student moves to an area served by another district, though continuing his/her education at the school of origin, the district of origin and the district in which the student resides must agree upon a method to apportion responsibility and costs for transportation to the school of origin. If the districts cannot agree upon such a method, the responsibility and costs must be shared equally.

The Superintendent will appoint a Liaison for Homeless Children who will perform the duties as assigned by the Superintendent. Additionally, the Liaison will coordinate and collaborate with the State Coordinator for the Education of Homeless Children and Youth as well as with community and school personnel responsible for the provision of education and related services to homeless children and youths.



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The homeless liaison will assist, to the extent feasible, the homeless students and their parent(s) or guardian(s) or unaccompanied homeless students in their efforts to provide documentation to meet State and local requirements for entry into school.

All records for homeless students shall be maintained so that they are available in a timely fashion and can be transferred promptly as necessary.

No Board policy, administrative procedure, or practice will be interpreted or applied in such a way as to inhibit the enrollment, attendance, or school success of homeless children.

42 U.S.C. 11431 et seq. (McKinney - Vento Homeless Act)



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NEW POLICY - VOL. 29, NO. 1

EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN

Children of an active duty member of the United States armed services shall be entitled to all of the rights and protections afforded under the Interstate Compact on Educational Opportunity for Military Children (Compact).

The intent of this policy is to minimize the potential challenges to educational success for children of military families because of frequent moves and deployment of their parents by:

- A. facilitating the timely enrollment and placement of children of military families in educational and other school programs and activities;
- B. facilitating the on-time graduation of children of military families; and
- C. providing for the uniform collection and sharing of information between and among schools and military families.

The Superintendent shall maintain guidelines for implementation of this policy which are consistent with the Compact and State law.

The guidelines shall apply to children of military families within the state as well as between member states.

R.C. 3301.60

Interstate Compact on Educational Opportunity for Military Children

*Must be
Posted in
Schools*



NEOLA of OHIO
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*Changes
as highlighted*

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REVISED POLICY - VOL. 29, NO. 1

BULLYING AND OTHER FORMS OF AGGRESSIVE BEHAVIOR

✓

The Board of Education is committed to providing a safe, positive, productive, and nurturing educational environment for all of its students. The Board encourages the promotion of positive interpersonal relations between members of the school community.

Harassment, intimidation, or bullying toward a student, whether by other students, staff, or third parties is strictly prohibited and will not be tolerated. This prohibition includes aggressive behavior, physical, verbal, and psychological abuse, **and violence within a dating relationship**. The Board will not tolerate any gestures, comments, threats, or actions which cause or threaten to cause bodily harm or personal degradation. This policy applies to all activities in the District, including activities on school property or while enroute to or from school, and those occurring off school property if the student or employee is at any school-sponsored, school-approved or school-related activity or function, such as field trips or athletic events where students are under the school's control, in a school vehicle, or where an employee is engaged in school business.

This policy has been developed in consultation with parents, District employees, volunteers, students, and community members as prescribed in R.C. 3313.666 and the State Board of Education's Model Policy.

Harassment, intimidation, or bullying means:

- A. any intentional written, verbal, graphic, or physical act that a student or group of students exhibits toward another particular student(s) more than once and the behavior both causes mental or physical harm to the other student(s) and is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student(s); **or-**
- B. **violence within a dating relationship.**



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Aggressive behavior is defined as inappropriate conduct that is repeated enough, or serious enough, to negatively impact a student's educational, physical, or emotional well being. This type of behavior is a form of intimidation and harassment, although it need not be based on any of the legally protected characteristics, such as sex, race, color, national origin, marital status, or disability. It would include, but not be limited to, such behaviors as stalking, bullying/cyberbullying, intimidating, menacing, coercion, name calling, taunting, making threats, and hazing.

Harassment, intimidation, or bullying also means electronically transmitted acts (i.e., internet, e-mail, cellular telephone, personal digital assistance (PDA), or wireless hand-held device) that a student(s) or a group of students exhibits toward another particular student(s) more than once and the behavior both causes mental and physical harm to the other student and is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student(s).

