



**SUMMARY OF COMPLIANCE STATUS**

SEPTEMBER 2024

**SUPERINTENDENT CERTIFICATION**

With respect to OE-4 *Personnel Administration* taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and the district is:

- In Compliance
- In Compliance, with Exception
- Not in Compliance

**Summary Statement by Administration**

Monitoring of operational expectation policies is part of the ongoing process of district performance evaluation and superintendent evaluation. This report includes an Areas of Focus for Continuous Improvement outlining new practices or protocols to be utilized for the next reporting timeframe and recommendations for suggested changes to Operational Expectations policies and/or indicators and interpretations. A Data Analysis on page 4 presents an administrative summary of the data. This report addresses 25 indicators of the superintendent’s responsibility regarding general operations.

**Progress Reporting Summary**

In Compliance

- 4.1.1, 4.1.2
- 4.2.1
- 4.3.1
- 4.4.1, 4.4.2
- 4.5.1
- 4.6.1
- 4.7.1, 4.7.2
- 4.8.1, 4.8.2, 4.8.3, 4.8.4, 4.8.6
- 4.9.1, 4.9.2, 4.9.3, 4.9.4, 4.9.5
- 4.10.1, 4.10.2
- 4.11.1
- 4.12.1

In Compliance with Exception

- 4.8.5

Not In Compliance

- N/A



**Areas of Focus for Continuous Improvement**

As part of BPS recruitment efforts, we currently have seven employees enrolled in the para to teacher program in collaboration with the University of Mary and the Department of Labor and two employees enrolled in the para to teacher program in collaboration with Minot State University.

Implementation of onsite fingerprinting to improve service for our employees.

We currently have six employees in the Counselor Plan of Study program.

A Market Salary Analysis has been completed for hourly positions. The findings from this study are being used to make market adjustments, ensuring that BPS remains competitive.

Signed: \_\_\_\_\_

A handwritten signature in black ink, appearing to read 'Z. H. ...', is written over a horizontal line. Below the line, the word 'Superintendent' is printed.

Superintendent

Date: \_\_\_\_\_

9/9/2024



**SCHOOL BOARD ACTION**

With respect to OE-4 *Personnel Administration*, the Board:

- Accepts the report as fully compliant.
- Accepts the report as compliant with noted exceptions.
- Finds the district to be noncompliant.

**Summary Statement/Motion of the Board**

Because this really ties in with what the board brought to the table a few weeks ago, with the dignity index, I think this is really paramount for our district. When we look at number 11, this is a huge charge that we've given the superintendent to maintain an organizational culture that positively impacts the ability of staff to responsibly perform their jobs and allow them to work in an environment of professional support and courtesy. If we look at what the board's committed to, a culture of collaboration and inclusion where all employees are treated with dignity and respect, I think that's a lot on your plate, but I also view it as a one of the most important parts of your job, to maintain that culture among so many employees. I think it's really something that you place an emphasis on and I think we need to continue to do work in that respect, but I appreciate that work and I think it really aligns with where we as a board, not only where we want ourselves to go, this community to go, but also this district to go. Thank you for your work on that.

Motion by Mr. Lee to accept the OE-4 *Personnel Administration* Monitoring Report as In Compliance, seconded by Ms. Preskey. Motion carried.

Signed:   
Board President

Date: 9/9/2024

### Data Analysis

All employees hired successfully cleared background checks according to the level of risk within their classification of employment with BPS.

Of all teachers hired, 100% met the definition of highly qualified as defined by the ND Education Standards and Practices Board.

All volunteer applicants successfully cleared all background checks for the 2023-2024 school year.

All employees and new hires have acknowledged receipt of negotiated agreements, handbooks, and required policy review for the 2023-2024 school year.

The salary and benefit negotiations resulted in salary increases of 5% for 2022-2023 and 4% for 2023-2024. A change in health insurance benefits was negotiated with an employee cost share of 6% of health insurance premium.

The turnover rates for the following employee groups remain in compliance with meeting the district percentage goals. Instructional Aides at 25%, Child Nutrition at 17%, overall support staff at 19%. Teachers at 5%, Professional Staff at 7%, and Administrators at 0%. Secretarial staff are not in compliance with a 9% turnover rate and Custodial staff with a 20% turnover rate.

