



ELEMENTARY SCHOOL HANDBOOK



Helpful information for elementary students
and for their parents/guardians

Neenah Joint School District Website: www.neenah.k12.wi.us

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Message from the District Administrator:

I am excited to welcome you to the new school year and look forward to a year of learning with your student. The learning partnership we establish significantly impacts the success of your student.

Throughout the course of the school year, I encourage you to consider three things that will immediately support your student including:

1. Be involved, or to continue to be active at school on behalf of your child whenever possible.

When children see parents/guardians united with our staff, it reinforces a healthy and desired partnership.

2. Create an extended learning environment at home by inquiring about specific assignments or projects your child has worked on or completed. Please contact your student's teacher or principal if you have any questions as communication between school and home remains important to us!

3. Please read with your child at least twenty (20) minutes a day. Reading inspires learning. It is a way that all children can increase their learning and prepare for advanced coursework in future years.

Thank you for entrusting our staff to support your child and to be partners with you in his/her learning.

I look forward to a year of memorable and lasting experiences.

Sincerely,

Dr. Steve Harrison
District Administrator

SCHOOL ORGANIZATION

Board of Education

A nine-member Board of Education elected by the voters of the District is responsible for developing system-wide school policies. Educational administrators headed by the District Administrator are employed to make educational recommendations to the Board and to administer the policies adopted by the Board of Education. The Neenah Joint School District strives to provide for the best interests of the children of the school district.

Regular public Board meetings are held on the first and third Tuesday of every month. Both meetings are preceded by a public forum beginning at 6:00 p.m. allowing the citizens the opportunity to express their opinions on school matters.

School Board Members

Lauri Asbury
Brian Epley
Christian Blanton

Alex Corrigan
Eric Fredrickson
Tara Brzezinski

Rebecca Heidke Kwiatkowski
Samuel Roth
Susan Garcia Franz

ADMINISTRATIVE STAFF

Steve Harrison	District Administrator
Jackie Muñoz-Ellmann	Director of Leadership & Engagement
	Director of Human Resources
Jon Joch	Chief Financial Officer
Rocco Marchionda	Director of Instructional Technology
Valerie Moore	Director of Pupil Services
Curtis Bartlett	Director of Curriculum, Instruction & Assessment
Jason Ebert	Director of Facilities/Engineer
Ashley Kolb	Director of Student Growth & Support Programs

Neenah High School

Brian Wunderlich	Principal
Lindsey Lewis	Associate Principal
Kyle Popp	Associate Principal
Sae Yang	Associate Principal
Shaun Liesch	Associate Principal/Director of Activities and Athletics

Middle Schools

Jennifer Koenecki	Principal
Dave Sonnabend	Associate Principal
Timothy O'Brien	Associate Principal
Braden Frederickson	Associate Principal
Kristin Krull-VanderHeiden	Associate Principal

Elementary Schools

Carrie Naparalla	Principal, Alliance Charter
Kassandra Shipman	Principal, Clayton
April Keepers	Principal, Coolidge
Ryan Hammerschmidt	Principal, Horace Mann
Mary Renning	Principal, Lakeview
Lyzette Maroszek	Principal, Spring Road
Karen Russell	Principal, Taft
Ben Johnston	Principal, Tullar
Michaela Neitzel	Principal, Washington School of Early Learning

SCHOOL STAFF

The task of educating approximately 6500 students from 4K-12 is a large one and requires the dedicated efforts of about 450 professional staff members as well as approximately 200 non-instructional staff members who support the instructional program in our school district.

SCHOOL BUILDINGS

The school district operates nine elementary buildings (grades K-4), one early learning center, one middle school (grades 5-8), one high school (grades 9-12) and one alternative school. Information is also available at the Neenah Joint School District Website www.neenah.k12.wi.us.

USE OF SCHOOL FACILITIES

The Board of Education makes school facilities available to community groups. Organizations or individuals wishing to use school facilities should complete a building-use request. You can request use of a school district building by going to the district website at: www.neenah.k12.wi.us ; select about NJSD; select Operations and Maintenance; select the link [Reserve a District Facility or Room](#). Complete the form and submit.

