

Shenandoah Community School District Board of Directors  
<https://us02web.zoom.us/j/87167381064>  
June 22, 2020 – 5:00 p.m.  
Special Meeting

Board Agenda

1. Call to Order
2. Roll Call and Determination of Quorum
3. Administrative Report:
  - a. Wall Graphics in the High School Gym
  - b. Return to Learn Plan Update
4. Consent Agenda
  - a. Personnel Items:

Contracts:

Summer Learning, Credit Recovery and Intervention - \$25/hr:	
Amy Bopp	Kim Munsinger
Ashleigh Sons	Linda Laughlin
Barb Farwell	Mary Peterson
Catie Reafleng	Molly Nuckolls
Dana Finnegan	Robynn Manley
Hollie Platt	Tahrae Bonnes
Jamie Geho	Tammie Stettler
Jennifer Chapa	Tim Freed
Jennifer Housman	Toni Bounds
Julie Mount	Trina Baldwin
Kady Van Fosson	Wendy M. Palmer
Keegan Nelson	Zach Dotzler
Kendria Johnson	

Resignations:

Amy Culberson	JK Teacher
Trent Blackman	Van Driver
5. Action Items
  - a. Approve Contract for IFSIS Write to Learn
  - b. Approve Purchase of Lunchroom Tables with Kriegler in the amount of \$78,536.98
  - c. Approve 2nd Reading of 700-800 Section of Board Policy
  - d. Approve Final Reading of 505.6 Graduation Credit Requirements
  - e. Approve 1st Reading of 505.61 Options to Diploma for Special Education
  - f. Appoint Aaron Burdorf as the Equity Coordinator
    - i. Alternate Investigators
      1. Gayle Allensworth, Tiffany Spiegel
      2. Appointed Out of District (i.e. Legal Counsel or AEA Representative)
  - g. Review Equity Policies and Regulations
    - i. Board Policy 103 Equal Educational Opportunities
    - ii. Board Policy 104 Anti-Harassment & Bullying
  - h. Appoint Level 1 Investigators of Allegations of Child Abuse by a Staff Member
    - i. Linda Laughlin, Kristy O'Rourke, Aaron Burdorf or Gayle Allensworth
  - i. Appoint Level II Investigator of Allegations of Child Abuse by a Staff Member
    - i. Appointed Out of District (i.e. Legal Counsel or AEA Representative)

6. Informational Items

Next Regular Meeting – July 13, 2020 at 5:00 P.M.

7. Adjournment

P.O. Box 7853, Urbandale, IA 50323

#0030220-1SP

**For:**

Shenandoah High School  
1000 Mustang Drive  
Shenandoah, IA 51601  
Phone: 712-246-4727

Date: March 2, 2020

Contact: Scott Hale  
Phone: 515-967-5500

Quote valid for 60 days

Item / Description	Cost
<b>Gymnasium wall graphic # 1</b>	\$2,252.00

Quantity: one (1)

Material: inkjet print on 3M Envision vinyl

Finish: luster overlaminate / cut-to-shape

Dimensions: Height--36 inches Length - 439 inches

Includes installation

**Option # 1**



**Option # 2**



P.O. Box 7853, Urbandale, IA 50323

#0030220-1SP

**For:**  
Shenandoah High School  
1000 Mustang Drive  
Shenandoah, IA 51601  
Phone: 712-246-4727

Date: March 2, 2020

Contact: Scott Hale  
Phone: 515-967-5500

Quote valid for 60 days

Item / Description	Cost
<b>Gymnasium wall graphic # 2</b>	\$3,000.00

Quantity: one (1)  
Material: inkjet print on 3M Envision vinyl  
Finish: luster overlamine / cut-to-shape  
Dimensions: Height--109.3 inches Width - 248 inches  
Includes installation

Example may not be exactly to scale



Equipment rental - lift	\$1,200.00
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# Quote

P.O. Box 7853, Urbandale, IA 50323

#0030220-1SP

**For:**

Shenandoah High School  
1000 Mustang Drive  
Shenandoah, IA 51601  
Phone: 712-246-4727

Date: March 2, 2020

Contact: Scott Hale  
Phone: 515-967-5500

Quote valid for 60 days

Item / Description	Cost
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**HOME / VISITOR signs for the gymnasium**

\$480.00

Quantity: two (2) of each / four (4) total  
Material: 3mm Alupanel signs with 3165 vinyl  
Finish: overlaminate  
Dimensions: Height--12 inches Width--48 inches  
Includes installation

Examples may not be exactly to scale



Design and delivery for all three projects

\$840.00

**Total**

**\$7,772.00**

**Terms:** Purchase Order or 50% deposit due with order; balance due net 30 days upon completion

**ISFIS WRITE TO LEARN PROGRAM PARTICIPANT AGREEMENT**

This Participant Agreement is entered into by and between Iowa School Finance Information Services (ISFIS) and \_\_\_\_\_ (the "District") effective this \_\_\_\_ day of \_\_\_\_\_, 2020.

