

HILLSBORO SCHOOL DISTRICT 1J BOARD OF DIRECTORS
Administration Center, 3083 NE 49th Place, Hillsboro, OR 97124

Board Meeting Agenda
Tuesday, July 11, 2023
5:15 PM

Please note that the estimated times for specific items on Board meeting agendas are subject to change; if audience members wish to be present for specific agenda items, they are encouraged to arrive at least 15 minutes prior to the estimated time.

1. **5:15 PM - Regular Session**
 - A. Call to Order and Flag Salute
Presenter: Mark Watson
Time: 5:15 PM, 5 minutes
 - B. Land Acknowledgement 3
Presenter: Mark Watson
Time: 5:20 PM, 5 minutes
 - C. Audience Time
Presenter: Mark Watson
Time: 5:25 PM, 5 minutes
 - D. Approval of Agenda
Presenter: Mark Watson
Time: 5:30 PM, 5 minutes
SAMPLE MOTION: *I move that the Board of Directors approve the Agenda as printed.*
 - E. Action Items 4
 1. Elect Board Chair and Vice Chair
Presenter: Mark Watson
Time: 5:35 PM, 5 minutes
SAMPLE MOTION:
-I nominate _____ for the Board Chair/Vice Chair position.
-I move to close the nominations for Board Chair/Vice Chair.
-I move that the Board of Directors elect _____ to the Board Chair/Vice Chair position.
 2. Boundary Adjustment Clean Up 5
Presenter: Saideh Haghighi Khochkhou
Time: 5:40 PM, 5 minutes
SAMPLE MOTION: *I move that the Board of Directors approve the slight change to Rosedale and Groner's attendance boundaries.*
 3. Approve Policies {PLACEHOLDER}
Presenter: Board Chair
 - F. Oath of Office 8
 1. Accept Recommendation, Appoint Student Representatives to the Board of Directors, and Administer the Oath of Office
Presenter: Board Chair
Time: 5:45 PM, 5 minutes
SAMPLE MOTION: *I move that the Board of Directors accept the recommendation of the interview committee, and appoint Hadley Brathapan, RJ Panlilio, and Aliannah Shalikar to serve as Student Representatives to the Board of Directors for the 2023-24 school year, and administer the oath of office.*

2. Administer the Oath of Office to Elected Board Members 9
 Presenter: Board Chair
 Time: 5:50 PM, 5 minutes
SAMPLE OATH: I, _____, do solemnly swear that I will support the Constitution of the United States, the Constitution of the State of Oregon and the laws thereof, and the policies of the Hillsboro School District 1J. During my term, I will faithfully and impartially discharge the duties of the Office of the School Board Member to the best of my ability, {so help me God}.
- G. Consent Agenda
Consent agenda items are distributed to Board members in advance for study, and enacted with a single motion.
 Presenter: Board Chair
 Time: 5:55 PM, 5 minutes
SAMPLE MOTION: I move that the Board of Directors approve the Consent Agenda as printed.
1. Approve Minutes of June 20, 2023 Board Meeting 10
 2. Approve Policies 18
 - a. E - Support Services
 - 1) EFA: Local Wellness 19
 Presenter: Michelle Morrison
 - b. G - Personnel
 - 1) GCBDF/GDBDF: Paid Family Medical Leave Insurance 30
 Presenters: Michelle Morrison / Kona Lew-Williams
 - c. I - Instruction
 - 1) IGBHD: Program Exemptions 31
 Presenter: Francesca Sinapi
 - d. J - Students
 - 1) JFCF: Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence, or Domestic Violence - Student 33
 Presenter: Audrea Neville
 3. Approve 2023-24 Board Meeting Dates 38
- H. Discussion Time
 Time: 6:00 PM, 10 minutes
1. Student Representatives' Time
 2. Superintendent's Time
 3. Board of Directors' Time
- I. Adjourn Regular Session
 Presenter: Board Chair
 Time: 6:10 PM
- J. Next Meetings of the Board of Directors
 - August 8, 2023, Full-Day Retreat (tentative)
 - September 12, 2023, Work Session (tentative)

The complete Board meeting packet may be downloaded from the District website at: <https://www.hsd.k12.or.us/board>.

**HILLSBORO SCHOOL DISTRICT 1J
BOARD OF DIRECTORS 2023-2024
LAND ACKNOWLEDGEMENT**

As we gather here today, we would like to take a moment to acknowledge that our district service area is on the occupied traditional homelands of the Atfalati Indigenous people, lands we now call Washington County and the State of Oregon.

We honor the Indigenous people whose traditional and ancestral homelands we stand on the Tualatin Kalapuya, Kathlamet, Clackamas, Tumwater, Molalla, bands of the Chinook and many other Indigenous nations of the Columbia River.

In remembering these communities, we honor their legacy, their lives, and their ancestors. We also recognize the urban Indigenous/Native/First Peoples community living in the metro area, which includes over 400 tribal nations.

The Hillsboro School District is committed to the recognition and education regarding tribal and local history and working with our local tribes in partnership.

HILLSBORO SCHOOL DISTRICT 1J
July 11, 2023
ELECT BOARD CHAIR AND VICE CHAIR

SITUATION

As part of its organizational meeting every year, the Board must elect a Chair and Vice Chair. The incumbent Chair will preside over the meeting until a successor is elected, whereupon the successor will assume the duties of Board Chair. Separate elections will be held for the Board Chair and Vice Chair positions.

RECOMMENDATION

The Superintendent recommends that Board Chair Mark Watson accept nominations and conduct elections for the Chair and Vice Chair offices for the 2023-24 school year.

I nominate _____ for the Board Chair position.

I nominate _____ for the Board Vice Chair position.

I move to close the nominations for Board Chair.

I move to close the nominations for Board Vice Chair.

I move that the Board of Directors elect _____ to the Board Chair position.

I move that the Board of Directors elect _____ to the Board Vice Chair position.

HILLSBORO SCHOOL DISTRICT 1J
July 11, 2023
BOUNDARY ADJUSTMENT CLEAN UP

SITUATION

In March 2023, the Hillsboro School Board approved attendance boundaries for the new Tamarack Elementary School in South Hillsboro. This boundary adjustment process included moving a portion of the Witch Hazel Elementary School attendance area into Rosedale Elementary School's attendance area, and a portion of Rosedale Elementary School's attendance area into the new Tamarack Elementary School attendance area.

As our Transportation department was preparing routes for the upcoming year, they came across one additional very small area they would like to move from the Rosedale attendance area to the Groner attendance area as a technical fix.

The area in question is the portion of the Rosedale attendance area south of Rosedale Road, including all of SW 240th Place and a small portion of Jacktown Road. The Jacktown Road portion is a field belonging to a family whose home is within the Groner attendance area. The 240th Place portion is home to two current HSD families. One has three children who have already been approved for an in-district transfer to Farmington View Elementary School. The other has a child who attended PreK at Eastwood Elementary School last year. This family has enrolled their student at Rosedale Elementary for kindergarten. We have reached out to this family directly to explain the situation; they have indicated they want their child to stay at Rosedale on a transfer and do not need transportation.

