



Morgan Hill Unified School District

Nordstrom Elementary School Handbook

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Campus Security Policy and Procedures

- Campus gates are locked for security from 7:50-2:35. Do not hold, or prop, the gates open during this time.
- During the school day, all adults must come directly to the school office with an ID to sign out a student.
- All school volunteers must check in through the front office, show current ID and district approved volunteer badge prior to proceeding on campus.
- Do not go to the classrooms, playgrounds, or linger at the fence during school hours. Playing on the playgrounds before or after school is prohibited.
- Only people listed on the AERIES emergency card are allowed to take students from school.
- Please make sure you provide the school with current phone numbers and keep emergency card information updated.
- Only service dogs are allowed on campus.
- Adults are not allowed in student restrooms. Elementary students are able to attend to their needs independently, this includes before and after school. We have a public restroom available in the office.
- Nordstrom performs monthly safety drills to practice procedures for fire evacuation, earthquakes, alternate exits, full emergency dismissal procedures, and lockdowns.
- Our campus is monitored by security cameras.

Attendance Policies and Procedures

- Attendance is critical to the academic success of all students. Appointments should be made for after school hours.
- Students may not be checked out of school during the last 20 minutes of the school day. A doctor's note is required to pull students from school the Friday before a holiday.
- If a student is absent you must contact the Attendance Office to clear the absence within three (3) days.
- It is the responsibility of the child or parent to ask for any missed class work or homework.
- Students must have a 90% attendance rate to be enrolled in after school programs or request an independent study.
- If students are on a field trip, they may not be checked out by their parents from the trip. They must return to school for the remainder of the school day.
- Students must attend school to attend an after school program that day.

- Clearing Absences:
 - All absences should be cleared the day of the absences or upon return to school. Absences can be cleared in one of the following manners:
 - Call the attendance office. Leave a message if no one answers.
 - (408) 201-6440
 - Email Office Assistant, Beth Newquist, at newquistb@mhusd.org
 - Please include the following information when clearing absences:
 - First and last name of student
 - Date(s) of absence
 - Reason for absence
 - Identification of parent/guardian and relation to student
 - You may also reply to the ParentSquare attendance message to clear absences.
- Excused Absences - California Education Code and School Board Policy allows excused absences for the following reasons:
 - Illness - Doctor's note required after 3 days of illness.
 - Quarantine directed by county or city Health Officer
 - Medical, Dental, or Optometric services appointment
 - Funeral services for member of immediate family
 - 5 Days
- Unexcused Absences - Absences for reasons other than those listed above are considered unexcused.
 - After three (3) days, absences for reasons unknown to our Attendance Office are considered unexcused.
 - After three (3) unexcused absences parents will receive a mandated letter.
 - If unexcused absences continue, parents will be asked to attend the School Attendance and Review Team meeting.
- Tardies
 - A child is considered tardy if they are not in line when the 7:50am bell rings.
 - Please ensure your child gets to school prior to the 7:50am bell and stays in school until the end of the day.
 - After three 30 minute tardies (late drop off or early pick-up), students are considered truant and parents will receive a letter of warning.
 - If your child continues to be tardy to school, families will be asked to attend the School Attendance and Review Team meeting.
- Leaving Campus

- All students must be signed out through the office by a parent or person on the emergency card with an ID.
- Students will not be released during the day to any person not listed on the Emergency Card other than parents.
- Upon returning to the school, the student must check back in at the office.
- Classrooms will not be interrupted, barring an emergency, during instructional time with reminder phone calls, pick-up changes, or lunch deliveries. Instructional time is considered our highest priority. We do not interrupt the flow of a lesson or an entire class for student messages.
- Due to the importance of activities in the classroom, parents are asked not to pull students early from school.
- If students are picked up early from school, for any reason other than medical or illness, they will be coded unexcused for the remainder of the day.
- Family Trips, Personal Appointments and Business
 - These absences are considered unexcused according to the State Education Code. Students missing school should contact his/her teachers as soon as possible to request make-up work.
 - If a child will be out 5 or more days, parents can request an Independent Study Contract (request must be made a minimum of two weeks in advance) which can be completed while the student is gone. All completed work must be submitted on the day of return to excuse the absences.
- Teachers depend upon parents and caregivers to ensure that students arrive on time each day. Tardy students miss critical morning instruction and also interrupt class by arriving late.