WHEREAS, ISFIS operates a training program in conjunction with software service providers known as WriteToLearn™ (the "Program"); and

WHEREAS, District wishes to participate in the WriteToLearn™ Program;

NOW, THEREFORE, in consideration of mutual promises and warranties contained in this Agreement, the parties hereby agree to the following:

- 1. The following Services shall be performed by ISFIS or its subcontracting agent:
  - a. Software license for WriteToLearn™ from August 1, 2020 – July 31, 2021 as the contract period.
  - b. Up to 8 hours of onsite professional development and technical assistance, and ongoing email and phone support for principals and district staff. Additional training or assistance is available upon request for an additional fee.
  - c. Unlimited ongoing technical support by training staff and Program staff.
  - d. Provide usage reports, webinar training, newsletters, and various tools and templates for school improvement.
- 2. The Term of this Agreement shall commence on the effective date listed above and shall be in effect until July 31, 2021. District intends to purchase an estimate of \_\_\_\_\_ per student licenses at a price of \$18 per license, plus \$1,000 for ongoing technical support and program updates including 1 day of professional development at a maximum of 8 hours onsite. Unlimited phone/email support throughout the term of this Agreement. The total fee due from District shall be determined at least two weeks prior to the initial training date when the District shall communicate the exact number of licenses they shall purchase to ISFIS personnel in writing and shall not be lowered within 2 weeks of the initial training date. Payment shall be due and payable in full within 30 days of receipt of invoice, whichever is later. Additional services may be added if requested by District and mutually agreed upon.
- 3. District and ISFIS agree to indemnify, hold each other harmless against all claims for loss or damage to third parties and all injury to persons including all expenses incident thereto, including attorney's fees and costs, in any manner whatsoever arising out of the negligent performance of their respective obligations under this Agreement.

IN WITNESS THEREOF, the parties hereto have caused this Agreement to be executed as designated below.

**ISFIS, Inc.**

**District**

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Title*

\_\_\_\_\_  
*Title*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Date*

<p><b>SUBMIT COMPLETED AGREEMENT TO:</b>          ISFIS, Inc.          Attn: Write to Learn Program          1201 63<sup>rd</sup> Street          Des Moines, IA 50311</p>
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\_\_\_\_\_  
*School District Name*

**ISFIS WriteToLearn™ PROGRAM PARTICIPANT AGREEMENT**  
Exhibit A: Information Form

(Please complete one page for each participating building in the District. Thank you.)

School Building:
School Address, Street, City, Zip (Please add mailing address as well if different than address):
School Primary Phone:
School Website:

**Administrative Accounts:** It's best to limit your school to a maximum of three or four admin accounts. There are privacy issues related to student information in the admin account.

- Function 1: Add new students as they register, add teachers to each others' classes, and other administrative functions. This is usually done by the school's administrative assistant or a teacher leader.
- Function 2: Receive implementation reports. This is usually a valuable report for the principal, curriculum director, instructional coach, etc.

Admin Account 1 Name:
Position:
Email Address:

Admin Account 2 Name:
Position:
Email Address:

Admin Account 3 Name:

Position:

Email Address:

Admin Account 4 Name:

Position:

Email Address:



## 505.6 GRADUATION REQUIREMENTS

Students must successfully complete the courses required by the board and Iowa Department of Education in order to graduate.

It is the responsibility of the superintendent to ensure that students complete grades one through twelve and that high school students complete 50 credits prior to graduation. The following credits will be required:

- 7 credits in Mathematics (Math must be taken every year)
- 7 credits in Science (Science must be taken every year)
- 2 credits in American History
- 2 credits in American Government
- 2 credits in Ninth Grade Social Studies
- 8 credits in Language Arts (2 credits in Language Arts must be taken every year)
- 1/2 credit in Personal Career Readiness
- Physical Education must be taken every year. Written procedures are available for students to be exempt from physical education and health courses. Any waiver will be reviewed by the principal.
- Remainder to be completed with Electives

The required courses of study will be reviewed by the board annually.