The cost to use NJSD facilities is on the district website on the Operations and Maintenance home page. Fees are collected to help defray expenses for the use of school facilities.

BUDGET

The school district budget is used for staff salaries, supplies and equipment, operation and maintenance of the building, pupil transportation, debt services, and other costs of education. A detailed budget may be examined at the Administrative Offices, 410 South Commercial Street, Neenah, Wisconsin.



THE SCHOOL DAY

Students should arrive at school ten minutes before the start time.

The school day for 4K is as follows:

Washington

AM Session 8:30-11:00

PM Session 12:05-2:45



The school day for **elementary** schools is as follows:

Grades K-4

8:15 AM-- 3:00 PM

The school day for **Alliance Charter Elementary** is as follows:

Monday-Thursday

8:00 AM – 3:05 PM

Friday

8:00 AM – 12:00 PM

Please refer to the school calendar for early dismissal dates. Lunch will NOT be served at school on early dismissal dates. There will be no school for 4K students on early dismissal dates.

REGISTRATION NEW STUDENTS

Students will attend the school in their assigned home school area. Enrollment numbers may occasionally require a student to be placed at another school. Assignment to another school will be made by the Director of Elementary Learning and Leadership.

All students new to the Neenah schools must bring a hospital or birth certificate showing date of birth. Baptismal certificates cannot be accepted. A record of all immunizations is also required. Any student moving into the Neenah system from another school will be expected to present a report card from the last school attended.

Any child who will be four (4) years old on or before September 1 is eligible to attend 4 year-old-kindergarten.

Any child who will be five (5) years old on or before September 1 is eligible to attend 5 year-old-kindergarten.

If you feel your child has a special educational need, contact the Director of Pupil Services at the Administration Building (920-751-6800 ext. 10104)

PRE-ENROLLMENT

KINDERGARTEN AND FIRST GRADE

Each January, every effort is made to secure the names and addresses of students who intend to enroll in the Neenah schools for the coming year. All enrollment is completed on-line. All students being enrolled for the first time are required to submit proof of age (birth certificate) and residency.

A Chrome Book is available for parents in each school office and at the Neenah Joint School District offices if you do not have access to a computer.

WITHDRAWALS

If your child is moving to another school district or to another school in the Neenah Joint School District, notify the building principal at least one week prior to the move so the necessary records can be transferred. This will ensure that the correct placement will be ready when the student arrives at the new school.

CHANGE OF ADDRESS, PHONE NUMBER OR PLACE OF EMPLOYMENT

Please notify the school office of a change of address, phone number, or place of employment. This information is important in case of a student emergency.

BEHAVIORAL EXPECTATIONS FOR STUDENTS

Students, parents and school staff need to work together to maintain a positive, safe and orderly atmosphere where learning is maximized. It is expected that all students, teachers, and other school personnel, paid or volunteer, exhibit attitudes of respect and courtesy toward one another. This especially is important when students go out into the community and serve as “ambassadors” for their schools. This respect and courtesy also applies to school property.

The majority of disciplinary issues will be addressed by the classroom teacher. Teachers will involve counselors and administrators if necessary. Administrators may apply consequences to disciplinary issues including detention, suspension, or recommendation for expulsion.

The following general expectations have been established and do not constitute a complete list of expectations, rules, and policies:

- Students will show respect and courtesy toward all students and staff.
- Students will use appropriate language.
- Students will show respect for school materials and school property.
- Students will attend school regularly and adhere to State law regarding attendance.
- Students will use social media appropriately and adhere to the District’s responsible use policy.
- No student will prevent another student from learning or the teacher from teaching.
- No student will engage in any behavior that endangers others.
- No student will threaten to harm or physically or verbally harm another student or staff member.

- No student will harass or bully another student or staff member.
- No student will exhibit disrespectful or insubordinate behavior toward staff.
- Students will adhere to local, county, State, and federal policies and ordinances.