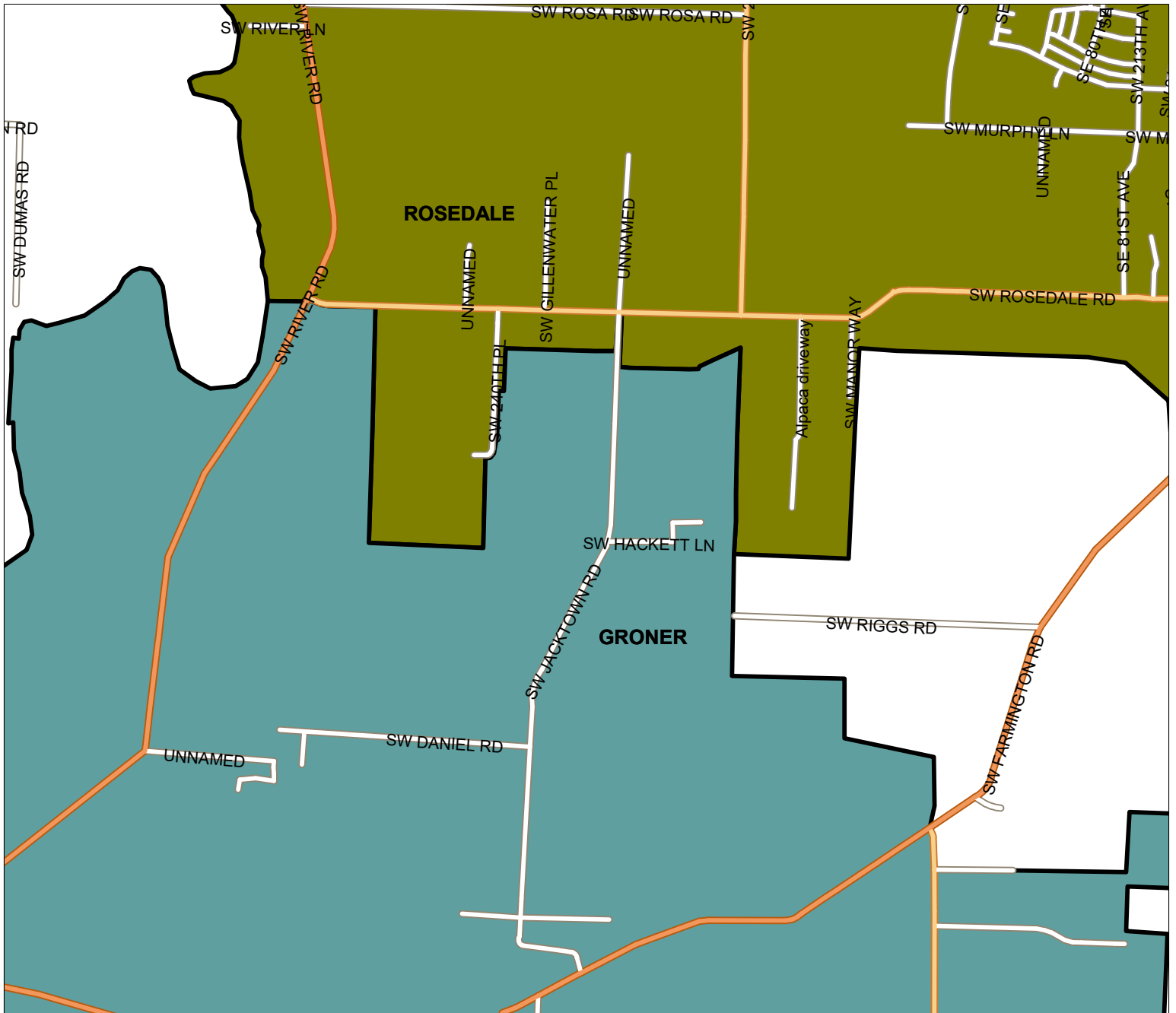
Attached are maps showing the current boundaries for this area and the proposed changes.

RECOMMENDATION

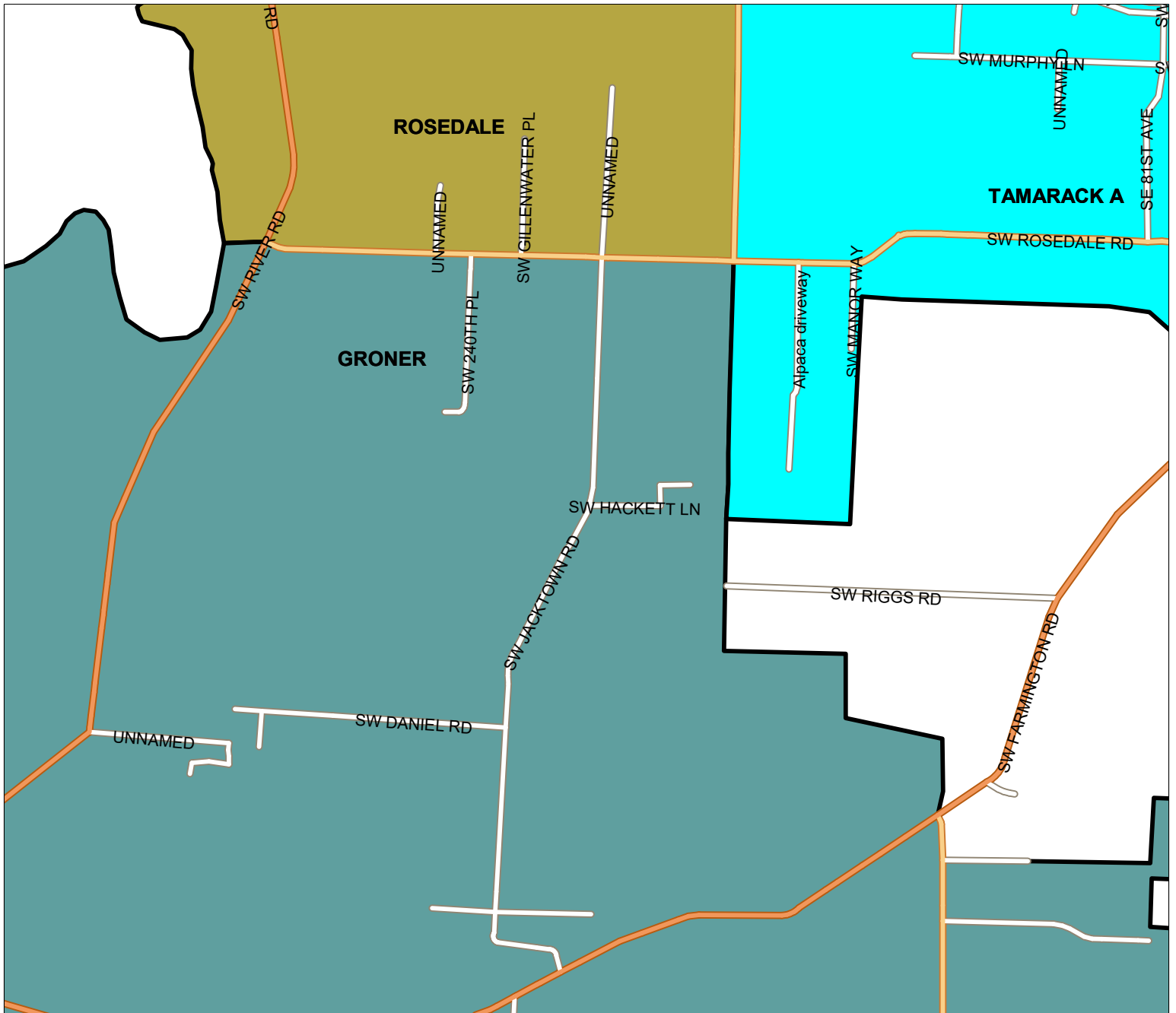
The Superintendent recommends the Board of Directors approve the slight change to Rosedale and Groner's attendance boundaries.

I move that the Board of Directors approve the slight change to Rosedale and Groner's attendance boundaries.

Hillsboro School District 1J District Map



Hillsboro School District 1J District Map



HILLSBORO SCHOOL DISTRICT 1J
July 11, 2023
ACCEPT RECOMMENDATION, APPOINT STUDENT REPRESENTATIVES,
AND ADMINISTER THE OATH OF OFFICE

SITUATION

Because the Board values the input of students on matters that are important to them, Board members have established a position of Student Representative to the Board of Directors. Three students may serve during each one-year term, and no school may be represented by more than one position, unless there are no applicants from one school, at which time a member-at-large position may be chosen. The opportunity to serve as a student representative rotates between schools on an annual basis, with students from Glencoe High School, Hillsboro High School, and Oak Street Campus having the opportunity to participate during the 2023-24 school year.

This spring, twenty students applied to serve as Student Representatives to the Board of Directors, and all applicants were invited to interview in person with a sub-committee of Board members in May over three days.

This evening the Board will be asked to approve the recommendations of the sub-committee, appoint the student representatives, and administered the Oath of Office. The student will participate in an orientation session this month, and begin their terms of service during the August Board retreat.

RECOMMENDATION

The Superintendent recommends that the Board of Directors take action on the following motion:

I move that the Board of Directors accept the recommendation of the interview committee, and appoint RJ Panlilio from Glencoe High School, Hadley Brathapan from Hillsboro High School, and Aliannah Shalikar from Oak Street Campus to serve as Student Representatives to the Board of Directors during the 2023-24 school year.

The Superintendent further recommends that the Board Chair administer the oath of office for the position of Student Representative to the Board of Directors to RJ Panlilio, Hadley Brathapan, and Aliannah Shalikar.

I, _____, will support the Constitution and the laws of the United States and the State of Oregon and will discharge the duties of Student Representative to the Hillsboro School District Board of Directors to the best of my ability.