Beginning with the class of 2022, graduation requirements for special education students will include successful completion of four years of English, three years of math, three years of social studies, and three years of science.

Legal Reference: Iowa Code §§ 256.7, 11, .11A, .41; 279.8; 280.3, .14.  
281 I.A.C. 12.2; .5; 12.3(5).

Cross Reference: 505 Student Scholastic Achievement  
603.3 Special Education

Approved 8/8/94

Reviewed 3/13/17

Revised 1/10/11

## 505.61 Options to Diploma for Special Education

Graduation requirements for special education students will be in accordance with the prescribed course of study as described in their Individualized Education Program (IEP) and will follow one of the four graduation pathways: High School Diploma, General Diploma, Essential Diploma, or Certificate of Completion. Each student's IEP will include a statement of the projected date of graduation starting with the IEP covering the time span in which the student turns 14 years of age and the criteria outlined in the pathway determined by the IEP team. Prior to the special education student's graduation, the IEP team will determine whether the graduation criteria have been met. Students who continue their education through another program with the IEP remaining open will be allowed to participate in the graduation ceremony at the end of their senior year. Upon completion of program or IEP exit, students will receive a diploma or certificate as outlined in the IEP.

### Pathways:

#### High School Diploma

Students following this pathway will be required to obtain all 50 credits as listed above with accommodations as outlined in the IEP. This diploma is fully aligned to state-required standards.

#### General Diploma

Students following this pathway will be required to obtain all 50 credits as listed above with accommodations and modifications to curriculum as outlined in the IEP. Modifications will include an outline of key concepts and skills needed for each course written into the grading rubric and tied to goal areas. Pass/Fail grades will be specific to the rubric and students will not be penalized for homework. Students following this pathway will not receive a GPA.

#### Essential Diploma

Students following an Essential Diploma pathway will be required to earn 37 credits as listed below with accommodations and modifications to curriculum as outlined in the IEP. Modifications will include an outline of key concepts and skills needed for each course written into the grading rubric and tied to goal areas. Pass/Fail grades will be specific to the rubric and students will not be penalized for homework. Students following this pathway will not receive a GPA.

- Language Arts **8 credits**, must be taken every year
- Science **6 credits**, must be taken every year  
(classes of 2023 & after) 7 credits, must be taken every year
- Mathematics **6 credits**, must be taken every year  
(classes of 2023 & after) 7 credits, must be taken every year
- Social Studies **6 credits**, including 9<sup>th</sup> US History (2 credits), American Government (1 credit)
- Physical Education **Must be taken every year; waivers are available**  
Personal & Career **1 credit**  
Readiness

#### Certificate of Completion

Students who receive a Certificate of Completion will complete courses and expectations outlined in the IEP. Students will not be required to earn credits and will not receive a GPA.

## 103 EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate in its educational activities on the basis of age, race, color, national origin, gender, gender identity, religion, creed, marital status, sex, sexual orientation, socioeconomic status, or disability.

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The board is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of age, race, color, national origin, gender, gender identity, religion, creed, marital status, sex, sexual orientation, socioeconomic status, or disability. Further, the board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment.

Harassment or discriminatory behavior that denies civil rights or access to equal educational opportunities includes comments, name-calling, physical conduct or other expressive behavior directed at an individual or group that intentionally demeans the age, race, color, national origin, gender, gender identity, religion, creed, marital status, sex, sexual orientation, socioeconomic status, or disability of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

Legal Reference:       20 U.S.C. §§ 1221 *et seq.* (1994).  
                               20 U.S.C. §§ 1681 *et seq.* (1994).  
                               20 U.S.C. §§ 1701 *et seq.* (1994).  
                               29 U.S.C. § 794 (1994).  
                               42 U.S.C. §§ 12101 *et seq.* (1994).  
                               34 C.F.R. Pt. 100 (2002).  
                               34 C.F.R. Pt. 104 (2002).  
                               Iowa Code §§ 216.9; 256.11, .11A; 280.3 (2009).  
                               281 I.A.C. 12.