Communication Policy

- Nordstrom uses Parent Square as an effective communication tool. You can find more information on Parent Square on the [district family resources page](#).
- Teachers communicate regularly with families via Parent Square to keep them updated on classroom events and learning.
- Principals send monthly newsletters via Parent Square to families.
- Messages and phone calls to principals and staff will be returned within two school days.
- When a family has any concerns regarding a student's academic, behavioral, or social emotional well being, they are invited to send a message to the teacher and/or administration. Their concern will be responded to within 2 school days.
- When the school sees an academic, behavioral, or social emotional need with a student, parents will be informed and a plan will be mutually created.
- Teachers will communicate through Friday folders.

- 4th/5th grade teachers will communicate in Aeries and Google Classroom. It is an expectation that all families continuously review work that is shared through these platforms (see Homework Policy).
- [Website: Family Resources](#)
- [FACE Center](#)

Grading Policy

- Nordstrom Elementary embraces equitable grading practices:
 - Equitable grading has three pillars: accuracy, bias-resistance, and intrinsic motivation. Grades must accurately reflect only a student's academic level of performance, exclude nonacademic criteria (such as behavior), and use mathematically sound calculations and scales, such as the 0–4 instead of the 0–100 scale.
 - Equitable grading means giving fair, meaningful grades to students, regardless of students' diverse backgrounds. Scores reflect students' mastery of knowledge and skills based on [measurable and observable](#) objectives, through all depths of knowledge levels, that promote learning.
- Nordstrom's grading scale is as follows:
 - Score of 4:
 - Student demonstrates extensive mastery of the grade level standard and performs above grade level in the standard strand.
 - The learner demonstrates the highest level of conceptual and procedural understanding of the knowledge and skills needed.
 - Score of 3:
 - Student demonstrates sufficient mastery of the grade level standard.
 - The learner demonstrates understanding of the specific knowledge and skills needed.
 - Score of 2:
 - Student demonstrates partial mastery of the grade level standard.
 - The learner demonstrates a developing understanding of the specific knowledge and skills needed.
 - Score of 1:
 - Student demonstrates minimal or no mastery of the grade level standard.
 - The learner has not yet demonstrated understanding of specific knowledge and skills.

Volunteer Policy

- Nordstrom follows MHUSD's [Volunteer Requirements](#). All volunteers must have and wear an updated district issued badge when volunteering on campus.
- Volunteers must communicate with teachers and staff regarding volunteer times and tasks. Volunteers must adhere to their intended purpose on campus.
- Volunteers must sign in and out of the office upon arriving and leaving campus for their security and the security of the students and staff on site.

Proper Attire Policy

- Footwear must enable safe play and full participation of P.E. Closed toed footwear is strongly encouraged. No flip flops or backless shoes allowed.
- Clothing with inappropriate logos, expressions or pictures representing offensive, crude, vulgar or sexually suggestive material, alcohol, drugs, prejudicial statements or any statements not conducive to a learning environment are not permitted.
- Pants are to be secured at the waist without sagging. No 'overly destroyed' pants.
- No short-shorts or miniskirts.
- Half-shirts, see-through tops, tube tops, midriffs are not permitted. No visible undergarments are permitted.
- Fingernails should be kept trimmed for safety and allow for participation in recess/P.E. activities.
- Hats/caps may be worn outdoors for the purpose of protecting the face from the harmful effects of UV sunlight.
- Hats are permitted inside with the expectation that teachers and staff members can see the student's face. Teachers may also request students remove hats and hoods.
- Wheeled shoes are prohibited.

Discipline Policy

- Nordstrom Elementary is a [Positive Behavioral Interventions and Supports \(PBIS\)](#) school. Positive Behavioral Interventions and Supports (PBIS) is an [evidence-based](#), tiered framework for supporting students' behavioral, academic, social, emotional, and mental health. When implemented with fidelity, [PBIS improves](#) social emotional competence, academic success, and school climate. It also improves teacher health and wellbeing. It is a way to create positive, predictable, equitable and safe learning environments where everyone thrives.
- Nordstrom staff and administration will communicate and collaborate with

families regarding disciplinary issues.