HILLSBORO SCHOOL DISTRICT 1J
July 11, 2023
ADMINISTER THE OATH OF OFFICE TO ELECTED BOARD MEMBERS

SITUATION

In accordance with policies and law governing the election of members to the Board of Directors, an election was held on May 16, 2023. One new director was elected, and two directors were re-elected. The three directors who will take the oath of office are:

Position 4 See Eun Kim (administered on July 6, 2023)

Position 5 Ivette Pantoja

Position 7 Patrick Maguire

RECOMMENDATION

The Superintendent recommends that the Board Chair administer the oath of office to the elected Board members. Newly elected Directors terms of service began on July 1, 2023.

I, _____, do solemnly swear that I will support the Constitution of the United States, the Constitution of the state of Oregon and the laws thereof, and the policies of the Hillsboro School District 1J. During my term, I will faithfully and impartially discharge the duties of the Office of School Board Member to the best of my ability, {so help me God}.

DRAFT

HILLSBORO SCHOOL DISTRICT BOARD OF DIRECTORS—MINUTES

June 20, 2023

District Administration Center, 3083 NE 49th Place, Hillsboro, Oregon

1. **EXECUTIVE SESSION**

<u>Board Present:</u>	<u>Staff and Others Present:</u>
Mark Watson, Chair	Mike Scott, Superintendent
Lisa Allen	Travis Reiman, Assistant Superintendent, Academic Services
See Eun Kim	Audrea Neville, Assistant Superintendent, School Performance
Erika Lopez	Brooke Nova, Incoming Assistant Superintendent
Patrick Maguire	Michelle Morrison, Financial Officer
Monique Ward	Beth Graser, Communications Officer
	Jordan Beveridge, Information Technology Officer
	Francesca Sinapi, Equity, Access and Engagement Officer
	Rose Roman, Executive Assistant to the Board

- A. Call to Order Executive Session
Board Chair Mark Watson called the meeting to order at 5:14 PM.

- B. ORS 192.660(2)(e) - Real Property Transaction
Financial Officer Michelle Morrison gave a Real Property Transaction update. Board and Cabinet members asked questions and provided feedback.

- C. Recess Executive Session
Board Chair Mark Watson moved the Board out of executive session and recessed the meeting at 5:31 PM.

2. BUDGET HEARING

Board Present:	Staff Present:
Mark Watson, Chair	Mike Scott, Superintendent
Lisa Allen	Travis Reiman, Assistant Superintendent, Academic Services
See Eun Kim	Audrea Neville, Assistant Superintendent, School Performance
Erika Lopez	Brooke Nova, Incoming Assistant Superintendent
Patrick Maguire	Michelle Morrison, Financial Officer
Monique Ward	Beth Graser, Communications Officer
	Casey Waletich, Operations Officer
Student Representatives Present:	Jordan Beveridge, Information Technology Officer
Ivette Alonso Garcia	Francesca Sinapi, Equity, Access and Engagement Officer
V Godoy	Jeff Jones, Manager – Business Services
Cailey McGuire	Rose Roman, Executive Assistant to the Board
	Ciara Hartzell, Technical Support
	Miranda Mikesh, Technical Support

A. Call to Order

Board Chair Mark Watson called the meeting to order at 5:34 PM

B. Budget Hearing

No public comment was received.

Director Erika Lopez MOVED, SECONDED by Director Lisa Allen, that the Board of Directors approve the adjusted appropriations for special revenue funds as listed.

The MOTION CARRIED (6-0).

Board members provided comment.

C. Recess Budget Committee Meeting

The Budget Hearing was recessed at 5:36 PM.

3. WORK SESSION

Board Present:	Staff Present:
Mark Watson, Chair	Mike Scott, Superintendent
Lisa Allen	Travis Reiman, Assistant Superintendent, Academic Services
See Eun Kim	Audrea Neville, Assistant Superintendent, School Performance
Erika Lopez	Brooke Nova, Incoming Assistant Superintendent
Patrick Maguire	Michelle Morrison, Financial Officer
Monique Ward	Beth Graser, Communications Officer
	Casey Waletich, Operations Officer
Student Representatives Present:	Jordan Beveridge, Information Technology Officer
Ivette Alonso Garcia	Francesca Sinapi, Equity, Access and Engagement Officer
V Godoy	Rose Roman, Executive Assistant to the Board
Cailey McGuire	Ciara Hartzell, Technical Support
	Miranda Mikesh, Technical Support
	Antonio Hernandez Viera, Language Liaison

- A. Call to Order
Board Chair Mark Watson called the work session to order at 5:36 PM
- B. R.A. Brown Athletic Fields Update
Operations Officer Casey Waletich gave an update on the City of Hillsboro plans to replace fields being eliminated at the Hops complex. Board members asked questions and provided comments.
- C. Announce Community Curriculum Advisory Committee Vacancies
Assistant Superintendent Travis Reiman provided information on the seven openings on the CCAC. He also introduced incoming Assistant Superintendent Brooke Nova as the new secretary of the CCAC. Board members asked questions and provided comments.
- D. Announce Budget Committee Vacancies
Financial Officer Michelle Morrison provided information on the openings on the Budget committee – positions 1, 2, and 3.
- E. Announce Education Equity Advisory Committee Vacancies
Equity, Access and Engagement Officer Francesca Sinapi provided information on the first year of the EEAC. Two positions are available, and there is a need to add two more student positions. She encouraged Board members to recruit EEAC members. Board members provided comment.
- F. Recognition - Outgoing Student Representatives
Board Chair Mark Watson read a recognition statement about the student representatives Ivette Alonso Garcia, V Godoy, and Cailey McGuire. Board and Cabinet members reflected on the student representatives time on the Board.
- G. Recess Work Session
Board Chair Mark Watson recessed at 6:09 PM.

4. REGULAR SESSION

<u>Board Present:</u>	<u>Staff Present:</u>
Mark Watson, Chair	Mike Scott, Superintendent
Nancy Thomas, Vice Chair	Travis Reiman, Assistant Superintendent, Academic Services
Lisa Allen	Audrea Neville, Assistant Superintendent, School Performance
See Eun Kim	Brooke Nova, Incoming Assistant Superintendent
Erika Lopez	Michelle Morrison, Financial Officer
Patrick Maguire	Beth Graser, Communications Officer
Monique Ward	Casey Waletich, Operations Officer
	Jordan Beveridge, Information Technology Officer
<u>Student Representatives Present:</u>	Francesca Sinapi, Equity, Access and Engagement Officer
Ivette Alonso Garcia	Rose Roman, Executive Assistant to the Board
V Godoy	Ciara Hartzell, Technical Support
Cailey McGuire	Miranda Mikesh, Technical Support
	Mary Kay Babcock, HEA President
<u>Others Present:</u>	Melody Hansen, HCU President
Steve Callaway, Mayor	Anabella Salkind, Language Liaison
Deanna Palm, Chamber President	
Aron Carleson, HSF	
Sue Scott	

A. Call to Order and Flag Salute

Board Chair Mark Watson reconvened the meeting at 7:01 PM and led the Pledge of Allegiance.

B. Land Acknowledgement

Board Chair Mark Watson read the Land Acknowledgement.

C. Approval of Agenda

Director Erika Lopez MOVED, SECONDED by Director Lisa Allen, to approve the agenda as printed.

The MOTION CARRIED (6-0).

No further discussion took place.

D. Audience Time

One audience member requested to address the Board. Brianna Carlisle spoke regarding rainbow spirit day at Rosedale Elementary School.

E. Consent Agenda

Consent agenda items are distributed to Board members in advance for study, and enacted with a single motion.

Director Lisa Allen MOVED, SECONDED by Director Monique Ward, to approve the Consent Agenda as printed.

The MOTION CARRIED (7-0).

Board members provided comments and recognized staff for their efforts.

Consent Agenda items were as follows:

1. Approve Minutes of May 23, 2023 Board Meeting
2. Approve Routine Personnel Matters
3. Approve Policies
 - a. J - Students
 - 1) JGE: Expulsion
Presenter: Audrea Neville
4. Accept Gifts and Donation
5. Approve Annual Clerk / Officer Designations
6. Approve Annual Depository, Auditor, Legal Counsel, Newspaper, and Agent Designations
7. Approve Crime Policy Coverage Limits
8. Establish 2023-24 Mileage Reimbursement Rate
9. Tuition Rates for Non-Resident Students

F. Action Items

1. Grades 7-12 Language Arts Materials Adoption; High School (9-12) Health Materials Adoption

Assistant Superintendent Travis Reiman provided a point of clarification

Director Erika Lopez MOVED, SECONDED by Director See Eun Kim, that the Board of Directors approve the proposed curriculum, Inquiry By Design, as provider for grades 7-12 Language Arts curriculum, digital resources, teacher materials, and student resources.

