TO: Board of Directors

FROM: Becky Berg, Superintendent

SUBJECT: Eastmont Elementary School Student Handbook for 2024-25

DATE: May 13, 2024

CATEGORY

□ Informational □ Discussion Only □ Discussion & Action □ Action

BACKGROUND INFORMATION AND ADMINISTRATIVE CONSIDERATION

Enclosed is a draft Eastmont Elementary School Student Handbook for 2024-25 for the Board to review. A significant change this year is required language for Harassment, Intimidation, and Bullying (HIB) and being gender-inclusive. Also enclosed is information from OSPI outlining the required language to be included. Due to the volume of the handbook, it will be posted separately on the website.

ATTACHMENTS

FISCAL IMPACT

⊠Student Handbook

⊠None

RECOMMENDATION

The administration recommends the Board approve the Eastmont Elementary School Student Handbook for 2024-25.

New Annual Notice Requirements for Student Handbooks & School Websites



Beginning with the 2024–25 school year, a new Washington state law requires each school district to publish OSPl's model student handbook language in handbooks and on websites to notify their school community of district policies and procedures related to harassment, intimidation, and bullying (HIB); discrimination; sexual harassment; and gender-inclusive schools.

On April 5, 2024, OSPI published a bulletin to outline these new requirements, introduce the new model handbook language, and provide guidance on implementation:

- OSPI Bulletin No. 018-24: New Requirements for Annual Notices Regarding Discrimination, Harassment, Intimidation, and Bullying
- Model Student Handbook Language (DOCX)

The Model Student Handbook Language is also available on OSPI's <u>Notification</u> <u>Requirements, Staff Training, and Outreach Materials</u> webpage. Translated versions of the Model Student Handbook Language will be available on this webpage soon.

Questions and Assistance

For questions regarding this bulletin or the new requirements, please contact Sarah Albertson, Managing Attorney, Equity and Civil Rights, at 360-725-6162 or email <u>Sarah Albertson</u>.

For questions regarding discriminatory harassment, sexual harassment, or gender-inclusive schools, contact the <u>Equity and Civil Rights Office</u> at 360-725-6162.

For questions regarding HIB, please contact the School Safety Center at 360-725-6068 or email schoolsafety@k12.wa.us.

Our Schools Protect Students from Harassment, Intimidation, and Bullying (HIB)

Schools are meant to be safe and inclusive environments where all students are protected from Harassment, Intimidation, and Bullying (HIB), including in the classroom, on the school bus, in school sports, and during other school activities. This section defines HIB, explains what to do when you see or experience it, and our school's process for responding to it.

What is HIB?

HIB is any intentional electronic, written, verbal, or physical act of a student that:

- Physically harms another student or damages their property;
- Has the effect of greatly interfering with another student's education; or,
- Is so severe, persistent, or significant that it creates an intimidating or threatening education environment for other students.

HIB generally involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated. HIB is not allowed, by law, in our schools.

How can I make a report or complaint about HIB?

Talk to any school staff member (consider starting with whoever you are most comfortable with!). You may use our district's reporting form to share concerns about HIB (link to form) but reports about HIB can be made in writing or verbally. Your report can made anonymously, if you are uncomfortable revealing your identity, or confidentially if you prefer it not be shared with other students involved with the report. No disciplinary action will be taken against another student based **solely** on an anonymous or confidential report.

If a staff member is notified of, observes, overhears, or otherwise witnesses HIB, they must take prompt and appropriate action to stop the HIB behavior and to prevent it from happening again. Our district also has a HIB Compliance Officer (District HIB Name and contact Info) that supports prevention and response to HIB.

What happens after I make a report about HIB?

If you report HIB, school staff must attempt to resolve the concerns. If the concerns are resolved, then no further action may be necessary. However, if you feel that you or someone you know is the victim of unresolved, severe, or persistent HIB that requires further investigation and action, then you should request an official HIB investigation.

Also, the school must take actions to ensure that those who report HIB don't experience retaliation.

What is the investigation process?

When you report a complaint, the HIB Compliance Officer or staff member leading the investigation must notify the families of the students involved with the complaint and must make sure a prompt and thorough investigation takes place. The investigation must be completed within 5 school days, unless you



agree on a different timeline. If your complaint involves circumstances that require a longer investigation, the district will notify you with the anticipated date for their response.

When the investigation is complete, the HIB Compliance Officer or the staff member leading the investigation must provide you with the outcomes of the investigation within 2 school days. This response should include:

- A summary of the results of the investigation
- A determination of whether the HIB is substantiated
- Any corrective measures or remedies needed
- Clear information about how you can appeal the decision

What are the next steps if I disagree with the outcome?