All students are subject to pertinent Board of Education policies, which can be located on the District's website.

ATTENDANCE

Wisconsin School Law requires that students attend school regularly and punctually unless there is illness or other legitimate reasons. Any absence must be considered important by parents, teachers, and administrators. To maximize learning, absences must be kept to a minimum.

Absences: An absence is defined as not being present for 10 or more minutes of instructional time, regardless of when in the school day it occurs. Parents must call the school office to inform school personnel of your child's absence.

Excused Absences: A student shall be coded with an excused absence from school for the following reasons when prior notice is provided to the school's Attendance Office:

1. *Children can be excused by their parent/guardian, for any reason, for up to ten(10) days a year.*

Students are required to make up any work missed during the absence [118.15(3)(c)]. Excused absences include but are not limited to the following:

- a. Student illness.
- b. Appointments that cannot be scheduled outside of the school day.
- c. A court appearance or other legal procedure that requires the student's presence.
- d. A death in the immediate family or funerals for relatives or close friends.
- e. Religious instruction or holidays.
- f. Attendance at special events of educational value such as college visits, etc.

2. Evidence that the student is temporarily not in proper physical or mental condition to attend school. When such an absence is expected to be for several days, the parent is expected to obtain a written statement from a physician, dentist, chiropractor, optometrist, or psychologist, or Christian Science practitioner residing in the state and listed in the Christian Science Journal as proof of the physical or mental condition of the student.

After a student reaches 10 absences, it is the responsibility of the parent to provide documentation to the attendance officer as to why the student was unable to attend school. You can find the Medical Absence Verification form at: http://www.neenah.k12.wi.us/cms_files/resources/MedicalAbsenceVerification.pdf. This form MUST be completed by your physician so you will want to take this form with you.

Tardiness: In the Neenah Joint School District, a tardy is defined as being late to school or class (for any period) any amount of time less than 10 minutes.

Truancy (Unexcused Absence): A truant is a student who is absent from school without notification of an acceptable excuse to the Attendance Officer or designated office personnel for any part or all of any day on which school is held during a semester. In the Neenah Joint School District, **“part of a day”** is defined as 10 or more minutes of instructional time per school day at the elementary level.

Habitual Truancy: *A habitual truant is a student who is absent from school without an acceptable excuse for **part or all of five (5)** or more days on which school is held during a semester.* Habitual truancy may result in a referral to Winnebago County Department of Social Services or to the Winnebago County District Attorney's Office for review.

Illness: Keep your child home when he/she shows any signs of rash, vomiting, or with a temperature of 100.4 degrees or higher. **Children with temperatures even after treated with Tylenol and/or other fever reducing medication should not be sent to school.**

Head Lice: Children should not come to school with live lice. We encourage parents to remove all nits to prevent re-infestation and follow the instructions given on the lice killing shampoo box. There is a lice guide available for parents on the District website for the treatment of head lice.

Homebound instruction may be provided to a child who will be out of school for 30 or more calendar days, either consecutively or intermittently, as verified by a physician's statement. If you suspect that your child will be out of school for an extended period of time, please notify your child's building principal immediately. Questions about Homebound Instruction can be directed to the Director of Pupil Services (920-751-6800 ext. 10130).

DISMISSAL

If your child has to leave school before dismissal time, you must:

1. Notify the school indicating the time and reason for the early dismissal request.
2. Have a responsible adult, who has been authorized by the parent, sign out the child from the office.

After dismissal, students are expected to go directly home or to their caregiver. If students are requested by school personnel to remain after school, they will be under the supervision of an adult.

Health Information

HEALTH EMERGENCIES

If an accident occurs, first aid will be administered and if necessary, the parent will be called. It is important to leave an emergency number that can be called in case of an accident. A child with a major health condition such as asthma, heart disorders, diabetes, bee sting/peanut allergy, seizure disorder, etc., is to have a "Health Management and Emergency Plan" completed yearly and filed with the school nurse. Forms are available in the school office or on the district website. For significant health emergencies, Emergency Medical Services (9-1-1) will be called.