The MOTION CARRIED (7-0).

Board members provided comment.

Director Lisa Allen MOVED, SECONDED by Director Erika Lopez, that the Board of Directors approve the proposed curriculum, Goodheart Wilcox, as providers for high school Health curriculum, digital resources, teacher materials, and student resources.

The MOTION CARRIED (6-1). Director Monique Ward opposed.

Director Monique Ward provided an explanation for opposing the curriculum.

2. Award Contract for Oak Street Campus Office Remodel

Operations Officer Casey Waletich provided an explanation of the office remodel to accommodate the expansion of the Oak Street Campus.

Director Erika Lopez MOVED, SECONDED by Director Lisa Allen, that the Board of Directors award the contract for the Oak Street Campus Office Remodel to Five Star Builders in the amount of \$246,325.00.

The MOTION CARRIED (7-0).

Board members asked questions and provided comment.

3. Inter-District Transfers to Hillsboro Online Academy
Communications Officer Beth Graser provided context for opening the transfer window a second time, PPS closing their online school.

Director Lisa Allen MOVED, SECONDED by Director Erika Lopez, that the Board of Directors adopt the secondary inter-district transfer window for Hillsboro Online Academy.

The MOTION CARRIED (7-0).

Board members asked clarifying questions and provided comment.

4. Adjust Appropriations
Financial Officer Michelle Morrison offer to answer any questions.

Director See Eun Kim MOVED, SECONDED by Director Monique Ward, that the Board of Directors approve the adjusted appropriations for special revenue funds as listed.

The MOTION CARRIED (7-0).

Board member provided comments.

5. Real Property - Purchase and Sale Agreement Final Approval
Director Mark Watson MOVED, SECONDED by Director Lisa Allen, that the Board of Directors approve the Purchase and Sale Agreement and closing of the sale of this property after completion of due diligence and final negotiations.

The MOTION CARRIED (7-0).

Board member provided comments.

6. Notice of Intent to Purchase - Elementary Chromebook and Peripherals
Information Technology Officer Jordan Beveridge provided an update.

Director Erika Lopez MOVED, SECONDED by Director Lisa Allen, that the Board of Directors acknowledge the Notice of Intent to Purchase Chromebooks, peripherals, and services from OETC by use of a cooperative purchasing agreement, under the authority of the State of Oregon (ORS 279A.215 Permissive Cooperative Procurements).

The MOTION CARRIED (7-0).

Board members asked questions.

7. Notice of Intent to Purchase - Secondary Chromebook and Peripherals
Information Technology Officer Jordan Beveridge provided an update.

Director Lisa Allen MOVED, SECONDED by Director See Eun Kim, that the Board of Directors acknowledge the Notice of Intent to Purchase Chromebooks, peripherals, and services from CDWG by use of a cooperative purchasing agreement, under the authority of the State of Oregon (ORS. 279A.215 Permissive Cooperative Procurements).

The MOTION CARRIED (7-0).

No further discussion took place.

8. Renew Technology Help Desk and Inventory Tracking System

Information Technology Officer Jordan Beveridge provided background information.

Director Lisa Allen MOVED, SECONDED by Director Monique Ward, that the Board of Directors, acting in the capacity of the Local Contract Review Board, approve the sole source procurement and Exemptions from Competitive Bidding, and authorize the purchase of the Incident IQ Platform, Ticketing, Facilities, and Assets Subscriptions from Incident IQ.

The MOTION CARRIED (7-0).

Board members provided comment.

G. Reports and Discussions

1. Financial Report

Financial Officer Michelle Morrison offered to answer any questions regarding the report.

H. Policies

1. E - Support Services

a. EFA: Local Wellness

2. G - Personnel

a. GCBDF/GDBDF: Paid Family Medical Leave Insurance

3. I - Instruction

a. IGBHD: Program Exemptions

4. J - Students

a. JFCF: Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence, or Domestic Violence – Student

I. Information - Administrative Regulation Update

1. J - Students

a. JFCF-AR: Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence Reporting Procedures – Student

J. HCU / HEA Reports

HCU President Melody Hansen announced that she will not be seeking re-election to the HCU Board, and introduce Bethany Schaffner as the new President. Melody highlighted the book giveaway event on June 3, and wished everyone success in the future.

HEA President Mary Kay Babcock wished everyone a Happy Juneteenth, highlighted Pride Month, congratulated graduates, announced HEA scholarship winners, HEA prize patrol, and school counselor working conditions. She thanked Casey Waletich, Lisa Allen, and Mike Scott.

K. Recognition and Appreciation – Lisa Allen

Board Chair Mark Watson and Superintendent Mike Scott highlighted the time Lisa Allen spent on the Board. Board members provided comment.

L. Recognition and Appreciation – Superintendent Mike Scott

Board Chair Mark Watson, Aron Carleson, Sue Scott, Travis Reiman, Deanna Palm, and Steve Callaway spoke about Superintendent Mike Scott. Board members and student representative provided comment.

M. Discussion Time

1) Superintendent's Time

Superintendent Mike Scott thanked everyone who came today, thanked his wife Sue Scott, thanked Cabinet members, and thanked Board members. He highlighted dual language, equity work, navigating the pandemic, students on Board, CCP, navigating social and political unrest, and being there for our students.

2) Student Representatives' Time

Ivette Alonso Garcia honored to have served as student representative with everyone, thanked several individuals, and thanked the Board members.

V Godoy highlighted graduation, her future, tools provided by HSD, thanked HSD staff including custodial, nutritional, and SPED staff.

Cailey McGuire thanked Board members at graduation for calming my anxiety, and for the encouragement.

3) Board of Directors' Time

Former Director / Senator Janeen Sollman provided comments on Superintendent Mike Scott and Director Lisa Allen.

Director Erika Lopez shared her excitement for Mike in his retirement, and thanked Lisa for her legacy of service.

Director Monique Ward thanked Cabinet for answering her questions. Wished Mike luck in her retirement, wished Lisa well with her reclaimed time.

Director Lisa Allen will cherish time spent and memories made.

Director See Kim congratulated graduating seniors, Melody for her union service, Casey Waletich for his years in HSD.

Director Patrick Maguire highlighted a reading report, thanked Melody Hansen for her work, highlighted Pride month, the proclamation read last month, and the need to make every student feel welcome. He also highlighted the history of HSD and thanked the people leaving tonight.

Board Vice Chair Nancy Thomas discussed student representatives.

Board Chair Mark Watson thanked audience members, Mike Scott, Lisa Allen and Casey Waletich. Discussed getting August retreat agenda suggestions to Rose or Mark. Highlighted OSBA Summer Board Conference.

L. Adjourn Meeting

Chair Mark Watson adjourned the meeting at 9:21 PM.

HILLSBORO SCHOOL DISTRICT 1J
July 11, 2023
APPROVE POLICIES

SITUATION

The Hillsboro School District has contracted with Oregon School Boards Association (OSBA) to perform a quarterly review of the District's policy manual, and works with OSBA's policy specialist throughout the year to review all of the District's policies and administrative regulations.

Policy language must meet the following criteria:

- * Legally mandated or legally wise
- * Harmonize with District's existing collective bargaining agreements
- * Reflect current District practice

The Superintendent and Cabinet members have reviewed the policy listed below, and presented it to the Board for First Reading on June 20, 2023:

Policy in Section E – Support Services

- * EFA: Local Wellness

Policy in Section G – Personnel

- * GCBDF/GDBDF: Paid Family Medical Leave Insurance

Policy in Section I – Instruction

- * IGBHD: Program Exemptions

Policy in Section J – Student

- * JFCF: Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence, or Domestic Violence - Student

RECOMMENDATION

The Superintendent recommends that the Board of Directors approve the policies.



Code: EFA
Adopted: 6/13/17
Revised/Readopted: 3/12/19; 3/14/23
Orig. Code: EFA

Local Wellness

The District is committed to the optimal development of every student and believes that a positive, safe and health-promoting learning environment is necessary for students to have the opportunity to achieve personal, academic, developmental and social success.