All performance evaluations were 100% completed for all employment groups for the 2023-2024 school year. Six teachers, one professional staff, and ten support staff were not at proficient performance and are engaged in a performance improvement plan under the guidance of their supervising principal/supervisor.

All known complaints and grievances were resolved or handled in accordance with policy and negotiated agreements as applicable.

**OE-4 – Personnel Administration**

The Superintendent shall assure the recruitment, employment, development, evaluation and compensation of district employees in a manner necessary to enable the district to achieve its *Results* policies.

**Interpretation:**

- **Recruitment** shall mean attract and select the most talented and diversified pool of candidates.
- **Employment** shall mean work defined by the District for anyone who receives monetary compensation for services rendered.
- **Development** shall mean providing staff with mentoring, coaching, and/or training that positively impacts student achievement and professional growth.
- **Evaluation** shall mean a fair, credible, effective, and consistent system and process that assesses the effectiveness of the employee and provides support and feedback to facilitate continuous improvement and growth.
- **Compensation** shall mean providing competitive and flexible salary placement and benefits to attract new and retain current employees.
- **District employee** means anyone who receives compensation in exchange for services.
- The Board's **Results** policy is defined in R-1.

**Monitoring Report**

**The Superintendent Shall:**

<p><b>4.1</b> Assure that no person is employed by the district without first clearing thorough background inquiries and checks.</p>	<p><b>In Compliance</b></p>
<p><b>Interpretation:</b> BPS works to hire the best possible candidate for each position. To this end, BPS will avoid hiring an individual who did less than satisfactory work in a previous position or who has a criminal history of serious concern.</p> <ul style="list-style-type: none"> <li>• <b>Background inquiries and checks</b> BPS will probe multiple sources to undergo extensive background checks, as time and expense allows, using a consistent standard for each classification of employee. In addition, employment eligibility prior to hiring will be determined through the following, as appropriate for the position: Background Information Services, Inc. (BISI) results, North Dakota Department of Public Instruction (ND DPI), North Dakota Bureau of Criminal Investigation (BCI) credential and licensing verifications, reference checks, and verification.</li> </ul>	

Indicator		Finding						
<p><b>Indicator 1:</b> Each newly hired employee will successfully clear her or his background check prior to the first day of work with BPS.</p>		<p><b>In Compliance</b></p>						
<p>Evidence: 100% of newly hired employees successfully cleared background checks.</p>								
<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th data-bbox="228 970 626 1043">Employee Type</th> <th data-bbox="626 970 1024 1043">Background Checks Completed</th> <th data-bbox="1024 970 1422 1043">Hire Declined</th> </tr> </thead> <tbody> <tr> <td data-bbox="228 1043 626 1083">Total</td> <td data-bbox="626 1043 1024 1083">571</td> <td data-bbox="1024 1043 1422 1083">3</td> </tr> </tbody> </table>			Employee Type	Background Checks Completed	Hire Declined	Total	571	3
Employee Type	Background Checks Completed	Hire Declined						
Total	571	3						
<p><b>Indicator 2:</b> The internal control processes verify that all employees hired between July and June of the fiscal year have successfully cleared all background checks according to the level of risk exposure in their employment classification, based on EEOC guidelines.</p>		<p><b>In Compliance</b></p>						
<p>Evidence: 100% of new employees successfully cleared background checks according to the level of risk exposure in their classification of employment with BPS.</p>								

**The Superintendent Shall:**

<p><b>4.2</b> Assure that no volunteer has unsupervised contact with students without first clearing reasonable background inquiries and checks.</p>	<p><b>In Compliance</b></p>
<p><b>Interpretation:</b> BPS needs and values the work provided by volunteers. BPS shall make all reasonable efforts to check for any criminal activity in the volunteer’s past to protect our students and staff.</p> <ul style="list-style-type: none"> <li>• <b>Reasonable background inquiries and checks</b> shall mean a professional background check results and fingerprinting prior to allowing a person to volunteer.</li> <li>• <b>Contact</b> shall mean any opportunity a volunteer has to be with students under the direction of district personnel.</li> </ul>	

Indicator		Finding
<b>Indicator 1:</b> No person will fill a volunteer position as defined in Volunteer Policy KAAB without first satisfactorily passing a background check.		<b>In Compliance</b>
Evidence: A completed volunteer form is on file at the district office for all volunteers. 100% of volunteer applicants have successfully cleared all background checks.		
Background Type	Passed	Declined
Volunteers	513	0