Cross Reference:       101    Educational Philosophy of the School District  
                               401.1  Equal Employment Opportunity  
                               500    Objectives for Equal Educational Opportunities for Students  
                               506.1  Student Records

103.E1 SECTION 504 NOTICE OF NONDISCRIMINATION

Students, parents, employees and others doing business with or performing services for the Shenandoah Community School District are hereby notified that this school district does not discriminate on the basis of age, race, color, national origin, religion, creed, gender, gender identity, marital status, sex, sexual orientation, socioeconomic status, or disability in admission or access to, or treatment in, its programs and activities. Any person having inquiries concerning the school district's compliance with the regulations implementing title VI, Title VII, Title IX, the Americans with Disabilities Act (ADA), § 504 or Iowa Code §280.3 is directed to contact:

(Title) Equity Coordinator, Aaron Burdorf

(Where Located) Shenandoah K-8 Building

(Telephone Number) (712) 246-2520

who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing Title VI, Title VII, Title IX, the ADA, § 504 and Iowa Code 280.3.

103.E2 GRIEVANCE FORM FOR COMPLAINTS OF DISCRIMINATION  
OR NON-COMPLIANCE WITH FEDERAL OR STATE REGULATIONS REQUIRING NON-  
DISCRIMINATION

I, \_\_\_\_\_, am filing this grievance because

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(Attach additional sheets if necessary)

Describe incident or occurrence as accurately as possible:

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(Attach additional sheets if necessary)

Signature \_\_\_\_\_

Address \_\_\_\_\_

Phone Number \_\_\_\_\_

If student, Name \_\_\_\_\_ Grade Level \_\_\_\_\_

Attendance Center \_\_\_\_\_

103.E3 GRIEVANCE DOCUMENTATION

Name of Individual Alleging Discrimination or Non-Compliance:

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

State the nature of the complaint and the remedy requested:

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Indicate Principal's or Supervisor's response or action to above complaint:

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Signature of Principal or Supervisor: \_\_\_\_\_

Approved 1/11/99

Reviewed 11/07/16

Revised 11/07/16

## 103.E4 SECTION 504 STUDENT AND PARENTAL RIGHTS

The Shenandoah Community School District does not discriminate in its educational programs and activities on the basis of a student's disability. It has been determined that your child has a qualifying disability for which accommodations may need to be made to meet his or her individual needs as adequately as the needs of other students. As a parent, you have the right to the following:

- Participation of your child in school district programs and activities, including extracurricular programs and activities, to the maximum extent appropriate, free of discrimination based upon the student's disability and at the same level as students without disabilities;
- Receipt of free educational services to the extent they are provided students without disabilities;
- Receipt of information about your child and your child's educational programs and activities in your native language;
- Notice of identification of your child as having a qualifying disability for which accommodations may need to be made and notice prior to evaluation and placement of your child and right to periodically request a re-evaluation of your child;
- Inspect and review your child's educational records including a right to copy those records for a reasonable fee. You also have a right to ask the school district to amend your child's educational records if you feel the information in the records is misleading or inaccurate should the school district refuse to amend the records, you have a right to a hearing and to place an explanatory letter in your child's file explaining why you feel the records are misleading or inaccurate;

Inquiries concerning the school district's compliance with the regulations implementing Title VI, Title IX, the Americans with Disabilities Act (ADA), § 504 or Iowa Code § 280.3 should be directed to:

(Title) Equity Coordinator, Aaron Burdorf

(Where located) Shenandoah K-8 Building (Telephone No.) 712-246-2520

who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing Title VI, Title IX, the ADA, § 504 or Iowa Code § 280.3.

## 103.R1 GRIEVANCE PROCEDURE

Students, parents of students, employees, and applicants for employment in the school district will have the right to file a formal complaint alleging discrimination under federal or state regulations requiring non-discrimination in programs and employment.

### Level One Principal, Immediate Supervisor or Personal Contact Person (Informal and Optional-may be bypassed by the grievant)

Employees with a complaint of discrimination based upon their age, race, color, national origin, gender, religion, creed, marital status, sexual orientation, or disability are encouraged to first discuss it with their immediate supervisor, with the objective of resolving the matter informally. An applicant for employment with a complaint of discrimination based upon their age, race, color, national origin, gender, gender identity, religion, creed, marital status, sex, sexual orientation, or disability are encouraged to first discuss it with the personnel contact person.

A student, or a parent of a student, with a complaint of discrimination based upon their age, race, color, national origin, gender, gender identity, religion, creed, marital status, sex, sexual orientation, or disability are encouraged to discuss it with the instructor, counselor, supervisor, building administrator, program administrator or personnel contact person directly involved.