To help ensure students possess the knowledge and skills necessary to make healthy choices for a lifetime, the Superintendent or designee shall prepare and implement a comprehensive District nutrition program consistent with state and federal requirements for districts sponsoring ~~the National School Lunch Program (NSLP) and/or the School Breakfast Program (SBP)~~ USDA School Nutrition Programs. The program shall reflect the Board's commitment to providing adequate time for instruction that fosters healthy eating through nutrition education and promotion, serving healthy and appealing foods at District schools, developing food-use guidelines for staff, and establishing liaisons with nutrition service providers, as appropriate.

POLICY IMPLEMENTATION, MONITORING, ACCOUNTABILITY, AND COMMUNITY ENGAGEMENT

The District shall manage and coordinate the implementation of this local wellness policy.

Implementation will consist of, but not be limited to, the following:

1. Delineating roles, responsibilities, actions and timelines specific to each school;
2. Generating and disseminating information about who will be responsible to make what change, by how much, where and when;
3. ~~Establishing Promoting~~ standards for all foods and beverages provided (but not sold) to students during the school day on participating school campuses;
4. ~~Establishing Ensuring~~ standards and nutrition guidelines for all foods and beverages sold to students during the school day on participating school campuses ~~that~~ meet state and federal nutrition standards ~~for NSLP and SBP, competitive foods,~~
- 4.5. ~~P~~ermit marketing ~~of same of the benefits that meets the of~~ competitive food and nutrition standards ~~, and that~~ promotes student health and reduces child obesity; and; ~~and~~
- 5.6. ~~E~~stablishing ~~specific~~ goals for nutrition promotion and education, physical activity, physical education, and other school-based activities ~~that to~~ promote student wellness.

The Board designates the Superintendent or designee as the person who will be responsible for ensuring *that each school ~~meets provides opportunities meeting~~ the goals outlined ~~in~~ and complies with this policy complies with this policy and that each school provides opportunities to meet that goals outlined in this policy.*

Record Keeping

The District will retain the following records to document compliance with the local wellness policy requirements at the District's administrative offices:

1. The written local wellness policy;
2. Documentation to demonstrate the policy has been made available to the public;
3. Documentation of efforts to review and update the local wellness policy, including an indication of who participates in the update and the methods the district uses to make stakeholders aware of their ability to participate;
4. Documentation to demonstrate compliance with the annual public notification requirements;
5. Documentation of the district's most recent assessment on the implementation of the local wellness policy;
6. Documentation to demonstrate the most recent assessment on the implementation of the local wellness policy has been made available to the public.

Notification of Policy

The District will inform the public about the content and implementation of the local wellness policy, and post the policy and any updates to the policy on the District website annually. Included will be, if available, the most recent assessment of the implementation, and a description of the progress being made in attaining the goals of the policy.

The District will publicize the name and contact information of the District or school official(s) leading and coordinating the policy and information on how the public can get involved with the local wellness policy. This information will be published on the District's website and in district communications.

Triennial Progress Assessments

At least once every three years, the District will evaluate the implementation of this policy and its progress with a triennial assessment and produce a progress report that will include:

1. The extent to which schools under the jurisdiction of the District are in compliance with the policy;
2. The extent to which the District's policy compares to model local school wellness policy; and
3. A description of the progress made in attaining the goals of the District's policy.

The District will publish the triennial progress report on the District website when available. The report will include recommendations to inform updates or modifications to this policy.

~~The District will update or modify the policy based on results of the triennial assessment.~~**Community Involvement, Outreach and Communications (Review of, and Updating Policy)**

The District will actively communicate ways in which the community can participate in the development, implementation, and periodic review and update of the local wellness policy. ~~The District will communicate information about opportunities in community news, on the district's website, on school websites, and/or in district or school communications.~~ The district will ensure that communications are culturally and linguistically appropriate to the community.

Parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the Board, school administrators, and the general public ~~will be solicited~~ are encouraged to participate in the periodic review and update of the local school wellness policy.

~~Wellness Advisory Committee~~

~~The district supports a wellness advisory committee to assist the development, implementation, and periodic review and update of the local wellness policy. The superintendent or designee will be a member of this committee.~~

~~The district will publicize information about the wellness advisory committee [in community news, in communications to parents, and/or on websites operated by the district to communicate to parents, students and the community at large to explain the committee's purpose, process and an invitation to volunteer.~~

- ~~1. The wellness advisory committee membership will include, to the extent possible, but not be limited to:
 - a. Parents, caregivers and students;
 - b. Representatives of the school nutrition program (e.g., school nutrition director);
 - c. Physical education and/or health education teachers;
 - d. School health professionals (e.g., school nurses, physicians, dentists, health educators and other allied health personnel who provide school health services);
 - e. Mental health and social services staff (e.g., school counselors, psychologists, social workers, or psychiatrists);
 - f. School administrators (e.g., superintendent, assistant superintendent, principal, vice principal);
 - g. Board members;
 - h. Supplemental Nutrition Assistance Program (SNAP) education coordinators;
 - i. Healthcare professionals and/or other health related professionals (e.g., dietitians, doctors, nurses, dentists); and
 - j. Members of the general public.~~
- ~~2. The committee, appointed by the superintendent or designee, will meet to organize and vote on a committee chair and a secretary prior to or at the beginning of the school year. The chair and secretary will serve for one year minimum and may be reappointed.~~
- ~~3. The wellness advisory committee will meet [four] times per year to review of the local wellness policy.~~

~~4.—The committee will facilitate the development, review and update of the wellness policy, and evaluate each participating school’s compliance with the policy.~~

~~The district will create building-level committees to establish school-specific goals and activities that implement this policy. A school coordinator will be designated to support compliance with this policy.]~~

NUTRITION PROMOTION AND NUTRITION EDUCATION

Nutrition promotion and nutrition education positively influence lifelong eating behaviors by using evidence-based strategies, ~~and~~ techniques, and nutrition ~~messages-messaging~~; and by creating food environments that support students healthy nutrition choices.

Nutrition promotion and nutrition education shall be a sequential and integrated focus on improving students’ eating behaviors, reflect evidence-based strategies and be consistent with state and local district health education standards.

To promote nutrition education in the schools, ~~the principal is responsible for ensuring~~ the following goals are implemented:

1. Students and staff will receive consistent nutrition messages throughout the school environment;
2. Nutrition education is provided throughout the student’s school years as part of the district’s age-appropriate, comprehensive nutrition program (~~which that~~ includes content regarding the benefits of healthy eating, essential nutrients, nutritional deficiencies, principles of healthy weight management, the use and misuse of dietary supplements, safe food preparation, and handling and storage related to food and eating.), ~~and is~~ This content shall be aligned and coordinated with grade-level specific the Oregon Health Education Standards and school health education programs;
3. Nutrition education will include culturally relevant, participatory activities that include social learning strategies and activities that are aligned and coordinated with the Oregon Health Education Standards and school health education programs;
- ~~4.—Teachers will receive curriculum-specific training;~~
- 5.4. Parents and families are encouraged ~~through school communications~~ to send healthy snacks/meals and reusable water bottles with their student to school;
- 6.5. Families and community organizations are involved, to the extent practicable, in nutrition education;
- 7.6. Nutrition education homework that students can do with their families is assigned (e.g., reading and interpreting food labels, reading nutrition-related newsletters, preparing healthy recipes);
- ~~8.—Materials on how to assess one’s personal eating habits, set goals for improvement and achieve those goals.~~

~~Nutrition promotion, including marketing and advertising nutritious foods and beverages to students, will be implemented consistently through a comprehensive and multi-channel approach, (e.g., in the classroom, cafeteria and at home) by staff, teachers, parents, students and the community.~~

~~To ensure adequate nutrition promotion, the following goals will be implemented:~~

- ~~1. Information about available meal programs is distributed prior to or at the beginning of the school year and at other times throughout the school year;~~
- ~~2. Information about availability and location of a Summer Food Service Program (SFSP) is distributed;~~
- ~~3. Nutrition promotion materials are sent home with students, published on the district website, and distributed at parent-teacher conferences;~~
- ~~4. Families are invited to attend exhibitions of student nutrition projects or health fairs;~~
- ~~5. Physical activity is a planned part of all school community events.~~

School Meals

The District participates in U.S. Department of Agriculture (USDA) child nutrition programs, administered through the Oregon Department of Education (ODE), including the National School Lunch Program (NSLP), the School Breakfast Program (SBP), and the Summer Food Service Program (SFSP). The District also operates additional nutrition-related programs and activities, including Farm-to-School programs and school gardens. Additionally, the District may participate in the Fresh Fruit & Vegetable Program (FFVP) and the Child and Adult Care Food Program (CACFP).