For the student designated as the "targeted student" in a complaint:

If you do not agree with the school district's decision, you may appeal the decision and include any additional information regarding the complaint to the superintendent, or the person assigned to lead the appeal, and then to the school board.

For the student designated as the "aggressor" in a complaint:

A student found to be an "aggressor" in a HIB complaint may not appeal the decision of a HIB investigation. They can, however, appeal corrective actions that result from the findings of the HIB investigation.

For more information about the HIB complaint process, including important timelines, please see the district's HIB webpage or the district's HIB Policy [3207] and Procedure [3207P].

Our School Stands Against Discrimination

Discrimination can happen when someone is treated differently or unfairly because they are part of a **protected class**, including their race, color, national origin, sex, gender identity, gender expression, sexual orientation, religion, creed, disability, use of a service animal, or veteran or military status.

What is discriminatory harassment?

Discriminatory harassment can include teasing and name-calling; graphic and written statements; or other conduct that may be physically threatening, harmful, or humiliating. Discriminatory harassment happens when the conduct is based on a student's protected class and is serious enough to create a hostile environment. A **hostile environment** is created when conduct is so severe, pervasive, or persistent that it limits a student's ability to participate in, or benefit from, the school's services, activities, or opportunities.

To review the district's Nondiscrimination Policy [insert #] and Procedure [insert #], visit [insert website].

What is sexual harassment?

Sexual harassment is any unwelcome conduct or communication that is sexual in nature and substantially interferes with a student's educational performance or creates an intimidating or hostile environment. Sexual harassment can also occur when a student is led to believe they must submit to

unwelcome sexual conduct or communication to gain something in return, such as a grade or a place on a sports team.

Examples of sexual harassment can include pressuring a person for sexual actions or favors; unwelcome touching of a sexual nature; graphic or written statements of a sexual nature; distributing sexually explicit texts, e-mails, or pictures; making sexual jokes, rumors, or suggestive remarks; and physical violence, including rape and sexual assault.

Our schools do not discriminate based on sex and prohibit sex discrimination in all of our education programs and employment, as required by Title IX and state law.

To review the district's Sexual Harassment Policy [insert #] and Procedure [insert #], visit [insert website].

What should my school do about discriminatory and sexual harassment?

When a school becomes aware of possible discriminatory or sexual harassment, it must investigate and stop the harassment. The school must address any effects the harassment had on the student at school, including eliminating the hostile environment, and make sure that the harassment does not happen again.

What can I do if I'm concerned about discrimination or harassment?

Talk to a Coordinator or submit a written complaint. You may contact the following school district staff members to report your concerns, ask questions, or learn more about how to resolve your concerns.

Concerns about discrimination:

Civil Rights Coordinator: NAME, TITLE, CONTACT (Address, Email, Phone)

Concerns about sex discrimination, including sexual harassment: Title IX Coordinator: NAME, TITLE, CONTACT (Address, Email, Phone)

Concerns about disability discrimination:

Section 504 Coordinator: NAME, TITLE, CONTACT (Address, Email, Phone)

Concerns about discrimination based on gender identity:

Gender-Inclusive Schools Coordinator: NAME, TITLE, CONTACT (Address, Email, Phone)

To **submit a written complaint**, describe the conduct or incident that may be discriminatory and send it by mail, fax, email, or hand delivery to the school principal, district superintendent, or civil rights coordinator. Submit the complaint as soon as possible for a prompt investigation, and within one year of the conduct or incident.

What happens after I file a discrimination complaint?

The Civil Rights Coordinator will give you a copy of the school district's discrimination complaint procedure. The Civil Rights Coordinator must make sure a prompt and thorough investigation takes place. The investigation must be completed within 30 calendar days unless you agree to a different timeline. If your complaint involves exceptional circumstances that require a longer investigation, the Civil Rights Coordinator will notify you in writing with the anticipated date for their response.

When the investigation is complete, the school district superintendent or the staff member leading the investigation will send you a written response. This response will include:

- A summary of the results of the investigation
- A determination of whether the school district failed to comply with civil rights laws
- Any corrective measures or remedies needed
- Notice about how you can appeal the decision

What are the next steps if I disagree with the outcome?

If you do not agree with the outcome of your complaint, you may appeal the decision to [identify the decision maker on appeal identified in board policy (e.g., the School Board)] and then to the Office of Superintendent of Public Instruction (OSPI). More information about this process, including important timelines, is included in the district's Nondiscrimination Procedure (3210P) and Sexual Harassment Procedure (3205P).

I already submitted an HIB complaint – what will my school do?