- [MHUSD Discipline Policy](#)
- [California Education Code Regarding Discipline, Suspensions, and Expulsions](#)

Anti-Harassment Policy

- Everyone at school has a right to feel respected and safe.
- Harassment based on gender, race, national origin, ethnicity, religion, sexual orientation, or disability is not tolerated.
- A harasser may be a student or an adult.
- Harassment may include the following when related to gender, race, national origin, ethnicity, religion, sexual orientation, or disability:
 - Name calling, teasing, derogatory comments, or slurs
 - Remarks or rumors about an individual's sexual activities, sexual jokes, catcalls, whistles
 - Leering, winking, sexual gestures, pinching, patting, intentional rubbing against another individual's body
 - Graffiti, offensive graphic posters or book covers
 - Derogatory notes or cartoons
 - Unwelcome touching of a person or clothing, grabbing, fondling
 - Violent acts or threats
- If any words or actions make a student feel uncomfortable or fearful, alert a staff member, a teacher, counselor, or the Principal immediately.
- If you believe that you or someone else has been the victim of harassment, you should report the alleged acts to a teacher, counselor, Principal, or the Assistant Principal. The report may be verbal or written.
- Your right to privacy will be respected as much as possible consistent with the District's legal obligations and the need to investigate harassment allegations and take remedial and corrective action.
- We take seriously all reports of sexual harassment, and harassment based upon gender, race, national origin, ethnicity, religion, sexual orientation, or disability and will take all appropriate action to investigate such claims, to eliminate the harassment, and to discipline any persons found to have engaged in such conduct.
- The District will also take action if anyone tries to intimidate you or take action to harm you because you made such a report.
- This is a summary of this District's policy against sexual harassment, and harassment. A detailed copy is in the MHUSD "Rights and Responsibilities Handbook" found online at <https://www.mhusd.org/family-resources> and copies are available in the Office.

Technology Policy

- Students at Nordstrom Elementary are expected to be exemplary digital citizens.
- Chromebooks and technology are to be used for academic purposes under the supervision of teachers.
- [MHUSD Technology Rights and Responsibilities](#) can be found in the handbook.
- If students do not follow technology expectations, our discipline procedures will be implemented. (see discipline section)

Recess Rules and Procedures

- Students will show respect for each other and student supervisor staff members at all times.
- Students are expected to follow all directions of student supervisors for the safety of themselves and those around them, at all times.
- Student supervisors will explain all rules of the playground to students and will provide frequent reminders. Students are expected to follow all playground rules.
- Physical contact and rough play of any kind is not allowed. This includes tackle football, basketball, soccer that is overly aggressive, karate, wrestling, imaginary combat, etc.
- Students are expected to use appropriate language at all times.
- When the bell rings, all students must stop playing, clean up equipment and walk to their class lines.
- The school provides all sports equipment and balls.
- No sports equipment or other balls and toys from home are allowed without prior classroom teacher permission.
- Students must play in designated areas only, including on the appropriate grade level play structure, ball wall or basketball court.
- Games are to be open to all students. Students should also not interfere with other games in progress.
- Balls are not to be thrown or bounced against building walls or on our storage bins.
- If students do not follow recess expectations, our discipline procedures will be implemented. (see discipline section)

Prohibited Items Policy

- Children should not bring anything to school except a backpack, lunch or school materials.
- No glass containers, including Pyrex used for lunches, are allowed on campus.

- All other items such as toys, electronics, trading cards or any other similar distracting items can not be brought to school.
- Cell phones and smartwatches must be in a backpack and turned off at all times while the students are on campus, including before and after school hours.
- All prohibited items will be confiscated and held until a parent comes to the office, or classroom, to pick it up.
- Valuables should be kept at home. Nordstrom is not liable for lost valuables.

Medication Policy

- All prescribed medications, plus any over-the-counter medications, are prohibited to be carried by the students.
- All medications must be administered through the Health Office and require instructions signed by a physician to be kept on file per California Education code 49423.
- Do not send medications to school with your student. Parents must bring the medication to the office, along with the required physician's note.
- If students require medication during the school day and no physician's note has been provided, parents or guardians may come to school to administer the medication to the student in the Health Office.