The District's available meal program(s) will operate to meet meal pattern requirements and dietary specifications in accordance with the Healthy, Hunger-Free Kids Act and applicable federal laws and regulations. [Meals served shall comply with national standards for meal pattern, nutrient levels, and calorie requirements for the age/grade levels served, as specified in 7 CFR 210.100 or 220.8, as applicable.](#)

~~The principal(s) will support nutrition and food services operation as addressed in Board policy EFAA—District Nutrition and Food Services and its accompanying administrative regulation EFAA-AR—Reimbursable Meals and Milk Programs.~~

Staff Qualifications and Professional Development

All school nutrition program directors, managers, and staff will meet or exceed hiring and continuing education and training requirements in the USDA Professional Standards for Child Nutrition Professionals.

The District will seek to employ qualified persons and provide professional development opportunities for physical education, health education, mental health, and social services staff members that supervise recess, cafeteria time, and out of school time programs.

Water

Free, safe, unflavored, drinking water will be available to all students throughout the school day and throughout every school campus. The District will make drinking water available where school meals are served during mealtimes.

Competitive Foods and Beverages

The District controls the sale of all competitive foods. All foods and beverages outside the reimbursable school meal programs that are sold to students on the school campus during the school day and extended school day will meet or exceed Smart Snacks Standards¹. These standards will apply in all locations and through all services where foods and beverages are sold, which may include, but are not limited to, à la carte options in cafeterias, vending machines, school stores, snack or food carts, and fund raising.

Foods sold in competition with SBP or NSLP shall not be allowed during the breakfast and/or lunch periods unless the funds accrue to the nonprofit food service program, the school, or student organizations, as may be defined by the Board.

Celebrations and Rewards/Incentives

All foods and beverages offered on the school campus are encouraged to meet the nutrition standards set by the USDA and the Oregon Smart Snacks Standards. This includes, but is not limited to, celebrations, parties, and classroom snacks brought by parents. Food ~~will not be~~ used as a reward or incentive is strongly discouraged. This information will be conveyed to staff and parents.

Fund Raising

Foods and beverages that meet or exceed the nutrition standards set by the USDA and the Oregon Smart Snacks Standards may be sold through fund raisers on the school campus during the school day. ~~Such~~ Requests to conduct a food based fund raiser will be submitted to the building principal or designee for approval before starting prior to sale.

Food and Beverage Marketing in Schools

Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the nutrition standards for competitive foods set by the USDA and Oregon Smart Snacks.

~~The District (i.e., school nutrition services, athletics department, PTA, PTO) will review existing contracts, new contracts and equipment, and product purchase or replacement to reflect the applicable food and beverage marketing guidelines.~~

PHYSICAL ACTIVITY AND PHYSICAL EDUCATION

A quality physical education program is an essential component for all students to learn about and participate in physical activity. The district will develop and assess student performance standards and program minute requirements in order to meet ODE's physical education content standards and state law.

¹ Oregon Department of Education, [Oregon Smart Snacks Standards](#)

Physical activity should be included in the school's ~~daily~~ education program for grades [pre-]K through 12 in accordance with ODE Guidelines, to ~~and~~ include regular, instructional physical education, as well as co-curricular activities and recess.

~~In order to ensure students are afforded the opportunity to engage in physical education and physical activity in the school setting, the following goals are established:~~

- ~~1. Physical education will be a course of study that focuses on students' physical literacy and development of motor skills;~~
- ~~2. Staff encourages and provides support for parental involvement in their children's physical education;~~
- ~~3. Physical education courses will be the environment where students learn, practice and are assessed on developmentally appropriate knowledge, skills and confidence to become physically literate;~~
- ~~4. Instruction, provided by adequately prepared teachers, i.e., licensed or endorsed to teach physical education, will meet the state adopted academic content standards for physical education (Oregon Revised Statute (ORS) 329.045). Teachers of physical education shall regularly participate in professional development activities annually;~~
- ~~5. Every public school student in [pre-kindergarten through grade 8 shall participate in physical education for the entire school year. Students in kindergarten through grade 5 shall participate for a least 150 minutes during each school week, and students in grades 6 through 8 for at least 225 minutes per school week;~~
- ~~6. Physical activity will be integrated across curricula and throughout the school day. Movement will be made a part of all classes or courses as part of a well rounded education;~~
- ~~7. Physical activity during the school day (including, but not limited to, recess, classroom physical activity breaks or physical education) will not be used as a punishment or a reward;~~
- ~~8. At least 50 percent of the weekly physical education class time in grades K through 8 shall be devoted to actual physical activity;~~
- ~~9. Physical activity is a planned part of all school community events;~~
- ~~10. Materials promoting physical activity are sent home with students and published on the district website.~~

~~A student with a disability shall have suitably adapted physical education incorporated as part of their individualized education program (IEP) developed under ORS 343.151. A student who does not have an IEP but has chronic health problems, other disabling conditions or other special needs that preclude them from participating in regular physical education instruction, shall have suitably adapted physical education incorporated as part of their individualized health plan, developed by the district.~~

Employee Wellness

The District encourages staff to pursue a healthy lifestyle that contributes to their improved health status, improved morale, and a greater personal commitment to the ~~school's-District and schools~~ overall wellness program. Many actions and conditions that affect the health of staff may also influence the health and learning of students. The physical and mental health of staff is integral to promoting and protecting the health of students, and helps foster their academic success. The District's employee wellness program will promote health, reduce ~~risky-high risk~~ behaviors of employees, and identify and correct conditions in the workplace that can compromise the health of staff, reduce their levels of productivity, impede student success and contribute to escalating health-related costs such as absenteeism.

The District will collaborate with community partners to identify programs, services and/or resources to compliment and enrich employee wellness endeavors.

The District's Employee Wellness Program may include the following:

1. Health education and health promoting activities that focus on skill development and lifestyle behavior that change along with awareness building, information dissemination, access to facilities, and are preferably tailored to employees' needs and interests;
2. Safe, supportive social and physical environments including organizational expectations about healthy behavior, and implementation of policy that promotes health and safety and reduces the risk of disease;
3. Linkage to related programs such as employee assistance programs, emergency care and programs that help employees balance work life and family life;
4. Education and resources to help employees make decisions about health care; and
5. Nutrition and fitness educational opportunities that may include but are not limited to, the distribution of educational and informational materials, and the arrangement of presentations and workshops that focus on healthy lifestyles, health assessments, fitness activities and other appropriate nutrition and physical activity related topics.

The district encourages participation ~~from of~~ all employees. ~~"Employees" are not limited to instructional staff (i.e., teachers and instructional assistants), but includes all administrators and support staff.~~

~~The following groups are seen as essential for establishing, implementing and sustaining an effective employee wellness program:~~

~~School personnel who implement existing wellness programs in the district (i.e., employee wellness committee);~~

~~District personnel who implement health programs for students (e.g., school health coordinator, school nurses, psychologist, health and physical educators, nutrition professionals, counselors and other staff); and~~

~~Decision makers who have the authority to approve policy and provide administrative support essential for a school wellness program (e.g., Board members, superintendents, human resource administrators, fiscal services administrators and principals).~~

Other Activities that Promote Student Wellness

The District will integrate wellness activities throughout the entire school environment (districtwide), not just in the cafeterias, other food and beverage venues, and physical activity facilities. The District will coordinate and integrate other initiatives related to physical activity, physical education, nutrition, and other wellness components, so all efforts are complimentary, not duplicated, and work toward the same set of goals and objectives promoting student well-being, optimal development, and strong educational outcomes.