MEDICATION ADMINISTRATION AT SCHOOL

Medication should be given at home whenever possible. Parents should check with their physician first to attempt to arrange times of administration that are outside of school hours.

No medication shall be administered by school employees until a "Medication Consent

Form” is completed and returned to the school. For over the counter medications (OTC’s), such as pain relievers, antihistamines, and cold medications, the top portion of the consent form must be completed and signed by the parent. If your child is younger than the recommended age for the dosage or if you are requiring more dosage than what is recommended on the medication container, a physician will have to sign the form before a school employee can administer it. If your child will require over the counter medication for more than 10 consecutive school days, a physician's signature will be required. Substances that are not FDA approved (i.e. natural products, essential oils, food supplements) will require the written instruction of a practitioner and the written consent of the parent. For prescription medication, along with the top portion, the “Physician’s Order for Medication Administration” section must also be completed and signed by a physician. A new form will be required if there is a change in dosage or if a new medication is started. Medication forms are available in the school office or on the district website.

Any prescription medication to be administered must be brought to the school in a pharmacy labeled container which includes the child’s full name, name of medication and dosage, time and quantity to be given, and the physician’s name. OTC’s must be in their original container with your child’s name printed on the container. Medications in any other type of container will not be accepted. It is advisable that parents deliver medication to the school and inform the health aide and/or school nurse of the need for its administration. A student may not take medication on his/her own at school. These provisions are necessary for the safety and protection of the student on medication, other students, and school personnel. Any medications left in the school office through the summer will be discarded.

Student Inhaler Law

Wisconsin Statute 118.291 allows students with asthma to carry and use inhalers with proper forms completed at school. A physician signature is required on the form explaining the protocol for use during school and or after school hours as needed. This form can be found on the school website.

ILLNESS

Too Sick for School...

Below are guidelines to help parents and school districts determine when to keep children/students home from school. The recommendations are based on guidelines provided by the Centers for Disease Control and Prevention and state public health professionals. They were developed to help prevent the spread of potentially contagious disease. Home is the best place for a child who is ill. If your child is sick with a diagnosed communicable disease, please notify the school as soon as possible. This notification will greatly assist others who, due to medical reasons and/or treatments, have weakened immune systems and may require immediate and specialized care.

Fevers: Keep your child home when he/she has a temperature of 100.4 degrees Fahrenheit or higher.

Revised 05/26

Children may return to school once they are fever free for 24 hours without the use of fever reducing medications.

Rash/skin: Any new or unknown rash may return after the rash goes away or clearance given by a health care provider. Drainage from a sore that cannot be contained within a bandage OR sores are increasing in size OR new sores are developing day-to-day.

Vomiting/Diarrhea: Any unexplained vomiting episode. May return 24 hours after the last episode. Diarrhea = three or more unexplained episodes of watery or loose stool in 24 hours OR sudden onset of loose stools. May return 24 hours after the last episode.

Cough: Serious, sustained coughing, shortness of breath, or difficulty breathing.

Other: Symptoms that prevent the student from active participation in usual school activities OR student is requiring more care than school can safely provide.

Communicable Disease: The school district will reference the Wisconsin Childhood Communicable Diseases chart for when students are able to safely be at school and/or how long they should remain at home based on their diagnosis from a health care provider.

[WI Communicable Disease Chart](#)

Student Health Concerns

Parents of all students should complete and update health information yearly as a means of informing school personnel of current student health concerns. Health forms can be found on the district website. The district has four school nurses which are assigned schools within the district. If you wish to contact a nurse regarding your child's health, please contact your child's school.

Screenings

Vision: Kindergarten, 2nd and 4th grade students are screened yearly and any other student upon request of teacher or parent.

Hearing: Kindergarten students are screened yearly and any other student upon request of teacher or parent.

Dental: Tri-County Dental provides dental services for students grades K-6 who receive free or reduced cost for hot lunch or who are classified as low-income or on Medicaid will be eligible for free dental care by registering with their school office.

