

Superintendent's Statement of Policy - Affirmative Action

It has been, and continues to be, the policy of the Odessa Joint Consolidated School District, #105-157-166J to recruit, hire, train and promote persons in all job classifications without regard to sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity or disability.

All personnel actions will conform to an Affirmative Action Program, the basic purpose of which is to further the utilization of minorities and women at all levels and in all segments of the work force, and to provide equality of treatment to all employees with respect to the terms, benefits, and privileges of employment.

It will be the responsibility of all personnel to conduct themselves in their daily activities in such a way as to insure that all personnel actions with respect to compensation, benefits, privileges, transfers, layoffs, return from layoff, training, and social programs will be administered without regard to gender, race, including color, ethnicity or national origin, marital status, or physical or mental handicap.

A continuing utilization analysis will be conducted to insure that promotion and job opportunity decisions are in accord with the principles of equal employment opportunity and that those decisions account for all valid relevant factors with respect to ability, performance, potential, and real job requirements.

An Administration Affirmative Action Committee, with the Superintendent as Chairman, will provide continuing policy direction and will periodically review all personnel actions and progress. An affirmative action officer will have the duty of monitoring the Affirmative Action Program and reporting to the Affirmative Action Committee quarterly.

All employees must at all times be aware of the spirit and principle of equal employment opportunity and cooperate fully to assure the success of the Affirmative Action Program.

Washington Apple Health for Kids

Kids 18 or younger may be eligible for medical coverage.

* Kids with working parents *Kids with single parents

* Kids living with grandparents, other family or friends.

For more information and details call 1-877-543-7669 or visit

online at: <http://www.hca.wa.gov/applehealth/Pages/default.aspx>

Child Find

The Odessa School District provides many programs for children residing in our school district at no cost to the parent/guardian. The school offers special programs such as speech therapy, physical and occupational therapy, Title I/LAP and Special Education academic programs, and preschool classes to special needs children between the ages of birth through 21 years of age.

Developmental screenings and/or comprehensive assessments for children who are suspected of having a disability, which could adversely affect their educational development, are available at no cost to you for a free and appropriate public education. These services are available for persons between the ages of birth through 21 years of age with suspected disabilities including highly mobile children with disabilities (such as migrant and homeless children). Children suspected of having a disability and in need of special education even though they are advancing from grade to grade, who are residing within the boundaries of the Local Education Authority (LEA) and not currently receiving special education services, are identified, located, and evaluated.

If you would like to make an appointment for a free, developmental screening and/or comprehensive assessment for your child, please call the elementary office at 982-2603.

Student Accidents

Although every attempt is made to provide a safe environment for our students, invariably accidents occur. This is inevitable when you have as many people together for as many hours as we do at school. When students are injured, we are often asked about the District's insurance coverage. The District carries liability and catastrophic insurance in case the district is negligent in its operation. However, the school District does not and cannot provide regular health care for students. We do make an accident policy available for parents who are unable to insure their children or for those who would like additional insurance. This information is available through the elementary and high school offices.