The district will provide the following activities and encourage the following practices which promote local wellness:

1. ~~Scoliois-scrreenings;~~ Dental, Vision, Hearing Screenings.
2. Safe Routes to Schools Program;
3. Physically active family and community engagement activities for families to learn about healthy eating or to practice being active together (e.g., skate night, fun run, dance night);
4. Nonfood-related fund raisers;
5. Physical activity energizers during transitions from one subject to another;
6. Intramural sports;
7. Monthly/Weekly school walks;
8. Assemblies which focus on wellness issues such as the importance of breakfast, healthy beverages, and how students and staff can incorporate 60 minutes of physical activity into their day;
9. Use of alternates to food as rewards in the classroom;
10. ~~Creation of connections with out-of-school-time (OST) programs that involve staff members from OST programs, both school and community-based, in school initiatives that address healthy eating, such as school wellness teams or wellness commit~~Integration of social, emotional and mental health supports into school programs (e.g., promote a positive school climate where respect is encouraged and students can seek help from trusted adults);
11. Communication between classroom teachers and nutrition staff, so that menus and nutrition promotion can be tied into classroom learning and coursework;
12. Include wellness as a standing agenda item for school-based meetings (e.g., staff meetings, site council meetings, PTO).

DEFINITIONS

1. “Competitive food” means all food and beverages other than meals reimbursed under programs authorized by the Richard B. Russell National School Lunch Act and the Child Nutrition Act available for sale to students on the school campus during the school day.
2. “Food and beverage marketing”² is defined as advertising and other promotion in schools. Food and beverage marketing often includes an oral, written or graphic statement made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product.
3. “Oregon Smart Snacks Standards”³ means the State’s minimum nutrition standards for competitive foods and beverages (ORS 336.423).
4. “School day” means, for the purpose of competitive food standards implementation, the period from the midnight before, to 30 minutes after the end of the official school day, i.e., at the conclusion of afternoon student activities, such as athletic, music or drama practices, clubs, academic support and enrichment activities.
5. “School campus” means, for the purpose of competitive food standards implementation, all areas of property under the jurisdiction of the school that are accessible to students during the school day.

END OF POLICY

Legal Reference(s):

[ORS 327.531](#)
[ORS 327.537](#)
[ORS 329.496](#)
[ORS 332.107](#)
[ORS 336.423](#)

[OAR 581-051-0100](#)
[OAR 581-051-0305](#)
[OAR 581-051-0306](#)
[OAR 581-051-0310](#)
[OAR 581-051-0400](#)

² This term includes, but is not limited to, the following: brand names, trademarks, logos or tags, except when placed on a physically present food or beverage product or its container; displays, such as on vending machine exteriors; corporate brand, logo, name or trademark on school equipment, such as marquees, message boards, scoreboards or backboards (Note: Immediate replacement of these items is not required; however, districts will replace or update scoreboards or other durable equipment when existing contracts are up for renewal or to the extent that is financially possible over time so that items are in compliance.); corporate brand, logo, name or trademark on cups used for beverage dispensing, menu boards, coolers, trash cans and other food service equipment; as well as on posters, book covers, student assignment books or school supplies displayed, distributed, offered or sold by the district; advertisements in school publications or school mailings; free product samples, taste tests or coupons of a product, or free samples displaying advertising of a product.

³ Oregon Department of Education, [Oregon Smart Snacks Standards](#)

Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. §1758b (2018).
National School Lunch Program, 7 C.F.R. Part 210 (2022).
School Breakfast Program, 7 C.F.R. Part 220 (2022).

Cross Reference(s):

EFAA - District Nutrition and Food Services ([EFAA-AR](#))
EFD - Food Preparation



Code: GCBDF/GDBDF
Adopted:

R

Paid Family Medical Leave Insurance *
(Version 2)

The district provides an equivalent plan for paid family and medical leave and does not participate in Paid Leave Oregon. This plan [has been approved] by the Employment Department. ^{1} The district will file the Oregon Quarterly Tax Report as required.

The district will make available a notice poster that outlines the requirements and procedures for the equivalent plan. ² This poster will be displayed in each of the district’s buildings or worksites in an area that is accessible to and regularly frequented by employees. This poster will be provided ³ to remote employees upon hire or assignment to remote work.

END OF POLICY

Legal Reference(s):

[ORS 657B.210 – 657B.260](#)

[OAR 471-070-2200 - 2460](#)

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^{1} Deadlines for the district to file an exemption application can be found on OAR 471-070-2205. Application requirements can be found in OAR 471-070-2210.

² For poster requirements, see OAR 471-070-2330.

³ By hand delivery, regular mail, or through an electronic delivery method.



Code: **IGBHD**
Adopted: 12/16/08
Revised/Readopted: 2/25/20
Orig. Code: IGBHD

Program Exemptions**

~~The Board, through its designee,~~ The district may excuse students from a state-required program or learning activity for reasons of religion, disability¹ or other reasons deemed appropriate by the district. Requests for excusal or accommodation must be in writing and must include the reasons for the request and a proposed alternative for an individualized learning activity which substitutes for the period of time exempt from the program and meets the goals of the learning activity or course being exempt. Requests may be filed by the student’s parent or guardian, or by a student who is 18 years of age or older or who is an emancipated minor. Requests must be submitted to the administrator.

~~The district will determine if credit will be granted for any alternative activity.~~

~~In accordance with the law, parents or adult students may submit a written request to the principal to “opt out” of specific learning activities to accommodate students’ religious beliefs or disabilities.~~

~~Upon written request by the parent or guardian of a student, and after consultation between such parent/guardian and the Superintendent or designee, the Superintendent or designee may partially or totally excuse the student from participation in a state-required program or learning activity for reasons of religion or other good and sufficient cause. An alternative program for credit must be proposed and approved.~~

END OF POLICY

Legal Reference(s):

[ORS 336.035\(2\)](#)

[ORS 336.465](#)

[ORS 336.615](#)

[ORS 336.625](#)

[ORS 336.635](#)

[OAR 581-002-0035](#)

[OAR 581-021-0009](#)

[OAR 581-021-0071](#)

[OAR 581-022-2050](#)

[OAR 581-022-2110](#)

[OAR 581-022-2505](#)

¹ If the district receives a request for a disability accommodation, the district should consider its obligations under the Individuals with Disabilities in Education Act and Section 504 of the Rehabilitation Act.

Cross Reference(s):

IGACA – Recognition of Cultural Diversity and Customs

IGAI – Human Sexuality, AIDS/HIV, Sexually Transmitted Diseases, Health Education



Code: JFCF
Adopted: 6/01/16
Revised/Readopted: 5/28/19; 2/22/22
Orig. Code: JFCF

Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence, or Domestic Violence - Student**

The Board, in its commitment to providing a safe, positive, and productive learning environment for all students, will consult with parents/guardians, employees, volunteers, students, administrators, and community representatives in developing this policy in compliance with applicable Oregon law.

Hazing, harassment, intimidation or bullying, menacing, and acts of cyberbullying by students, staff, or third parties toward students is strictly prohibited in the district. Teen dating violence is unacceptable behavior and prohibited. Each student has the right to a safe learning environment.

Retaliation against any person who is a victim of, who reports, is thought to have reported, or files a complaint about an act of hazing, harassment, intimidation or bullying, menacing, an act of cyberbullying, or teen dating violence, or otherwise participates in an investigation or inquiry is strictly prohibited. A person who engages in retaliatory behavior will be subject to consequences and appropriate remedial action. False charges shall also be regarded as a serious offense, and will result in consequences and appropriate remedial action.

Students whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include discipline, up to and including expulsion.

Staff whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include discipline, up to and including dismissal. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent or the Board.

Students, staff, or third parties may also be referred to law enforcement officials.

The building principals/supervisors and the superintendent or designee are responsible for ensuring that this policy is implemented.

Definitions

“District” includes District facilities, District premises, and nondistrict property if the student is at any District-sponsored, District-approved, or District-related activity or function, such as field trips or athletic events where students are under the jurisdiction of the District.

“Third parties” include, but are not limited to, coaches, school volunteers, parents, school visitors, service contractors, or others engaged in District business, such as employees of businesses or organizations participating in cooperative work programs with the District and others not directly subject to District control at interdistrict and intradistrict athletic competitions or other school events.

“Hazing” includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health, or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any District-sponsored activity or grade-level attainment (e.g., personal servitude, sexual stimulation/sexual assault, forced consumption of any drink, alcoholic beverage, drug or controlled substance, forced exposure to the elements, forced prolonged exclusion from social contact, sleep deprivation, or any other forced activity that could adversely affect the mental or physical health or safety of a student); that requires, encourages, authorizes or permits another to be subject to wearing or carrying any obscene or physically burdensome article; or the assignment of pranks to be performed or other such activities intended to degrade or humiliate. It is not a defense against hazing that the student subjected to hazing consented to or appeared to consent to the hazing.