Any student or student's parent/guardian who believes s/he has been or is the victim of aggressive behavior should immediately report the situation to the building principal or assistant principal, or the Superintendent. The student may also report concerns to teachers and other school staff who will be responsible for notifying the appropriate administrator or Board official. Complaints against the building principal should be filed with the Superintendent. Complaints against the Superintendent should be filed with the Board President.

Every student is encouraged, and every staff member is required, to report any situation that they believe to be aggressive behavior directed toward a student. Reports may be made to those identified above.

All complaints about aggressive behavior that may violate this policy shall be promptly investigated. The building principal or appropriate administrator shall prepare a written report of the investigation upon completion. Such report shall include findings of fact, a determination of whether acts of harassment, intimidation, and/or bullying were verified, and, when prohibited acts are verified, a recommendation for intervention, including disciplinary action shall be included in the report. Where appropriate, written witness statements shall be attached to the report.



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BOARD OF EDUCATION
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If the investigation finds an instance of harassment, intimidation, and/or bullying has occurred, it will result in prompt and appropriate remedial and/or disciplinary action. This may include up to expulsion for students, up to discharge for employees, exclusion for parents, guests, volunteers, and contractors, and removal from any official position and/or a request to resign for Board members. Individuals may also be referred to law enforcement officials.

Retaliation against any person who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry concerning allegations of aggressive behavior is prohibited and will not be tolerated. Such retaliation shall be considered a serious violation of Board policy and independent of whether a complaint is substantiated. Suspected retaliation should be reported in the same manner as aggressive behavior. Making intentionally false reports about aggressive behavior for the purpose of getting someone in trouble is similarly prohibited and will not be tolerated. Retaliation and intentionally false reports may result in disciplinary action as indicated above.

If a student or other individual believes there has been aggressive behavior, regardless of whether it fits a particular definition, s/he should report it and allow the administration to determine the appropriate course of action.

This policy shall not be interpreted to infringe upon the First Amendment rights of students (i.e., to prohibit a reasoned and civil exchange of opinions, or debate, that is conducted at appropriate times and places during the school day and is protected by State or Federal law).

The complainant shall be notified of the findings of the investigation, and as appropriate, that remedial action has been taken. If after investigation, acts of bullying against a specific student are verified, the building principal or appropriate administrator shall notify the parent/guardian of the victim of such finding. In providing such notification care shall be taken to respect the statutory privacy rights of the perpetrator of such harassment, intimidation, and/or bullying.

If after investigation, acts of harassment, intimidation, and/or bullying by a specific student are verified, the building principal or appropriate administrator shall notify in writing the parent/guardian of the perpetrator of that finding. If disciplinary consequences are imposed against such student, a description of such discipline shall be included in the notification.



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Complaints

Students and/or their parents/guardians may file reports regarding suspected harassment, intimidation, or bullying. Such reports shall be reasonably specific including person(s) involved, number of times and places of the alleged conduct, the target of suspected harassment, intimidation, and/or bullying, and the names of any potential student or staff witnesses. Such reports may be filed with any school staff member or administrator, and they shall be promptly forwarded to the building principal for review, investigation, and action.

✓ Students, parents/guardians, and school personnel may make informal complaints of conduct that they consider to be harassment, intimidation, and/or bullying by verbal report to a teacher, school administrator, or other school personnel. Such informal complaints shall be reasonably specific including person(s) involved, number of times and places of the alleged conduct, the target of suspected harassment, intimidation, and/or bullying, and the names of any potential student or staff witnesses. A school staff member or administrator who receives an informal complaint shall promptly document the complaint in writing, including the information provided. This written report shall be promptly forwarded by the school staff member and/or administrator to the building principal for review, investigation, and appropriate action.

✓ Students who make informal complaints as provided above may request that their name be maintained in confidence by the school staff member(s) and administrator(s) who receive the complaint. Anonymous complaints shall be reviewed and reasonable action shall be taken to address the situation, to the extent such action may be taken that (1) does not disclose the source of the complaint, and (2) is consistent with the due process rights of the student(s) alleged to have committed acts of harassment, intimidation, and/or bullying.

When a student making an informal complaint has requested anonymity, the investigation of such complaint shall be limited as is appropriate in view of the anonymity of the complaint. Such limitation of investigation may include restricting action to a simple review of the complaint subject to receipt of further information and/or the withdrawal by the complaining student of the condition that his/her report be anonymous.