**The Superintendent Shall:**

<b>4.3</b> Select only highly qualified and the best-suited candidates for all positions.	<b>In Compliance</b>
<p><b>Interpretation:</b> The Board is interested in building the best quality staff and adding value to the team using procedures in Policies CAAB “Hiring Administrative Staff,” DBAC “Recruitment, Hiring, and Background Checks for New Instructional Personnel,” and DBAA “Recruitment, Hiring, and Background Checks for New Classified Personnel.”</p> <ul style="list-style-type: none"> <li>• <b>Best-suited</b> shall mean the candidate selected for any position in the District meets or exceeds the minimum criteria of the position and the expectations of the hiring committee, director/principal, and/or Superintendent in order to find the best match possible for the team and for the particular role.</li> <li>• <b>Highly qualified</b> shall mean the candidate has the appropriate levels of experience, education, license, credential or certification needed for the position as well as completion of successful interview process, which may include a performance interview.</li> </ul>	

Indicator		Finding
<b>Indicator 1:</b> All classified staff, teachers, principals, and administrators hired met the baseline qualifications for their positions or had the proper waiver.		<b>In Compliance</b>
Evidence: 100% of classified staff, principals, and administrators hired have met the baseline qualifications for their positions. Of all teachers hired, 100% met the definition of highly qualified as defined by the ND Education and Standards & Practices Board upon hire.		

**The Superintendent Shall:**

<b>4.4</b> Administer clear personnel rules and procedures for employees.	<b>In Compliance</b>
<p><b>Interpretation:</b> Clear rules and procedures, including what is expected of employees, how they will be evaluated, how they will know if their work is below expectations, and what the consequences will be are important in building a quality work force.</p> <ul style="list-style-type: none"> <li>• <b>Administer</b> shall mean to supervise or oversee that personnel rules and procedures are followed.</li> <li>• <b>Clear</b> shall mean personnel rules and procedures are communicated in writing.</li> <li>• <b>Rules and procedures</b> shall mean the applicable laws, Board, and District policies that communicate the employment expectations for all District personnel.</li> </ul>	

Indicator	Finding
<p><b>Indicator 1:</b> All employees have digital or paper access to the Negotiated Agreements, employee handbooks and required policies, required federal and state notices, and emergency flip charts, as the position requires.</p>	<p><b>In Compliance</b></p>
<p>Evidence: All BPS employees have access to the BPS website, Unified Talent Records, and iVisions. All agreements, employee handbooks, and required policies are available to them. All staff are required to acknowledge receipt of Negotiated Agreements and Handbooks annually. All employees are required to complete review of the required policies, Safety Program, and Notices of Federal Regulations within the Learn BPS program. 100% fully completed the policy review requirement.</p>	
<p><b>Indicator 2:</b> Within 30 days of signing contracts or the beginning of the new school year or within two weeks of accepting employment, all district employees have signed and returned to Human Resources an acknowledgement form to affirm they received updated policies the district is legally required to provide to staff annually.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Required documents sent to new hires through Unified Talent Records, 100% of all staff hired have completed all requirements for document review.</p>	

**The Superintendent Shall:**

<p><b>4.5</b> Effectively handle complaints and concerns.</p>	<p><b>In Compliance</b></p>
<p><b>Interpretation:</b> An effective process for handling complaints and concerns is important.</p> <ul style="list-style-type: none"> <li>• <b>Effectively handle</b> shall mean investigate promptly, accurately with consideration and professionalism. However, “effectively” does not necessarily mean complainants will always be pleased with the complaint’s resolution.</li> <li>• <b>Complaints and concerns</b> shall mean grievances or questions related to sexual harassment, discrimination claims, contractual violations, Board and District policies and procedures, and possible violations of state and federal laws.</li> </ul>	

Indicator	Finding
<p><b>Indicator 1:</b> 100% of known complaints and grievances are resolved or handled in accordance with policy and Negotiated Agreements, as applicable.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Bismarck Public Schools follows policy and negotiated agreements to address any complaints and grievances.</p>	