“Harassment, intimidation or bullying” means any act that substantially interferes with a student’s educational benefits, opportunities, or performance that takes place on or immediately adjacent to District grounds, at any District-sponsored activity, on District-provided transportation, or at any official District bus stop, that may be based on, but not limited to, the protected class status of a person, having the effect of:

1. Physically harming a student or damaging a student’s property;
2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student’s property; or
3. Creating a hostile educational environment including interfering with the psychological well-being of the student.

“Protected class” means a group of persons distinguished, or perceived to be distinguished, by race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, familial status, source of income, or disability.

“Teen dating violence” means:

1. A pattern of behavior in which a person uses or threatens to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age; or
2. Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age.

“Domestic violence” means abuse between family and/or household members, as those terms are described in ORS 107.705.

“Cyberbullying” is the use of any electronic communication device to harass, intimidate, or bully. Refer to District policy JFCEB and JFCEB-AR - Personal Electronic Devices and Social Media - Students for District requirements regarding the use of personal electronic devices.

“Retaliation” means any acts of, including but not limited to, hazing, harassment, intimidation or bullying, menacing, or cyberbullying toward the victim, a person in response to an actual or apparent reporting of, or participation in the investigation of, hazing, harassment, intimidation or bullying, menacing, cyberbullying, teen dating violence, or retaliation.

“Menacing” includes any act intended to place a District employee, student, or third party in fear of imminent serious physical injury.

Reporting

The building principal/supervisor will take reports and conduct a prompt investigation of any reported acts of hazing, harassment, intimidation or bullying, menacing, cyberbullying, or teen dating violence. Any employee who has knowledge of conduct in violation of this policy shall immediately report concerns to the building principal/supervisor who has overall responsibility for all investigations. Any employee who has knowledge of incidents of teen dating violence that took place on District property, at a District-sponsored activity, or in a vehicle used for district-provided transportation shall immediately report the incident to the building principal/supervisor. Failure of an employee to report an act of hazing, harassment, intimidation or bullying, menacing, cyberbullying, or teen dating violence to the building principal/supervisor may be subject to remedial action, up to and including dismissal. Remedial action may not be based solely on an anonymous report.

Any student who has knowledge of conduct in violation of this policy or feels they have been subjected to act of hazing, harassment, intimidation or bullying, menacing, cyberbullying, or feels they have been a victim of teen dating violence in violation of this policy is encouraged to immediately report concerns to the building principal/supervisor who has overall responsibility for all investigations. Any volunteer who has knowledge of conduct in violation of this policy is encouraged to immediately report concerns to the building principal/supervisor.

A report made by a student or volunteer may be made anonymously. A student or volunteer may also report concerns to a teacher or counselor who will be responsible for notifying the appropriate District official.

Reports against the principal/supervisor shall be filed with the chief human resources officer. Reports against the chief human resources officer shall be filed with an assistant superintendent of the office for school performance. Reports against an assistant superintendent of the office for school performance shall be filed with the superintendent. Reports against the superintendent shall be filed with the Board chair.

The person who makes the report **complainant** shall be notified when the investigation has been completed and, as appropriate, the ~~of the findings of the investigation and any~~ ~~, as appropriate, that~~ remedial action that has been taken. The person who made the report **complainant** may request that the superintendent or designee review the actions taken in the initial investigation, in accordance with administrative regulations.

Notification to Parents or Guardians

The [employee position title] shall notify the parents or guardians of a student who was subject to an act of harassment, intimidation, bullying or cyberbullying, and the parents or guardians of a student who may have conducted an act of harassment, intimidation, bullying or cyberbullying.

The notification must occur with involvement and consideration of the needs and concerns of the student who was the subject to an act of harassment, intimidation, bullying or cyberbullying. The notification is not required if the [employee position title] reasonably believes notification could endanger the student who was subjected to an act of harassment, intimidation, bullying or cyberbullying or if all of the following occur:

1. The student who was subjected to an act of harassment, intimidation, bullying, or cyberbullying requests that notification not be provided to the student's parents or guardians.
2. The [employee position title] determines that notification is not in the best interest of the student who was subjected to an act of harassment, intimidation, bullying, or cyberbullying; and
3. The [employee position title] informs the student that federal law may require the student's parents and guardians to have access to the student's education record, including any requests of nondisclosure (from item 1 above).

If the [employee] does not make the determination described in item #2 above, the [employee] must inform the student of that determination prior to providing notification.

When notification is provided, the notification must occur:

1. Within a reasonable period of time; or
2. Promptly, for acts that caused physical harm to the student.

Training and Education

The District shall incorporate into existing training programs for students, information related to the prevention of, and the appropriate response to, acts of ~~hazing~~, harassment, intimidation or bullying, ~~menacing~~, and acts of cyberbullying and this policy.

The District shall incorporate age-appropriate education about teen dating violence and domestic violence into new or existing training programs for students in grades 7 through 12 ~~accordance with adopted standards~~.

The District shall incorporate into existing training programs for staff information related to the prevention of, and the appropriate response to, acts of ~~hazing~~, harassment, intimidation or bullying, ~~menacing~~, ~~cyberbullying~~, teen dating violence, ~~and~~ domestic violence, and acts of cyberbullying and this policy.

Notice

The superintendent or designee shall be responsible for ensuring annual notice of this policy is provided in a student and/or employee handbook, and available on school and District websites, and in school and

Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying,
Teen Dating Violence, or Domestic Violence - Student** – JFCF

District offices, and the development of administrative regulations, including reporting and investigative procedures. Complaint procedures, as established by the District, shall be followed.

Domestic violence posters provided by the Oregon Department of Education (ODE) shall be posted in clearly visible locations on school campuses in accordance with rules adopted by ODE.

END OF POLICY

Legal Reference(s):

ORS 163.190	ORS 332.072	OAR 581-021-0046
ORS 163.197	ORS 332.107	OAR 581-021-0055
ORS 107.705	ORS 339.240	OAR 581-022-2310
ORS 166.065	ORS 339.250	OAR 581-022-2370
ORS 166.155 - 166.165	ORS 339.351 - 339.368	House Bill 2631 (2021)
ORS 174.100	OAR 581-021-0045	House Bill 3041 (2021)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).

Cross Reference(s):

ACB - Every Student Belongs
GBN/JBA - Sexual Harassment
GBNAA/JHFF - Suspected Sexual Conduct with Students and Reporting Requirements
GBNAB/JHFE - Suspected Abuse of a Child Reporting Requirements
JBA/GBN - Sexual Harassment
JFCM - Threats of Violence
JHFE/GBNAB - Suspected Abuse of a Child Reporting Requirements
JHFF/GBNAA - Suspected Sexual Conduct with Students and Reporting Requirements

HILLSBORO SCHOOL DISTRICT 1J
July 11, 2023
APPROVE 2023-24 BOARD MEETING DATES

SITUATION

The Board annually sets the schedule of Board meeting dates for the upcoming school year. Board meetings are usually held on the second and fourth Tuesdays of the month, with some exceptions to accommodate school breaks. Proposed meeting dates for the 2023-24 school year are provided below for Board discussion.

<u>Date</u>	<u>Meeting / Session</u>
Tuesday, July 11, 2023	Regular Session/ Organizational Meeting/Swearing In
Tuesday, August 8, 2023	Full-Day Session (Retreat)
Tuesday, September 12, 2023	Work Session
Tuesday, September 26, 2023	Work / Regular Session
Tuesday, October 10, 2023	Work Session
Tuesday, October 24, 2023	Work / Regular Session
Tuesday, November 14, 2023	Work / Regular Session
Tuesday, December 5, 2023	Work / Regular Session
Tuesday, January 9, 2024	Work Session
Tuesday, January 23, 2024	Work / Regular Session
Tuesday, February 13, 2024	Work Session
Tuesday, February 27, 2024	Work / Regular Session
Tuesday, March 12, 2024	Work / Regular Session
Tuesday, April 9, 2024	Work Session
Tuesday, April 23, 2024	Budget Meeting / Work / Regular Session
Thursday, May 2, 2024	Budget Committee Meeting, <i>if needed</i>
Tuesday, May 14, 2024	Work Session
Thursday, May 16, 2024	Budget Committee Meeting, <i>if needed</i>
Tuesday, May 28, 2024	Work / Regular Session
Tuesday, June 18, 2024	Work / Regular Session

RECOMMENDATION

The Superintendent recommends that the Board of Directors approve the Board meeting dates for the 2023-24 school year.