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Privacy/Confidentiality

The School District will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations. All records generated under this policy and its related administrative guidelines shall be maintained as confidential to the extent permitted by law.

Reporting Requirement

At least semi-annually, the Superintendent shall provide to the President of the Board a written summary of all reported incidents and post the summary on the District web site (if one exists). The list shall be limited to the number of verified acts of harassment, intimidation, and/or bullying, whether in the classroom, on school property, to and from school, or at school-sponsored events.

Allegations of criminal misconduct and suspected child abuse will be reported to the appropriate law enforcement agency and/or to Child Protective Services in accordance with statute. District personnel shall cooperate with investigations by such agencies.

Immunity

A School District employee, student, or volunteer shall be individually immune from liability in a civil action for damages arising from reporting an incident in accordance with this policy and R.C. 3313.666 if that person reports an incident of harassment, intimidation, and/or bullying promptly, in good faith, and in compliance with the procedures specified in this policy. Such immunity from liability shall not apply to an employee, student, or volunteer determined to have made an intentionally false report about harassment, intimidation, and/or bullying.

Notification

Notice of this policy will be **annually** circulated to and posted in conspicuous locations in all school buildings and departments within the District and discussed with students, as well as incorporated into the teacher, student, and parent/guardian handbooks. State and Federal rights posters on discrimination and harassment shall also be posted at each building. All new hires will be required to review and sign off on this policy and the related complaint procedure.



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Education and Training

In support of this policy, the Board promotes preventative educational measures to create greater awareness of aggressive behavior, including bullying **and violence within a dating relationship**. The Superintendent or designee shall provide appropriate training to all members of the School District community related to the implementation of this policy and its accompanying administrative guidelines. All training regarding the Board's policy and administrative guidelines and aggressive behavior and bullying in general, will be age and content appropriate.

✓ Students in grades seven (7) through twelve (12) shall receive age-appropriate instruction in dating violence prevention education, including instruction in recognizing dating violence warning signs and characteristics of healthy relationships. Parents, who submit a written request to the building principal to examine the dating violation prevention instruction materials used in the school, will be afforded an opportunity to review the materials within a reasonable period of time.

✓ To the extent that State or Federal funds are appropriated for these purposes, the District shall provide training, workshops, and/or courses on this policy for school employees and volunteers who have direct contact with students. Time spent by school staff in these training programs shall apply toward mandated continuing education requirements.

| The Superintendent ~~is directed to~~ shall develop administrative guidelines to implement this policy. Guidelines shall include reporting and investigative procedures, as needed. The complaint procedure established by the Superintendent shall be followed.

R.C. 3313.666, 3313.667
State Board of Education Model Policy (2007)



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BOARD OF EDUCATION
_____ SCHOOL DISTRICT

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REVISED POLICY - VOL. 29, NO. 1

CONTROL OF CASUAL-CONTACT COMMUNICABLE DISEASES

The Board of Education recognizes that control of the spread of communicable disease spread through casual contact is essential to the well-being of the school community and to the efficient District operation.

For purposes of this policy, "casual-contact communicable disease" shall include

- ✓ diphtheria,
- ✓ scarlet fever and other strep infections,
- ✓ whooping cough,
- ✓ mumps,
- ✓ measles,
- ✓ rubella,
- ✓ others designated by the Ohio Department of Public Health.

In order to protect the health and safety of the students, District personnel, and the community at large, the Board shall follow all State statutes and Health Department regulations which pertain to immunization and other means for controlling **casual-contact** communicable disease spread through normal interaction in the school setting.

If a student exhibits symptoms of a casual-contact communicable disease, the principal will isolate the student in the building and contact the parents/guardians. Protocols established by the County Health Department shall be followed.

~~On the recommendation of the _____, the teacher may remove from the classroom and the principal may exclude from the building or isolate in the school any student who appears to be ill or has been exposed to a communicable disease, except that the teacher or principal may act independently if the _____ is not present in the building when the decision needs to be made.~~



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The Superintendent shall develop administrative guidelines for the control of communicable disease which shall include:

- ✓ instruction of teaching staff members in the detection of these common diseases and measures for their prevention and control;
- ✓ removal of students from District property to the care of a responsible adult;
- ✓ preparation of standards for the readmission of students who have recovered from casual-contact communicable diseases;
- ✓ filing of reports as required by statute and the State Department of Health.