NOTE: If you wish NOT to have your child participate in these free screenings, please contact a District Nurse or the school office and specify your child's name, and which screenings you DO NOT want them to participate in.

School Restrictions

If your child is not to be involved in physical education or recess for more than one day, a note from the doctor is required stating the nature of the condition and how the child's activity must be restricted.

If your child needs accommodations or will miss multiple days of school for a health condition please contact the District Nurse.

Immunizations

The Wisconsin student immunization law requires all students to be immunized. A student immunization record must be completed and signed at the time of your child's initial registration to Neenah Joint School District. Immunizations are available from your primary care doctor or local health departments. City of Neenah residents should call the health department at 1-800-250-3110 with any questions for eligibility for immunizations. Students who are not immunized or behind on immunizations must have a signed waiver on file. [Immunization Record/Waiver](#)



WEATHER AND SAFETY

SCHOOL CLOSINGS

There may be times when schools will close because of heavy snowfall, icing of the streets, a dangerous wind chill factor, or other emergencies. The District Administrator authorizes the closing of schools.

For school closing information, listen to

Radio stations:

WNAM/WOSH/WVBO/WOGB
WHBY/WAPL/WKSZ
WIXX/WGEE/WLTM/WNCY/WNFL
WPKR/WPCK and KFIZ

WROE
WEMI/WEMY
WWWX
WOZZ

TV stations:

WBAY-TV 2

WLUK-TV 11

If a severe thunderstorm or tornado threat arises at dismissal time, students may not be released from the building until the threat has passed.

SAFETY DRILLS

All schools conduct safety drills regularly during the school year. These drills include evacuation (fire), severe weather (tornado), secure school and lockdown.

TRAFFIC SAFETY

Walking To and From School

Your child's safety is a priority of the school. Encourage your child to:

- Start for school early enough to arrive at the school no more than ten minutes before the regular bell.
- Walk on the sidewalk. If there is no sidewalk, walk on the left side of the road facing oncoming traffic.
- Cross only at intersections.
- Obey crossing guards and traffic signals.
- Refuse to enter or approach strange automobiles.
- Proceed directly to school or home before beginning to play.
- Be considerate of smaller children.



Bicycles

- Register your child's bike with the Neenah Police Department or township police.
- Walk your bicycle on school property.
- Park your bike in the bicycle rack at your school. Use a bicycle lock.
- Wear a helmet.
- At intersections, stop, look four ways, and walk your bike across the street.
- Give the right-of-way to all pedestrians.
- Do not double-ride.
- Keep your bicycle in good mechanical condition.

Bus Service

Students may qualify for transportation according to district guidelines. Questions may be directed to the Neenah Joint School District's Supervisor of Transportation.

Encourage your child to observe and practice all rules and regulations for safe bus transportation. Please refer to the Pupil Transportation Handbook.

School bus transportation is a privilege, not a right. Students who misbehave on the bus or at the bus stop may be denied the privilege of riding the bus, since their misbehavior jeopardizes the safety of the other children and could result in injury to others.

REPORT CARDS AND CONFERENCES

You will receive a report card in the second and fourth quarters of the school year. Evaluation is composed of the child's effort, achievement, ability, and behavior. Only through cooperative efforts by the parents and teacher can each child acquire the best education possible. Communication is at the heart of this process. Any questions about student progress reports should be directed to your student's teacher.

Parent/teacher conferences help further the education of your child. Parent conferences are scheduled in the fall and in the spring. You are encouraged to schedule additional conferences as needed by contacting the teacher to make an appointment.

INSTRUCTIONAL SUPPORT SERVICES AND PROGRAMS

Instructional Support Services faculty work to promote the highest level of learning success for all students. This work is accomplished directly through services to students or indirectly by helping school faculty or parents to provide the best teaching and learning conditions possible.

All schools are served by the following instructional support professionals:

- school counselors
- literacy coaches
- supportive math teachers
- nurses
- school psychologists
- gifted/talented resource teachers
- English Learners faculty as needed.