**The Superintendent Shall:**

<p><b>4.6</b> Maintain adequate job descriptions for all staff positions.</p>	<p><b>In Compliance</b></p>
<p><b>Interpretation:</b> Employees and employers benefit from job descriptions that are well-designed and clearly written for each category of position and each unique position. Job descriptions are necessary for recruitment, hiring, developed, and evaluation.</p> <ul style="list-style-type: none"> <li>• <b>Maintain</b> shall mean to keep current and accurate.</li> <li>• <b>Adequate</b> shall mean job descriptions reflect the minimum qualifications, essential functions, knowledge, skills, and abilities of the responsibilities and tasks performed.</li> </ul>	



Indicator	Finding
<b>Indicator 1:</b> 100% of job descriptions will be available to employees and for use by administrators during the hiring and evaluation processes.	<b>In Compliance</b>
Evidence: All job descriptions are posted and available to all employees and administrators on the BPS website. Job descriptions are included in the posting of open positions.	

**The Superintendent Shall:**

4.7 Protect confidential information.	<b>In Compliance</b>
<p><b>Interpretation:</b> Central Office, as keepers of personnel information, must have uncompromising ethical principles and follow legal requirement for securing and protecting personnel files and information in the office setting as well as more informal settings.</p> <ul style="list-style-type: none"> <li>• <b>Protect</b> shall mean to secure, keep safe, and preserve employee confidential information.</li> <li>• <b>Confidential</b> shall mean access to employee information follows federal and state law, including Health Insurance Portability and Accountability Act (HIPAA).</li> </ul>	

Indicator	Finding
<b>Indicator 1:</b> During the fiscal year, there has been no report of a breach of confidential information by district staff.	<b>In Compliance</b>
Evidence: Zero reports of a breach of confidential information by district staff had been reported.	
<b>Indicator 2:</b> Any report of a breach of confidentiality by a staff member has been thoroughly investigated and appropriate action taken.	<b>In Compliance</b>
Evidence: Zero reports of a breach of confidential information by a staff member had been reported.	

**The Superintendent Shall:**

4.8 Assure that compensation and benefit plans attract and retain the highest quality employees by compensating employees, within available resources, in a manner consistent with the applicable marketplace, including but not limited to organizations of comparable size and type.	<b>In Compliance</b>
<p><b>Interpretation:</b> The Human Resources Department will advise the Superintendent who shall advise the Board of appropriate compensation for employee groups, given the marketplace and projected revenue. Periodic studies of comparability should be conducted.</p> <ul style="list-style-type: none"> <li>• <b>Competitive</b> shall mean the District offers are as good as or better than others of a comparable nature.</li> <li>• <b>A compensation plan</b> shall mean District salaries and benefits are commensurate with or higher than equivalent positions when compared to similar school districts.</li> <li>• <b>Highest quality</b> in terms of attracting applicants shall mean a candidate who meets the criteria of the position and the expectations of the hiring committee, supervising administrator, or Superintendent.</li> <li>• <b>Highest quality</b> in terms of retention of employees shall mean those who are evaluated as effective or higher based on the District’s evaluation criteria.</li> </ul>	

Indicator	Finding
<p><b>Indicator 1:</b> Salaries and benefits will be negotiated for teachers and administrators, with efforts to maintain a competitive stance in the marketplace, given affordability due to budget.</p>	<p><b>In Compliance</b></p>
<p>Evidence: The salary and benefit negotiations process completed in 2023 resulted in total salary increases of 5% for 2023-24 and 4% for the 2024-25 school year. Employee cost share in health insurance premiums of 6%.</p>	
<p><b>Indicator 2:</b> Salaries and benefits will be adjusted for support staff and professional support staff through consultation, with efforts to maintain a competitive stance in the marketplace, given affordability due to budget.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Subsequent study by the administration, considering budget impact, issues of internal equity among employees, and Board consideration/approval, resulted in total salary increases of 5% for 2023-24 and 4% for the 2024-25 school year. Employee cost share in health insurance premiums of 6%.</p>	
<p><b>Indicator 3:</b> A periodic review of market study data will be conducted for specific employee classes when appropriate, agreed upon, and possible within the budget.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Periodic review of various positions requesting reclassification and/or areas of critical shortage. All employees were allowed to move over one lane for the 2023-24 year and again for the 2024-25 school year. A market salary analysis has been completed.</p>	
<p><b>Indicator 4:</b> Turnover in teaching and administrative staff is 5 percent or lower annually except for retirement and leave due to family moving out of the area.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Teaching and administrative staff turnover rate has met the requirement of 5% or lower</p>	
<p><b>Indicator 5:</b> Turnover in professional support staff and secretarial and custodial support staff is 5% or lower annually except for retirement and leave due to family moving out of the area.</p>	<p><b>In Compliance, with Exception</b></p>
<p>Evidence: Support staff resigned for reasons other than retirement or moving out of the area. Professional support staff, bus monitor employee groups in compliance with less than 5% turnover.</p> <p>Secretaries did not meet compliance at 9%. Custodial did not meet compliance at 20%.</p>	
<p><b>Indicator 6:</b> Turnover in instructional aide and child nutrition support staff is 30% or lower annually except for retirement and leave due to family moving out of the area.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Support staff resigned for reasons other than retirement or moving out of the area. Instructional aide and child nutrition groups in compliance with less than 30% turnover.</p> <p>All Support/Professional Staff Exit Survey: Total of 6% responded to the exit survey with reasons being other than retirement/relocating: 31% Dissatisfied with position, hours and/or benefit costs, ineligible for benefits; 69% Other, returning to school, personal reasons and Early Intervention program transferred to CREA.</p>	