Arrival and Dismissal

- Nordstrom's bell schedule runs from 7:50 am until 2:35 pm (M, T, TH, & F), 12:35pm (W).
- All gates will remain locked until 7:35 am. There is no supervision for students arriving prior to 7:35 am.
- Students are to go directly to the blacktop by the playground until the bell rings. All students must be in the class line at 7:50am or they will be sent to the office for a tardy slip.
- Students who do not ride the school bus need to be picked up promptly after school in designated areas.
- Students are dismissed at 2:35 pm (M, T, TH, & F), 12:35pm (W). All students are walked to their designated pick-up point. Parents are asked to remain outside of the gates until three to five minutes before dismissal times.

- Parents are asked to be prompt when picking students up at the end of the school day. If a student is not picked up within 15 minutes, by 2:50 pm, parents will need to pick up the student in the office.
- Bicycles may be ridden to school with parent permission:
 - Students must obey all traffic laws and wear a helmet.
 - Lock bicycles in the rack provided.
 - Bicycles are to be “walked” at all times on campus.

Lunch/Brunch Rules and Procedures

- Students are expected to behave courteously in the school cafeteria and outdoor eating areas.
- In keeping with the District’s wellness policy, we ask that parents refrain from sending high sugar items in student lunches.
- Sodas and high- sugar energy drinks are prohibited. Water or low sugar juice are preferred. This includes when students receive lunch dropped off in the office.
- The office is not allowed to receive food delivery services (i.e. Door Dash).
- Students sit at tables in the cafeteria/quad for at least 15 minutes to ensure time for eating.
- All students must remain seated until dismissed by a student supervisor.
- Use quiet voices when talking to peers.
- Students are expected to keep hands, feet, food, and other objects to themselves.
- All students must take responsibility for their table/food cleanup.
- Swapping of food items is prohibited. This is especially important because of students who have food allergies.

Homework Policy

- The purpose of homework at Nordstrom is to support all students’ family connection, reading, and academic growth.
- In all grade levels, reading nightly at home is required.
- Below are age appropriate reading times that are required for each grade.
 - K: 10 minutes
 - 1st: 10 minutes
 - 2nd: 20 minutes
 - 3rd: 20 minutes

- 4th: 30 minutes
- 5th: 30 minutes
- Teachers will use classroom incentives to encourage students to read as well as linking them with our librarian to provide highly engaging books.
- Some grade levels will assign projects based on current learning standards.
- Reach out to your teacher if you notice an area of concern after reviewing their weekly work (see Communication Policy).
- Your teacher might also reach out on an individual basis with suggestions for boosting your child’s learning if they have concerns with your student’s progress in class.

Celebration Policies

- Small treats are allowed, based on grade level preferences.
 - Please wait for directions from your classroom teacher regarding birthday and celebration treats.
- In order to preserve instructional minutes, families aren’t allowed on campus to celebrate birthdays.
- Treats can be sent in with students in the morning or can be dropped off in the office to be delivered to class.
- Balloons are prohibited on campus unless used for educational purposes.
- Out of respect for those students not included, birthday/celebration party invitations can only be distributed at school if the entire class is receiving one.
- No birthday gifts are to be distributed at school.

Lost and Found

- The school maintains a lost and found bin in the cafeteria.
- Parents are encouraged to check the bin before and after school hours for missing items of clothing, lunch containers, etc...
- Unclaimed items are donated to charity every two months.
- All sweaters, sweatshirts, jackets and lunch boxes should be marked with your child’s name.
- A few times a year, lost and found items will be hung outside. Keep a lookout for announcements about the “Nordstrom Rack”.

Special Education

- The Individuals with Disabilities Education Act (IDEA) is a federal law that mandates a “free and appropriate public education” to children with disabilities.
- Morgan Hill Unified School District follows the education code for special education to be in compliance with the IDEA.
- Students become eligible for special education services through a formalized process of evaluation.
- Anyone who suspects that a student has a disability may request an evaluation in writing.
- Requests will receive a response from the school site within 15 days.
- Usually a Student Study Team is asked to determine whether an assessment is necessary.
- If recommended, assessments will take place within 60 days of the initial request.
- If an assessment is not recommended, the Study Team will explain their reasoning in writing.
- Once a student has been assessed, an Individualized Education Program (IEP) meeting is held to determine a student’s eligibility for services.