SPECIAL EDUCATION SERVICES

Children with disabilities who reside in Neenah are provided a free, appropriate public education as defined by state and federal statutes. Special education and related services are available to all children identified as being a student with a disability, between the age of three through either graduation from high school or the end of the school year in which they turn twenty-one years old. These include programs for children with autism, intellectual disabilities, emotional/behavioral disabilities, hearing impairment, learning disabilities, orthopedic impairment, other health impairment, speech/language disabilities, traumatic brain injury, visual impairment, or any combination of these disabilities.

The school district provides screening opportunities to those children who are below school entry age multiple times throughout the school year. Contact the Washington School of Early Learning or see

their website for dates. A child suspected of having a disability as a result of screening is referred for an evaluation. Any school-aged student for whom parents or school staff believe may be in need of extra help are referred to a school team for developing an intervention plan. If, following the interventions, there are concerns that the student may be a student with a disability, the student may be referred for an evaluation. Written parental consent is required before an evaluation is conducted. An Individualized Education Program is developed for each child who requires special education, and written parental consent is necessary before placement occurs.

Contact your child's principal or Valerie Moore, Director of Pupil Services (920-751-6800 ext. 10130), with questions concerning Special Education.

INSTRUMENTAL MUSIC PROGRAM



Children in the Neenah Public Schools, grades 2-5, are given the opportunity to study instrumental music. Students will be introduced to string and wind instruments and may elect to participate. All students will be provided an opportunity to try instruments near the end of their 4th grade year.

Grade 2, 3, 4, 5:	Suzuki strings instruction (after school)
Grade 5:	Traditional strings or band instruction

The school music program provides instruction on the following instruments:

Strings: Violin, Viola, Cello, String Bass

Band: Flute, Oboe, Clarinet, Saxophone, Trumpet, Horn, Trombone, Baritone, Tuba, and Percussion*

*Percussion students must audition, and percussion enrollment is limited in order to maintain balance within the entire band program. Percussion auditions include rhythmic aptitude, keyboard knowledge, and classroom teacher recommendation. Auditions take place at the end of the 4th grade.

FIELD TRIPS

You will be advised when field trips are scheduled. Annually at registration, parents are asked to sign permission for children to participate in field trips.

A charge may be requested for field trips where bus transportation and admission fees are required.

LOST AND FOUND/ PERSONAL BELONGINGS

All articles of clothing, books, school bags, lunches, etc., should be marked clearly with the child's name and grade. Found articles are displayed in each building.

Students are encouraged to leave personal belongings at home and to avoid bringing items of value to school. Students assume responsibility for loss or damage to clothing, equipment, books, or instruments.

LUNCH PROGRAM

Hot lunches that include milk are served at all schools. Menus are available on the district website. Milk is available for purchase for students who prefer to bring a lunch from home. Families may deposit funds in student accounts for milk and lunch at each school.

Free and reduced price lunch applications are available at the school office.

Students are expected to demonstrate appropriate lunchroom behavior. Repeated disruption during the noon hour may result in the student losing his/her privilege to eat in the lunchroom.

USE OF TELEPHONE BY STUDENTS

School telephones may be used by students only in cases of real necessity. Permission must be granted by the teacher or by office personnel.

Students are discouraged from bringing cellphones to school. All cell phones and other electronic devices must remain turned off and not used during the school day.

SALES, SOLICITATION AND DISTRIBUTION OF MATERIALS AT SCHOOL

Individuals may not sell or distribute anything on school property. This includes Christmas cards, cookies, wreaths, wrapping paper, and party invitations. Anyone wishing to distribute materials, notices, or flyers must first secure written permission from the District Administrator.