**The Superintendent Shall:**

<p><b>4.9</b> Consistent with the Superintendent’s own evaluation, evaluate all employee performance according to their contribution toward achieving the Board’s <b>Results</b> policies and their compliance with the Board’s <b>Operational Expectations</b> policies.</p>	<p><b>In Compliance</b></p>
<p><b>Interpretation:</b> The Board requires that all employee performance is evaluated in relation to the Board’s strategic results and compliance with the Board’s Operational Expectations policies.</p> <ul style="list-style-type: none"> <li>• <b>Consistent with the Superintendent’s own evaluation</b> shall mean that employee evaluations will be aligned with the Superintendent’s evaluation, Student Achievement results and Operational Expectations compliance.</li> <li>• <b>Evaluate</b> shall mean assessing the degree to which employee performance is meeting the District’s expectations and standards for performance as well as any state requirements and then providing employee feedback, goal setting, and coaching.</li> <li>• <b>Achieving</b> shall mean that the employee performance contributes to accomplishing the Board’s goals.</li> <li>• <b>Compliance</b> shall mean District employees are assessed pursuant to the appropriate evaluation.</li> </ul>	

Indicator	Finding
<p><b>Indicator 1:</b> All teachers are expected to analyze student achievement data and, with the assistance of their principal, determine annual goals for professional growth to best impact student achievement of the academic and social emotional curriculum.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Throughout the evaluation process all teachers must respond to the following questions linking their evaluation to student performance.</p> <p>Critical Attributes:</p> <ol style="list-style-type: none"> <li>1. My school, professional development, and student achievement goal(s) are (Include who/what/where/how/when)?</li> <li>2. What evidence/results show the impact on student growth?</li> <li>3. Based on the evidence and student growth, my next steps for continued professional growth are?</li> <li>4. What have I achieved (reflection)?</li> </ol> <p>100% of all teachers were evaluated in the 2023-24 school year. Six teachers were not at proficient performance and are engaged in a performance improvement plan under the guidance of their supervising principal.</p>	
<p><b>Indicator 2:</b> Within 30 days of signing contracts or the beginning of the new school year or within two weeks of accepting employment, all district employees have signed and returned to Human Resources an acknowledgement form to affirm they received updated policies the district is legally required to provide to staff annually.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Required documents sent to new hires through Unified Talent Records, 100% of all staff hired have completed all requirements for document review.</p>	