Harassment, intimidation, or bullying (HIB) can also be discrimination if it's related to a protected class. If you give your school a written report of HIB that involves discrimination or sexual harassment, your school will notify the Civil Rights Coordinator. The school district will investigate the complaint using both the Nondiscrimination Procedure (3210P) and the HIB Procedure (3207P) to **fully resolve your complaint**.

Who else can help with HIB or Discrimination Concerns?

Office of Superintendent of Public Instruction (OSPI)

All reports must start locally at the school or district level. However, OSPI can assist students, families, communities, and school staff with questions about state law, the HIB complaint process, and the discrimination and sexual harassment complaint processes.

OSPI School Safety Center (For questions about harassment, intimidation, and bullying)

- Website: ospi.k12.wa.us/student-success/health-safety/school-safety-center
- Email: schoolsafety@k12.wa.us
- Phone: 360-725-6068

OSPI Equity and Civil Rights Office (For questions about discrimination and sexual harassment)

- Website: ospi.k12.wa.us/policy-funding/equity-and-civil-rights
- Email: equity@k12.wa.us
- Phone: 360-725-6162

Washington State Governor's Office of the Education Ombuds (OEO)

The Washington State Governor's Office of the Education Ombuds works with families, communities, and schools to address problems together so every student can fully participate and thrive in Washington's K-12 public schools. OEO provides informal conflict resolution tools, coaching, facilitation, and training about family, community engagement, and systems advocacy.

• Website: <u>www.oeo.wa.gov</u>

• Email: <u>oeoinfo@gov.wa.gov</u>

• Phone: 1-866-297-2597

U.S. Department of Education, Office for Civil Rights (OCR)

The U.S. Department of Education, Office for Civil Rights (OCR) enforces federal nondiscrimination laws in public schools, including those that prohibit discrimination based on sex, race, color, national origin, disability, and age. OCR also has a discrimination complaint process.

• Website: https://www2.ed.gov/about/offices/list/ocr/index.html

Email: <u>orc@ed.gov</u>Phone: 800-421-3481

Our School is Gender-Inclusive

In Washington, all students have the right to be treated consistent with their gender identity at school. Our school will:

- Address students by their requested name and pronouns, with or without a legal name change
- Change a student's gender designation and have their gender accurately reflected in school records
- Allow students to use restrooms and locker rooms that align with their gender identity
- Allow students to participate in sports, physical education courses, field trips, and overnight trips in accordance with their gender identity
- Keep health and education information confidential and private
- Allow students to wear clothing that reflects their gender identity and apply dress codes without regard to a student's gender or perceived gender
- Protect students from teasing, bullying, or harassment based on their gender or gender identity

To review the district's Gender-Inclusive Schools Policy [insert #] and Procedure [insert #], visit [insert website]. If you have questions or concerns, please contact the Gender-Inclusive Schools Coordinator: [NAME, TITLE, CONTACT]

For concerns about discrimination or discriminatory harassment based on gender identity or gender expression, please see the information above on page ##.



Eastmont Elementary School Handbook 2024-25

www.eastmont206.org

Trever Summers, Cascade Elementary Principal
Amy Dorey, Clovis Elementary Principal
Kirsten Mittelstaedt, Grant Elementary Principal
Kristy Daley, Kenroy Elementary Principal
Jamea Connor, Lee Elementary Principal
John Reichmann, Rock Island Elementary Principal
Spencer Taylor, Executive Director of Elementary Education
Dr. Becky Berg, Superintendent

BOARD OF DIRECTORS

The Eastmont Board of Directors generally meets on the second and fourth Monday of each month at 5:30 p.m. Meetings are held in either the Administration Office Board Room at 800 Eastmont Avenue or at individual schools. Please call the District Office or visit the District's website if you have any questions regarding these meetings (884-7169 or www.eastmont206.org).

DISTRICT ADMINISTRATION

Dr. Becky Berg, Superintendent

Mr. Matt Charlton, Assistant Superintendent/Executive Director of Secondary Education

Mr. Spencer Taylor, Executive Director of Elementary Education

Mrs. Kim Browning, Executive Director of Teaching and Learning

Mrs. Caryn Metsker, Executive Director of Financial Services

Mrs. Kayla Brown, Executive Director of Human Resources

NONDISCRIMINATION STATEMENT

Eastmont School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.