CELEBRATIONS

School parties, such as holidays and student birthdays, will be planned by the teacher and the students. Any food items served must be healthy and meet District standards. Please refer to the Neenah Joint School District's board policy, which dictates the types of foods that may be served to students. Healthy snacks include:

- Whole grains, such as breads, wraps, pitas, bagels, crackers, muffins, granola bars
- Fresh fruits or 100% fruit juices
- Dairy products including light yogurt, white milk, and string cheese
- Proteins such as peanut butter, cheese, or lean meats
- Raw vegetables
- Dried fruits such as raisins, banana chips, etc.
- Trail Mix (dried fruits and nuts)
- Dry roasted peanuts, tree nuts, seeds, soy nuts, and party mix

Food items that do not meet District policy will not be accepted.

Please consider non-food treats such as stickers, pencils, rulers, erasers, books, bookmarks, etc.

SUPPLIES

Schools will notify you of the necessary school supplies for each grade level. A listing of requested items can also be found on each school's website.

School websites can be accessed from the district website at: www.neenah.k12.wi.us

SCHOOL FEES

The Neenah Joint School District has a policy requiring each student to pay annual school fees. Each student in grades 5K- 5 will be assessed a \$45.00 school fee. The fee for 4K is \$30.00.

When writing a check for school fees, please make the check payable to your child's school.

For families qualifying for free or reduced lunch, a release of information may be signed, which may reduce or waive the payment of school fees.

SCHOOL VISITATION

Visitors to our schools are required to present identification and register in the school office. All visitors must wear a visitor's pass while in the school building.

DRESS CODE

How students dress and groom themselves has an important effect upon their attitude toward themselves and school. Clothing should be neat, modest and clean. Clothes must be appropriate for school activities, the weather, and the learning environment. Students may not display bare midriffs or wear shirts with spaghetti straps. Undergarments must be worn and not shown. Clothing with offensive slogans or those promoting alcohol, tobacco, drug use, or containing sexual or gang-related references will not be allowed. Coats and jackets may not be worn to class. Shoes are required at all times. Hats, bandanas, or any head covering must be removed as students enter the building. The school reserves the right to require students to change clothing if their appearance does not reflect good taste, cleanliness, or is disruptive to the educational process.

PARENT-TEACHER ORGANIZATIONS

All parents are encouraged to participate in the Parent-Teacher Organization (P.T.O.) or Parent-Teacher Association (P.T.A.) of their school. Notices are sent home to inform parents of meeting dates and times. An objective of the parent-teacher groups is to provide a closer relationship between the home and the school.

NOTICE OF NONDISCRIMINATION POLICY

It is the policy of the Neenah Joint School District that no person shall, on the basis of race, color, national origin, sex, age, or handicap, be excluded from participation in, be denied the benefits of, or be subjected to, discrimination under any program or activity and in employment.

All career and technical education programs follow the district's policies of nondiscrimination on the basis of race, color, national origin, sex, age, or handicap. In addition, arrangements can be made to ensure that the lack of English language skills is not a barrier to admission or participation.

Any questions concerning Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex and inquiries related to Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of handicap, should be directed to:

Valerie Moore, Director of Pupil Services & Special Education
Steve J. Harrison, Ph.D., Superintendent
410 South Commercial Street
Neenah, WI 54956
(920) 751-6800 ext. 10112

GRIEVANCE PROCEDURES FOR TITLE VI, IX AND SECTION 504

255.1 The Board of Education shall continue its policy of nondiscrimination as it relates to Title VI and Title IX of the Civil Rights Act of 1964 as amended, and Section 504 of the Rehabilitation Act of 1973, as amended.

255.2 Any student or employee who believes that he or she has been discriminated against by the Neenah Joint School District under the terms of Title VI, Title IX of the Civil Rights Act of 1964, as amended, or Section 504 of the Rehabilitation Act of 1973, as amended, on the basis of race, color, national origin, sex or handicap, may file a complaint with the Superintendent of Schools at 410 South Commercial Street, Neenah, Wisconsin.

255.3 The person who believes that he or she has a valid basis for complaint relating to race, color, national origin, sex or handicap, shall discuss the concern with the Local Title VI coordinator, the Local Title IX Coordinator or the Local Section 504 Coordinator, respectively, who shall in turn investigate the complaint and reply to the complainant in writing within two (2) business days. If this reply is not acceptable to the complainant, he or she may initiate formal procedures according to the following steps.