### Level Two-Compliance Officer

If the grievance is not resolved at level one and the grievant wishes to pursue the grievance, the grievant may formalize it by filing a complaint in writing on a Grievance Filing Form, which may be obtained from the Compliance Officer. The complaint will state the nature of the grievance and the remedy requested. The filing of the formal, written complaint at level two must be within 15 working days from the date of the event giving rise to the grievance, or from the date the grievant could reasonably become aware of such occurrence. The grievant may request that a meeting concerning the complaint be held with the Compliance Officer. A minor student may be accompanied at that meeting by a parent or guardian. The Compliance Officer will investigate the complaint and attempt to resolve it. A written report from the Compliance Officer regarding action taken will be sent to the involved parties within a reasonable time after receipt of the complaint.

### Level Three-Superintendent/Administrator

If the complaint is not resolved at level two, the grievant may appeal it to level three by presenting a written appeal to the superintendent within five working days after the grievant receives the report from the Compliance Officer. The superintendent may request a meeting with the grievant to discuss the appeal. A decision will be rendered by the superintendent within a reasonable time after the receipt of the written appeal. If, in cases of disability grievances at the elementary and secondary level, the issue is not resolved through the grievance process, rather, the parents have a right to an impartial hearing to resolve the issue.

This procedure in no way denies the right of the grievant to file formal complaints with the Iowa Civil Rights Commission, the U.S. Department of Education Office for Civil Rights or Office of Special Education Programs, the Equal Employment Opportunity Commission, or the Iowa Department of Education for mediation or rectification of civil rights grievances, or to seek private counsel for complaints alleging discrimination.

Level Four-Appeal to Board

If the grievant is not satisfied with the superintendent's decision, the grievant can file an appeal with the board within five working days of the decision. It is within the discretion of the board to determine whether it will hear the appeal.

The Compliance Officer is:

Name Equity Coordinator, Aaron Burdorf

Office Address Shenandoah K-8 Building

Phone Number (712) 246-2520

Office Hours 8:00 a.m. – 4:00 p.m.

Approved 1/11/99

Reviewed 11/07/16

Revised 11/07/16

104 THE PEOPLE AND THEIR SCHOOL DISTRICT

The board recognizes the value of interaction and participation of the citizens of the school district. The board will cooperate and participate, whenever possible, with residents in the district while carrying out its elected responsibilities.

It shall be the responsibility of the superintendent to keep the board apprised of opportunities for involvement with the school district.

Legal Reference: Iowa Code § 279.8 (2009).

Cross Reference: 209.1 AD HOC Committee  
215 Public Participation in the Board Meetings  
401.15 Employee Political Activity  
402.6 Employee Relations to the Public  
504.7 Student Work/Intern Programs  
703.1 Budget Planning  
901 Public Communications  
904.2 Community Resource Persons and Volunteers

## 104.1 ANTI-HARASSMENT/BULLYING POLICY

Harassment and bullying of students, employees, officers, board directors and volunteers are against federal, state and local policy, and are not tolerated by the board. The board is committed to providing all students, employees, officers, board directors and volunteers with a safe and civil school environment in which all members of the school community are treated with dignity and respect. To that end, the board has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment. Bullying and harassment of students, employees, officers, board directors or volunteers or by other students, employees, officers, board directors, or volunteers or by others such as parents, vendors, and persons doing business with the school district, will not be tolerated in the school or school district.

For the purpose of this policy, the term “volunteer” includes, but is not limited to, a person performing a service for the benefit of and at the request of the school district.

The board prohibits harassment, bullying, or hazing of students, employees, officers, board directors and volunteers based on any of the following actual or perceived traits or characteristics: age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status.

This policy is in effect while students, employees, officers, board directors and volunteers are on property within the jurisdiction of the board; while on school-owned or school-operated vehicles; while attending or engaged in school-sponsored or school approved activities or functions regardless of location; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school or school district.

If, after an investigation, a student is found to be in violation of this policy, the student shall be disciplined by appropriate measures up to, and including, suspension and expulsion. If after an investigation a school employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures up to, and including, termination. If, after an investigation, a school officer or board director is found to be in violation of this policy, the officer or director shall be subject to appropriate measures which may include public reprimand or removal from office, in accordance with applicable board policies and procedures and the law. If, after an investigation, a school volunteer is found to be in violation of this policy, the volunteer shall be subject to appropriate measures up to, and including, exclusion from school grounds.