R.C. 3313.67, 3313.671, 3313.68

| A.C. 3301-35-03 (D)



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REVISED POLICY - VOL. 29, NO. 1

NONDISCRIMINATION AND
EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education does not discriminate on the basis of race, color, religion, national origin, sex, disability, military status, ancestry,—~~or~~ age, **genetic information, or any other legally protected characteristic**, in its programs and activities, including employment opportunities.

The Superintendent shall appoint a compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any inquiries or complaints are dealt with promptly in accordance with law. S/He shall also ensure that proper notice of nondiscrimination for Title II, Title VI, and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age **Discrimination in Employment** Act is provided to staff members and the general public. Any sections of the District's collectively-bargained, negotiated agreements dealing with hiring and promotion need to contain a statement of nondiscrimination similar to that in the Board's statement above. In addition, any gender-specific terms should be eliminated from such contracts.

R.C. 4112.01, 4112.02
A.C. 3301-35-03(A)

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C., 2000e, et seq., Civil Rights Act of 1964

42 U.S.C., 12112, Americans with Disabilities Act of 1990

29 U.S.C. 701 et seq., Rehabilitation Act of 1973

20 U.S.C. 1681 et seq., Title IX

29 C.F.R. Part 1635



Call

BOARD OF EDUCATION
_____ SCHOOL DISTRICT

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NEW POLICY - VOL. 29, NO. 1

CALL TO ACTIVE DUTY LEAVE

Once per calendar year, an eligible staff member may take leave for up to ten (10) days or eighty (80) hours, whichever is less, if all of the following conditions are satisfied:

- A. The Board of Education has employed the staff member for at least twelve (12) consecutive months and for at least 1,250 hours in the twelve (12) months immediately preceding commencement of the leave.
- B. The staff member is the parent, spouse, or a person who has or had legal custody of a person who is a member of the uniformed services and who is called into active duty in the uniformed services for a period longer than thirty (30) days, or is injured, wounded, or hospitalized while serving on active duty in the uniformed services.
- C. The staff member gives notice to the Board that s/he intends to take leave pursuant to this policy at least fourteen (14) days prior to taking the leave if the leave is being taken because of a call to active duty or at least two (2) days prior to taking the leave if the leave is being taken because of an injury, wound, or hospitalization. If the staff member receives notice from a representative of the uniformed services that the injury, wound, or hospitalization is of a critical or life-threatening nature, the staff member may take the leave under this policy without providing prior notice to the Board.
- D. In non-medical situations, the dates on which the staff member takes leave pursuant to this policy occur no more than two (2) weeks prior to or one (1) week after the deployment date of the employee's spouse, child, ward, or former ward.
- E. The staff member does not have any other leave available for his/her use except sick leave or disability leave.

A staff member seeking to take leave pursuant to this policy must provide certification from the appropriate military authority to verify that the staff member satisfies the criteria described in paragraphs B, C, and D above.



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"Active Duty" means full-time duty in the active military service of the United States or active duty pursuant to an executive order of the President of the United States, an act of the Congress of the United States, or a proclamation of the Governor. "Active Duty" does not include active duty for training, initial active duty for training, or the period of time for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any duty unless such period is contemporaneous with an active duty period.

"Uniformed Services" means the armed forces, the Ohio organized militia when engaged in full-time National Guard duty, the commissioned corps of the public health service, and any other category of persons designated by the President of the United States in time of war or emergency.

While the leave provided by this policy is unpaid, the Board will continue to provide benefits to the staff member during the period of time the staff member is on this leave. For purposes of this policy, "benefits" is defined as employment benefits, other than salary or wages, that the Board regularly provides or makes available to employees, including, but not limited to, medical insurance, disability insurance, life insurance, pension plans, and retirement plans. The staff member is responsible for the same proportion of the cost of the benefits as s/he regularly pays during periods of time when s/he is not on leave.

Upon the completion of the leave taken pursuant to this policy, the Board will restore the staff member to the position s/he held prior to taking that leave or a position with equivalent seniority, benefits, pay, and other terms and conditions of employment.