Non-Discrimination

MHUSD Civil and Human Rights

“The Morgan Hill Unified School District shall take reasonable steps to provide a school environment without unlawful harassment, including sexual harassment, and shall maintain an environment in which all students and adults model this behavior and are treated with dignity and respect. Therefore, no student or adult shall be subjected to sexual overtures or conduct, either verbal, visual, physical or perceived, which are intimidating, hostile, offensive, or unwelcome. Such conduct is unacceptable and will not be tolerated. Sexual and other unlawful harassment violates state and federal law, and District policy.

Physical or verbal harassment, physical abuse, profanity, slurs, and any other actions or words, actual or perceived, are not permitted. Harassment based on sexual orientation, gender identity, race, national origin, ethnicity, religion, age, physical or mental disability, or any other basis protected by federal, state, or local law, ordinance or regulation to the extent protected by law is prohibited. Violators of this rule will be subject to disciplinary action, which may range from guardian conference, counseling, suspension, expulsion, and referral to the appropriate law enforcement agency.”

Anti-Harassment Policy

Everyone at Nordstrom has a right to feel respected and safe. Consequently, we want students to know about our policy to prevent sexual harassment, and harassment based on gender identity, race, national origin, ethnicity, religion, sexual orientation, or

disability.

A harasser may be a student or an adult. Harassment may include the following when related to sexual orientation, gender identity, race, national origin, ethnicity, religion, or disability:

- Name calling, teasing, derogatory comments, slurs
- Remarks or rumors about an individual's sexual activities, sexual jokes, catcalls or whistles
- Leering, winking, sexual gestures, pinching, patting, intentional rubbing against another individual's body
- Graffiti, offensive or graphic posters or book covers
- Derogatory notes or cartoons
- Unwelcome touching of a person or clothing, grabbing, fondling
- Violent acts or threats

If any words or actions make a student feel uncomfortable or fearful, you need to tell a teacher counselor, assistant principal, the principal or the District's Compliance Officer at (408-201-6030). If a student believes that they or someone else has been the victim of harassment, they should report the alleged acts to a teacher, counselor, principal or the District's Compliance Officer. The report may be verbal or written.

Sexual Orientation/Gender Identity Harassment

- "The Board prohibits sexual harassment of students at school or at school-sponsored or school related activities. The Board also prohibits retaliatory behavior or action against any person who files a complaint, testifies, or otherwise participates in district complaint processes."
- If a student believes that they or someone else has been the victim of harassment based upon real or alleged sexual orientation or gender identity, they should report the alleged acts to a Compliance Coordinator. The Compliance Coordinators for Nordstrom is the principal.
- A student may also make a complaint to any teacher, counselor, or other staff member. The report may be verbal or written.
- A student's right to privacy will be respected consistent with the District's legal obligations and the need to investigate harassment allegations and take remedial and corrective action. Nordstrom takes seriously all reports of sexual harassment, and harassment based upon sexual orientation, gender identity, race, national origin, ethnicity, religion, or disability and will take all appropriate action to investigate such claims, to eliminate the harassment, and to discipline any persons found to have engaged in such conduct.
- The District will also take action if anyone tries to intimidate a student or take action to harm them because they made such a report.

This is a summary of this District's policy against sexual harassment, and harassment based on gender, race, national origin, ethnicity, religion, sexual orientation, or disability. A complete copy of the policy is available at the School office upon request.

Bullying

Bullying is intentional harmful behavior initiated by one or more students and directed toward another student. Bullying exists when a student with more social and/or physical power deliberately dominates and harasses another who has less power. Bullying happens in several different forms including:

- Physical bullying involves harmful actions against another person's body. Physical bullying also involves the interference with another person's property.
- Verbal bullying involves speaking to a person or about a person in an unkind or hurtful way.
- Emotional bullying involves behaviors that upset, exclude, or embarrass a person.
- Sexual bullying singles out a person because of gender and demonstrates unwarranted or unwelcome sexual behavior.
- Racial bullying involves rejection or isolation of a person because of ethnicity.
- Cyber bullying is a form of indirect or social bullying that uses technological communications to humiliate, harass, embarrass, tease, intimidate, threaten, or slander another person. Cyber bullying is the act of being cruel to others by possessing or sending or posting harmful material or compromising photographs online or via any electronic device.