Harassment and bullying mean any electronic, written, verbal, or physical act or conduct toward a student, employee, officer, board director or volunteer which is based on any actual or perceived trait or characteristic of the individual and which creates an objectively hostile school or work environment that meets one or more of the following conditions:

Places the student, employee, officer, board director or volunteers in reasonable fear of harm to their person or property;

- Has a substantially detrimental effect on the student’s, employee’s, officer’s, board director’s or volunteer’s physical or mental health;
- Has the effect of substantially interfering with the student’s academic performance or an employee’s, officer’s, board director’s or volunteer’s work performance; or
- Has the effect of substantially interfering with the student’s, employee’s, officer’s, board director’s or volunteer’s ability to participate in or benefit from the services, activities, or privileges provided by a

school.

“Electronic” means any communication involving the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means. “Electronic” includes but is not limited to communication via electronic mail, internet-based communications, pager service, cell phones, electronic text messaging, or similar technologies.

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances:

- Verbal, nonverbal, physical or written harassment, bullying, hazing, or other victimization that have the effect of causing injury, discomfort, fear, or suffering to the victim;
- Repeated remarks of demeaning nature that have the effect of causing injury, discomfort, fear, or suffering to the victim;
- Implied or explicit threats concerning one’s grades, achievements, property, etc. That have the effect of causing injury, discomfort, fear, or suffering to the victim;
- Demeaning jokes, stories, or activities directed at the victim that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim; and/or
- Unreasonable interference with a victim’s performance or creation of an intimidating, offensive, or hostile learning or work environment.

Sexual harassment means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either implicitly or explicitly a term or condition of the student’s education or benefits or the individual’s work or employment;
- Submission to or rejection of the conduct by a student or school employee is used as the basis for academic decisions affecting that student or employment decisions affecting the individual; or
- The conduct has the purpose or effect of substantially interfering with the student’s academic performance or individual’s work performance, or creating an intimidating, hostile or offensive education or work environment.

In situations between students and school officials, faculty, staff, or volunteers who have direct contact with students, bullying and harassment may also include the following behaviors:

- Requiring that a student submit to bullying or harassment by another student, either explicitly or implicitly, as a term or condition of the targeted student’s education or participation in school programs or activities; and/or
- Requiring submission to or rejection of such conduct as a basis for decisions affecting the student.

To the extent provided in Iowa Code Section 280.28, any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a school official, shall be immune from civil or criminal liability relating to such report and to the person’s participation in any administrative, judicial, or other proceeding relating to the report.

Retaliation, reprisal, or false accusation against any person because the person has filed a bullying or harassment complaint or assisted or participated in a harassment investigation or proceeding is also prohibited. Individuals who knowingly file false harassment complaints and any person who gives false statements in an investigation shall be subject to discipline by appropriate measures, as shall any person who is found to have retaliated against another in violation of this policy. Any student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. A school officer or board director found to have retaliated in violation of this policy shall be subject to measures up to, and

including, public reprimand and removal from office, in accordance with applicable board policies and procedures and the law. Any school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds. Other persons found to have retaliated in violation of this policy shall be subject to appropriate measures as determined by the school district.

The school or school district will promptly and reasonably investigate allegations of bullying or harassment. The building principal or designee will be responsible for handling all complaints alleging bullying or harassment at the school building level. The superintendent or designee will be responsible for handling all complaints of bullying and harassment at the district administration or board level.

It also is the responsibility of the superintendent, in conjunction with principals, to develop procedures regarding this policy. The superintendent also is responsible for organizing training programs for students, employees, school officers, board directors and volunteers. The training will include how to recognize harassment and what to do in case someone is bullied or harassed. It will also include proven effective harassment prevention strategies. The superintendent will also develop a process for evaluating the effectiveness of the policy in reducing bullying and harassment. The superintendent shall report to the board on the progress of reducing bullying and harassment.

The board will annually publish this policy. The policy may be publicized by the following means:

- Inclusion in the student handbook,
- Inclusion in the employee handbook
- Inclusion in the registration materials
- Inclusion on the school or school district's web site,

And a copy shall be made available to any person at the central administrative office at 304 West Nishna, Shenandoah, IA 51601

Legal References:	20 U.S.C. §§ 1221-1234i (2004).
	29 U.S.C. § 794 (1994).
	42 U.S.C. §§ 2000d-2000d-7 (2004).
	42 U.S.C. §§ 12001 <i>et. seq.</i> (2004).
	Senate File 61, 1 <sup>st</sup> Regular Session, 82 <sup>nd</sup> General Assembly, (2007). Iowa Code §§ 216.9; 280.3 (2009).
	281 I.A.C. 12.3(6).
	<u>Morse v. Frederick</u> , 127 S.Ct. 2618 (2007)
Cross References:	502 Student Rights and Responsibilities
	503 Student Discipline
	506 Student Records