The Board will not interfere with, restrain, or deny the exercise or attempted exercise of a right established under this policy. Further, the Board will not discharge, fine, suspend, expel, discipline, or discriminate against a staff member with respect to any term or condition of employment because of the staff member's actual or potential exercise, or support for another employee's exercise, of any right established under this policy. Nothing herein shall prevent the Board from taking an employment action that is independent of the exercise of a right under this policy. Finally, the Board will not deprive an employee who takes leave pursuant to this policy of any benefit that accrued before the date that leave commences.

R.C. 5906.01-.03



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*Change
as highlighted*

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REVISED POLICY - VOL. 29, NO. 1

PUBLIC ATTENDANCE AT SCHOOL EVENTS

The Board of Education welcomes **and encourages** the attendance of members of the community **to attend** at athletic and other public events held by the schools in the District. ~~Due to the need but the Board also acknowledges its duty to~~ maintain order and preserve the facilities of the District during the conduct of such events, ~~the~~ The Board **retains the right** holds the legal authority to bar the attendance of or remove any person whose conduct may constitute a disruption at a school event. School administrators **are expected** have the authority to call law enforcement officials if a person violates posted regulations or does not leave school property when **reasonably** requested. **In accordance with Board Policy 7440 and AG 7440B, administrators may use** They are also authorized to use **metal** detectors and other devices to **protect** better ensure the safety and well-being of participants and visitors.

✓ ~~The Board directs that no~~ **No** alcoholic beverage or other controlled substance **may** be possessed, consumed, or distributed

✓ at any function sponsored by the District.

✓ at any function occurring on **Board property**. District premises.

✓ Raffles and similar forms of fund-raising by District-related organizations may be permitted by the Superintendent in accordance with Policy 9211 - District Support Organizations and Policy 9700 - Relations with Special Interest Groups.

If a student or adult is asked to leave or is removed from a school event, no admission fees shall be refunded.

Guide ~~Service~~ dogs used by persons **with disabilities** requiring this type of assistance shall be **are** permitted in all District facilities and at all school events. The person must provide evidence of the dog's certification for that purpose. If the dog is still in training, proof of liability insurance is to be provided.



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~~The Board is aware of the increasing desire of many parents and other members of an audience to use "cam corders" and other audio/visual devices at school events. It has no objection, providing their use neither interferes with the conduct of the particular activity nor impinges on the enjoyment of the event by other members of the audience. The Board authorizes the Superintendent to establish rules and procedures governing the use of nondistrict audio/visual devices and equipment at any District sponsored event or activity, particularly athletic events, dramatic presentations, and graduation ceremonies. Such rules are to be distributed in such a manner that members of the audience who wish to record the event are aware of the rules early enough to make proper arrangements to obtain their recordings without causing delay or disruption to the activity.~~

The Board is aware of the increasing desire of many parents and other members of an audience to use "camcorders" and other audio/visual devices at school events.

Such recordings can be made by parents or other members of the audience without restriction if the performance is not of copyrighted material. However, if the performance is of copyrighted material, recording can be made if the appropriate license authorizing such recordings has been secured in advance by the District. If the performance is of copyrighted material and the necessary license has not been secured in advance by the District, the audience shall be advised before the performance begins that audio and/or video recordings that will be re-broadcast or distributed in any way, such as posting on the internet, are prohibited.

The Board authorizes the Superintendent to establish rules and procedures governing the use of nondistrict audio/visual recording equipment at any District-sponsored event or activity. Such rules are to be distributed in such a manner that members of the audience who wish to record the event are aware of the rules early enough to make proper arrangements to obtain their recordings without causing delay or disruption to an activity.

Any person or organization seeking to film students or a school activity which is not a public event, ~~must~~ shall obtain prior permission from the Superintendent. *A. Denzner*



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The Superintendent shall ensure that all ~~All~~ notices, signs, schedules, and other communications about school events **must** contain the following statement:

~~"Upon request to the _____, the District shall make reasonable accommodation for a disabled person to be able to participate in this activity."~~ **In accordance with State and Federal law, the District will provide reasonable accommodations to persons with disabilities who wish to attend and/or participate in school events. Such individuals should notify _____ if they require a reasonable accommodation."** *The Building Principal*

R.C. 955.43, 1716.02, 1716.03