Hazing

Hazing violates the MHUSD School Code of Conduct. This may be directed toward an act which ridicules, humiliates or embarrasses.

Examples include, but are not limited to:

- Identifying students by demeaning names
- Intentional isolation
- Scaring students with what may happen at initiation
- Requiring students to wear ridiculous costumes or perform ridiculous activities ·
Stunt or skit nights/events with demeaning and/or crude skits and/or poems ·
Requiring students to perform personal service to students such as carrying books, running errands, performing maid duties, etc.
- Forced alcohol consumption
- Forced ingestion of vile substances
- Gang initiation
- Assault including paddling, beating
- Birthday bashing

The commission of any of the above acts will garner disciplinary consequences which may include suspension and/or an arrest by MHPD.

MHUSD Special Education

The Individuals with Disabilities Education Act (IDEA) is a federal law that mandates a "free and appropriate public education" to children with disabilities. Morgan Hill Unified School District follows the education code for special education to be in compliance with the IDEA. Students become eligible for special education services through a formalized process of evaluation. Anyone who suspects that a student is disabled may request an

evaluation in writing. Requests will receive response from the school site within 15 days. Usually a Student Study Team is asked to determine whether an assessment is necessary. If recommended, assessments will take place within 60 days of the initial request. If an assessment is not recommended, the Study Team will explain their reasoning in writing. Once a student has been assessed, an Individualized Education Plan (IEP) meeting is held to determine a student's eligibility for services.

MHUSD Non-discrimination

“The Governing Board desires to provide a safe school environment that allows all students equal access and opportunities in the district's academic and other educational support programs, services, and activities. The Board prohibits, at any district school or school activity, unlawful discrimination, harassment, intimidation, and bullying of any student based on the student's actual race, color, ancestry, national origin, ethnic group identification, age, religion, marital or family/guardian status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.”

“Prohibited discrimination, harassment, intimidation, or bullying includes physical, verbal, nonverbal, or written conduct based on one of the categories listed above that is so severe and pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.”

“Students who engage in discrimination, harassment, intimidation, bullying, or retaliation in violation of law, Board policy, or administrative regulation shall be subject to appropriate discipline, up to and including counseling, suspension, and/or expulsion. Any employee who permits or engages in prohibited discrimination, harassment, intimidation, bullying, or retaliation shall be subject to disciplinary action, up to and including dismissal.”

“The Coordinator for Nondiscrimination will handle complaints regarding discrimination, harassment, intimidation, or bullying, and will answer inquiries regarding the district's nondiscrimination policies: call Human Resources at (408) 201-6015”.

MHUSD Notice of Compliance

The California Department of Education sets policies and procedures that districts must follow to ensure compliance with state and federal regulations. We are required to provide notice of the information below to all guardians and students in grades kindergarten through twelve regarding pregnant, lactating and parenting students.

The LEA provides reasonable accommodations to a lactating pupil on a school campus to express breast milk, breast-feed an infant child, or address other needs related to breast-feeding. A school shall be required to provide the reasonable accommodations specified only if there is at least one lactating pupil on the school campus.

(a) Reasonable accommodations under this section include, but are not limited to, all of

the following:

- (1) Access to a private and secure room, other than a restroom, to express breast milk or breast-feed an infant child.
 - (2) Permission to bring onto a school campus a breast pump and any other equipment used to express breast milk.
 - (3) Access to a power source for a breast pump or any other equipment used to express breast milk.
 - (4) Access to a place to store expressed breast milk safely.
- (b) The district provides a lactating pupil on a school campus with a reasonable amount of time to accommodate her need to express breast milk or breast-feed an infant child.
- (c) The district ensures that a pupil does not incur an academic penalty as a result of her use, during the school day, of the reasonable accommodations specified in this section, and pupils are provided the opportunity to make up any work missed due to such use.

EC § 222(a), (b), (e)