## 104.E1 ANTI-BULLYING/HARASSMENT COMPLAINT FORM

Name of complainant: \_\_\_\_\_

Position of complainant: \_\_\_\_\_

Name of student or employee target: \_\_\_\_\_

Date of complaint: \_\_\_\_\_

Name of alleged harasser or bully: \_\_\_\_\_

Date and place of incident or incidents: \_\_\_\_\_

Nature of Discrimination or Harassment Alleged (Check all that apply)

<input type="checkbox"/>	Age	<input type="checkbox"/>	Physical Attribute	<input type="checkbox"/>	Sex
<input type="checkbox"/>	Disability	<input type="checkbox"/>	Political Belief	<input type="checkbox"/>	Sexual Orientation
<input type="checkbox"/>	Familial Status	<input type="checkbox"/>	Race/Color	<input type="checkbox"/>	Socio-economic Background
<input type="checkbox"/>	Marital Status	<input type="checkbox"/>	Religion/Creed	<input type="checkbox"/>	Other – Please Specify:
<input type="checkbox"/>	National Origin/Ethnic Background/Ancestry	<input type="checkbox"/>	Gender or Gender Identity		

Description of misconduct: \_\_\_\_\_

\_\_\_\_\_

Name of witnesses (if any): \_\_\_\_\_

\_\_\_\_\_

Evidence of harassment or bullying, i.e., letters, photos, etc. (attach evidence if possible):

\_\_\_\_\_

\_\_\_\_\_

Any other information: \_\_\_\_\_

\_\_\_\_\_

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: \_\_\_\_\_

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

104.1E2 ANTI-BULLYING/HARASSMENT WITNESS DISCLOSURE FORM

Name of witness: \_\_\_\_\_

Position of witness: \_\_\_\_\_

Date of testimony, interview: \_\_\_\_\_

Description of incident witnessed: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Any other information: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: \_\_\_\_\_

Date: - / /

104.1E3 DISPOSITION OF ANTI-BULLYING/HARASSMENT COMPLAINT FORM

Name of complainant: \_\_\_\_\_

Name of student or employee target: \_\_\_\_\_

Grade and building of student or employee: \_\_\_\_\_

Name and position or grade of alleged perpetrator /respondent: \_\_\_\_\_

\_\_\_\_\_

Date of initial complaint: \_\_\_\_\_

Nature of discrimination or harassment alleged (Check all that apply)

<input type="checkbox"/>	Age	<input type="checkbox"/>	Physical Attribute	<input type="checkbox"/>	Sex
<input type="checkbox"/>	Disability	<input type="checkbox"/>	Political Belief	<input type="checkbox"/>	Sexual Orientation
<input type="checkbox"/>	Familial Status	<input type="checkbox"/>	Race/Color	<input type="checkbox"/>	Socio-economic Background
<input type="checkbox"/>	Marital Status	<input type="checkbox"/>	Religion/Creed	<input type="checkbox"/>	Other – Please Specify:
<input type="checkbox"/>	National Origin/Ethnic Background/Ancestry	<input type="checkbox"/>	Gender or Gender Identity		

Summary of investigation: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: \_\_\_\_\_

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

## 104.1R1 ANTI-HARASSMENT/BULLYING INVESTIGATION PROCEDURES

Individuals who feel that they have been harassed should:

Communicate to the bully/harasser that the individual expects the behavior to stop, if the individual is comfortable doing so. If the individual wants assistance communicating with the bully/harasser, the individual should ask a teacher, counselor, principal, or superintendent to help.

If the harassment does not stop, or the individual does not feel comfortable confronting the harasser, the individual should:

1. tell a teacher, counselor, principal or superintendent: and
2. write down exactly what happened, keep a copy and give another copy to the teacher, principal or superintendent including:
  - what, when and where it happened;
  - who was involved;
  - exactly what was said or what the harasser did;
  - witnesses to the harassment;
  - what the complainant said or did, either at the time or later;
  - how the complainant felt; and
  - how the bully/harasser responded.

### COMPLAINT PROCEDURE

An individual who believes that the individual has been harassed or bullied will notify the building principal or designee for all complaints at the school building level. The superintendent or designee will be responsible for handling all complaints of bullying and harassment at the district administration or board level. The alternate investigator is the Equity Coordinator, Assistant Principal or designee. The investigator may request that the individual complete the Harassment/Bullying Complaint form and turn over evidence of the harassment, including, but not limited to, letters, tapes, or pictures. However, completion of a complaint on the Harassment/Bullying Complaint form is not mandatory for purposes of investigating a complaint. The complainant shall be given a copy of the completed complaint form. Information received during the investigation is kept confidential to the extent possible.