A written statement of the grievance shall be prepared by the complainant and signed. This grievance shall be presented to the Local Coordinator within five (5) business days of receipt of the written reply to the informal complaint. The Coordinator shall further investigate the allegations of the grievance and reply in writing to the complainant within five (5) business days by certified mail.

If the complainant wishes to appeal the decision of the Local Coordinator, he or she may submit a signed statement of appeal to the Superintendent of Schools within five (5) business days after receipt of the Local Coordinator's response to the grievance. The Superintendent shall meet with all parties involved, formulate a decision for resolution, and respond in writing to the grievance within ten (10) business days by certified mail.

If the complainant remains unsatisfied, he or she may appeal through a signed, written statement to the Board of Education within five (5) business days of his or her receipt of the Superintendent's response. In an attempt to resolve the grievance, the Board of Education shall meet with the grievant and his or her representative within fifteen (15) days of the receipt of such an appeal. A copy of the Board's disposition of the appeal shall be sent by the Board Secretary to the grievant within ten (10) business days of this meeting by certified mail.

If the grievance has not been settled under Step 3, complainant may contact the Office for Civil Rights, U.S. Department of Education, Washington, D.C. 20201 and/or the State of Wisconsin, Department of Industry, Labor and Human Relations, Equal Rights Division, 819 North Sixth Street, Milwaukee, Wisconsin 53202.

Any complaint submitted under this procedure shall be filed at Step 1 within twenty (20) business days after the complainant became aware, or reasonably should have become aware, of the alleged discriminatory act. If the complaint is not submitted within that time, the complainant shall not be considered. Failure by the complainant to appeal the complaint from Step 1 to Step 2 within twenty (20) days shall also bar the complaint.

SCHOOL DIRECTORY

Administration - 410 S. Commercial	920-751-6800
Fax	920-751-6809
Steve Harrison, District Administrator	ext. 10101
Jackie Muñoz-Ellmann, Director of Leadership & Engagement/Human Resources	ext. 10104
Jon Joch, Chief Financial Officer	ext. 10103
Rocco Marchionda, Director of Instructional Technology	ext. 10135
Ashley Kolb, Director of Student Growth & Support Programs	ext. 10114
Curtis Barlett, Director of Curriculum, Instruction & Assessment	ext. 10115
Jason Ebert, Director of Facilities/Engineer	ext. 10133
Alliance Charter Elementary - 215 E. Forest	920-751-6970
Carrie Naparalla, Principal	
Fax 920-751-6861	
Clayton Elementary - 2916 W. Fairview	920-751-6950
Kassandra Shipman, Principal	
Fax 920-836-2881	
Coolidge Elementary - 321 Alcott	920-751-6955
April Keepers, Principal	
Fax 920-751-6857	
Horace Mann Elementary - 1021 Oak Street	920-751-6940
Ryan Hammerschmidt, Principal	
Fax 920-751-7099	
Lakeview Elementary - 1645 S. Commercial	920-751-6965
Mary Renning, Principal	
Fax 920-751-6859	
Neenah High School - 500 Rocket Way	920-751-6900
Brian Wunderlich, Principal	
Fax 920-751-7011	
Neenah Middle School - 1275 Tullar Road	920-751-6850
Jennifer Koenecke, Principal	
Fax 920-751-6899	
Spring Road Elementary - County Road II	920-751-6975
Lyzette Maroszek, Principal	
Fax 920-751-6911	
Taft Elementary- 133 S Western Ave	920-751-6980
Karen Russell, Principal	
Fax 920-751-6912	
Tullar Elementary - 925 Tullar	920-751-6985
Ben Johnston, Principal	
Fax 920-751-6913	
Washington School of Early Learning- 220 E Franklin	920-751-6990
Michaela Neitzel, Principal	
Fax 920-751-6914	