<p><b>Indicator 3:</b> All principals are expected to analyze student achievement data and, with the assistance of their assistant superintendent, determine annual goals for professional growth for themselves and their staff to best impact student achievement of the academic and social emotional curriculum.</p>	<p><b>In Compliance</b></p>
<p>Evidence: 100% of building level administrators were evaluated for the 2023-24 school year using a principal evaluation tool based on the Interstate School Leaders Licensure Consortium (ISLLC) Standards which organize the functions that help define strong, effective school leadership under six general standards. Each standard supports the advancement of educational leadership competencies that result in meaningful student growth and academic achievement.</p>	
<p><b>Indicator 4:</b> All district-level administrators are expected to combine performance and department goals / objectives into an operational plan aligned to the Operational Expectations policies.</p>	<p><b>In Compliance</b></p>
<p>Evidence: All district-level administrators were evaluated for the 2023-24 school year by combining performance and department goals/objectives that are aligned to the Operational Expectations and the Operational Plan</p>	
<p><b>Indicator 5:</b> All support staff are responsible for supporting the district’s daily work and instructional programs and are evaluated at least annually.</p>	<p><b>In Compliance</b></p>
<p>Evidence: All supervisors are responsible for the annual evaluation of all support staff who are responsible for supporting the district’s daily work and instructional programs. Currently, supervisors have the option to utilize the online platform Perform or a paper copy. 100% of support staff evaluations were fully completed in the 2023-24 school year. Ten hourly support staff were not at proficient performance and are engaged in a performance improvement plan under the guidance of their supervisor.</p>	

**The Superintendent Shall:**

<p><b>4.10</b> The Board is committed to hiring highly qualified staff that adds sustained value to the BPS team. This includes hiring the most qualified staff for each position and ensuring staff engage in high quality staff development.</p>	<p><b>In Compliance</b></p>
<p><b>Interpretation:</b> The Board requires that all employee performance is evaluated in relation to the Board’s strategic results and compliance with the Board’s Operational Expectations policies.</p> <ul style="list-style-type: none"> <li>• <b>Highly qualified</b> shall mean the candidate has the appropriate levels of experience, education, license, credential, or certification needed for the position as well as completion of successful interview process, which may include a performance interview.</li> </ul>	

Indicator	Finding
<p><b>Indicator 1:</b> All classified staff, teachers, principals, and administrators hired met the baseline qualifications for their positions or had the proper waiver.</p>	<p><b>In Compliance</b></p>
<p>Evidence: 100% of all staff hired met the baseline qualification for the positions hired and all required documentation has been provided.</p>	

<p><b>Indicator 2:</b> The district will implement a staff development management system. This system will provide a professional development platform to document alignment, choice, and analytics that will monitor and guide staff performance, development, and growth.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Required documents sent to new hires through Unified Talent Records, 100% of all staff hired have completed all requirements for document review.</p>	

**The Superintendent Shall:**

<p><b>4.11</b> The Board is committed to a culture of collaboration and inclusion where all employees are treated with dignity and respect as all work collectively to meet the needs of the organization.</p>	<p><b>In Compliance</b></p>
<p><b>Interpretation:</b> The Board is committed to a culture of collaboration and inclusion where all employees are treated with dignity and respect as all work collectively to meet the needs of the organization.</p> <ul style="list-style-type: none"> <li>• <b>Inclusion</b> shall mean valuing people for who they are, nurturing our diversity, and embracing the contributions of all students, families, and staff.</li> </ul>	

Indicator	Finding
<p><b>Indicator 1:</b> 100% of known complaints and grievances are resolved or handled in accordance with policy and Negotiated Agreements, as applicable.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Bismarck Public Schools follows policy and negotiated agreements to address any complaints and grievances.</p>	

**The Superintendent Shall:**

<p><b>4.12</b> The Board is committed to ensuring all staff are free of reprisal for filing legitimate complaints or grievances. Administrative Policy KACB Complaints About Personnel documents the process.</p>	<p><b>In Compliance</b></p>
<p><b>Interpretation:</b> The Board is committed to a culture of collaboration and inclusion where all employees are treated with dignity and respect as all work collectively to meet the needs of the organization.</p> <ul style="list-style-type: none"> <li>• <b>Legitimate</b> shall reference applicable laws, Bismarck Public Schools’ Coherent Governance Policies, Bismarck Public Schools’ Administrative Policy, and established Bismarck Public Schools’ practices.</li> <li>• <b>Reprisal/Retaliation</b> shall mean seeking undue or negative consequences against an individual.</li> </ul>	

Indicator	Finding
<p><b>Indicator 1:</b> 100% of known complaints and grievances are resolved or handled in accordance with policy and Negotiated Agreements, as applicable.</p>	<p><b>In Compliance</b></p>
<p>Evidence: Bismarck Public Schools follows policy and negotiated agreements to address any complaints and grievances. BPS administrative policy <i>KACB Complaints About Personnel</i>; AAC <i>Nondiscrimination and Anti-Harassment</i>; ACF <i>Whistleblower Protections Prohibition Against Retaliation</i>.</p>	