An investigator, with the approval of the principal or the superintendent has the authority to initiate an investigation in the absence of a written complaint.

### INVESTIGATION PROCEDURE

#### Level One

The building principal (or designee), for harassment or bullying occurring at the school building level, and the superintendent (or designee), for harassment or bullying occurring at the district administration or board level, will assign an investigator. The investigator will be designated by the building principal or superintendent and can be a supervisor, a building or district administrator, or a designated level 1 investigator for Chapter 102 complaints. The complainant should be informed of these choices and given the opportunity for input into the choice of investigator assigned to the complaint. Once assigned, the investigator will reasonably and promptly commence the investigation. The investigator will interview the complainant and the alleged harasser/bully. The alleged harasser/bully may file a written statement in response to the complaint. The investigator may also interview

witnesses and consider other evidence as deemed appropriate. Upon completion of the investigation, the investigator will make written findings and conclusions as to each allegation of harassment or bullying and report the findings and conclusions to the principal (or designee), superintendent (or designee) or board president (or designee), depending upon whether the alleged harassment or bullying occurred at the school building or district administration or board level. The investigator will provide a copy of the written findings and conclusions of the investigation to the principal (or designee), superintendent (or designee) or board president (or designee), as appropriate.

Following receipt of the investigator's report, the principal, superintendent, or board president designee, as appropriate, may investigate further, if deemed necessary, and make a determination of any appropriate additional steps, which may include discipline or other remedial action.

Prior to the determination of the appropriate discipline or other remedial action, the principal, superintendent, or designee, as appropriate, may, at his/her discretion, interview the complainant and the alleged harasser/bully. The principal, superintendent, or designee, as appropriate, will file a written report closing the case and documenting any disciplinary action taken or any other action taken in response to the complaint. The complainant, the alleged harasser/bully and the investigator will receive notice as to the conclusion of the investigation. The principal, superintendent, or designee, as appropriate will maintain a log of information necessary to comply with Iowa Department of Education reporting procedures.

#### Level Two

If the complaint is not resolved at level one to the satisfaction of the complainant or the alleged harasser/bully, the grievant(s) may appeal the findings to the superintendent or appropriate designee. The filing of the level two complaint must be within fifteen (15) working days from the date of the conclusion of the level one investigation and must be made in writing using the anti-harassment/bullying complaint form stating the nature of the grievance. The grievant may request a meeting concerning the complaint with the superintendent or designee. A parent or guardian may accompany a minor student. The superintendent or designee shall investigate the complaint and attempt to resolve it. A written report from the superintendent or designee regarding action taken will be sent to the involved parties within fifteen (15) working days after receipt of the level two complaint.

#### POINTS TO REMEMBER IN THE INVESTIGATION

- Evidence uncovered in the investigation is treated as confidential, to the extent possible.
- Complaints must be taken seriously and investigated.
- No retaliation will be taken against individuals involved in the investigation process.
- Individuals who retaliate will be subject to discipline as appropriate.
- The totality of the circumstances will be considered in determining whether conduct constitutes harassment or bullying in violation of this policy.
- Students, employees, officers, board directors, and volunteers are expected to fully and fairly cooperate in any investigation.

#### CONFLICTS

If the designated investigator is the subject of or a witness to the incident or is otherwise personally affected by the complaint procedures related to the incident, an alternate investigator shall investigate the complaint. If the building principal, superintendent, or designee involved in the investigation procedure and resolution of the complaint is the subject of or a witness to the incident or is otherwise personally affected by the complaint procedures related to the incident, an alternate administrator shall serve as a substitute.

This procedure in no way denies the right of a person to file a formal complaint with the Iowa Civil Rights Commission, the Federal Office of Civil Rights for the U.S. Department of Education, the Federal Equal Employment Opportunity Commission, and/or the Iowa Department of Education for mediation or rectification of civil rights grievances, or to seek private counsel for complaints alleging bullying, harassment, or discrimination.

The Superintendent for the school district is responsible for ensuring the proper implementation of this policy and procedures.

The Superintendent: Dr. Kerri Nelson  
Address: 304 West Nishna, Shenandoah, IA 51601  
Phone Number: (712) 246-1581