The following employees have been designated to handle questions and complaints of alleged discrimination:

- Civil Rights Coordinator and Title IX Coordinator: Kayla Brown, 509-884-7169, <u>brownk@eastmont206.org</u> 800 Eastmont Avenue, East Wenatchee, WA 98802
- Section 504 Coordinator:
 Spencer Taylor, 509-884-7169, <u>taylors@eastmont206.org.</u>
 800 Eastmont Avenue, East Wenatchee 98802

NOTIFICATION OF RIGHTS UNDER FERPA FOR ELEMENTARY AND SECONDARY SCHOOLS (FERPA)

for Elementary and Secondary Schools

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. These rights are:

- 1) The right to inspect and review the student's education record within 45 days of the day the School receives a request for access.
 - Parents or eligible students should submit to the School principal [or appropriate school official] a written request that identifies the record(s) they wish to inspect. The School official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.
- The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate.
 - Parents or eligible students may ask the School to amend a record that they believe is inaccurate. They should write to the school principal [or appropriate school official], clearly identify the part of the record they want changed, and specify why it is inaccurate. If the School decides not to amend the record as requested by the parent or eligible student, the School will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.
- 3) The right to consent to disclosure of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.
 - One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interest. A school official is a person employed by the School as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company whom the School has contracted to perform a special task (such as an attorney, auditor, medical consultant, or therapist); or a parent of a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.

A school official has a legitimate educational interest if the official needs to review an educational record in order to fulfill his or her professional responsibility.

Upon request, the School disclosed education records without consent to officials of another school district in which a student seeks or intends to enroll. [NOTE: FERPA requires a school district to make a reasonable attempt to notify the parent or student of the records request unless it states in its annual notification that it intends to forward records on request.]

4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the Eastmont Public Schools to comply with the requirements of FERPA.

The name and address of the Office that administers FERPA are:

Family Policy Compliance Office U.S. Department of Education 400 Maryland Avenue, SW Washington, DC 20202-4605

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Eastmont School District Student Calendar 2024 - 2025 2024 2025 August M T W TH F February M T W TH F 5 6 7 7: No School - Professional Development Day 3 Days 18 Days 10 11 12 13 14 15 18 19 20 21 17: No School - Presidents Day 16 19-22: Teacher Pro. Development Days 20 21 22 23 26: All Staff Opening Day 24 25 26 27 28 29 30 28: First Day of School September W TH F March W TH F M T 2: No School - Labor Day 3 4 5 6 4 5 6 10 11 12 13 7: No School for K-12 Parent Conferences** 9 10 11 12 13 14 16 17 18 19 20 17 18 19 20 21 21: No School - Professional Development Day 24 25 26 25 26 27 28 31 April October W TH F W TH F 2 3 2 3 1 8 9 10 11 7-11: No School - Spring Break 8 9 10 11 11: No School - Professional Development Day 14 15 16 17 18 23: Parent Conferences 4-7n 14 15 16 17 18 21 22 23 24 25 24-25: No School for K-12 Parent Conferences* 21 22 23 24 25 28 29 30 31 28 29 30 November M T W TH F May M T W TH F 1 2 9 5 6 8 6 8 11 12 13 14 15 12 13 14 15 16 11: No School - Veterans Day 18 19 20 21 22 19 20 21 22 23 25 26 27 28 29 27-29: No School - Thanksgiving 27 28 29 30 26: No School - Memorial Day June December M T W TH F W TH F T 2 3 4 5 6 6 6: High School Gradu 10 11 12 13 12: Last Day of School 9 10 11 12 13 16 17 18 19 20 16 17 18 19 20 13: No School - Teacher Records Day 23 24 25 26 27 24 25 26 27 23-31: No School - Winter Break 2025 January M T W TH F **Grading Periods** 1st Semester Ends - January 23 1 2 3 1-3: No School - New Year's Day & Winter Break 2nd Semester Ends - June 12 8 9 10 13 14 15 16 17 20: No School - Martin Luther King Jr. Day 20 21 22 23 24 23: End of 1st Semester Grading (90 days) 24: No School - Records Day * = Parent Conferences A.I. Schools: Wed. (4:00-7:00); Thurs. (12:00-3:00 & 4:00-7:00); and Friday (8:00-11:00). ** = Parent Conferences ALL Schools: Thursday (4:00-7:00) and Friday (8:00-11:00). = Half Day: Students are released after lunch & 3 hours early from regular schedule. Adopted 12/11/2023;

School Calendar

Admission/Withdrawal and Attendance Policies

All students need to register for school at the Eastmont School District Office at 800 Eastmont Ave.

Kindergarten Requirements: To enter kindergarten a child must be five years of age on or before August 31. Birth certificates or hospital records and an immunization record must be presented before students may register. State education officials require a polio immunization series, a series for "DTP" (diphtheria, tetanus, and pertussis) or a DT variation, two immunizations against mumps, measles and rubella, and the series of three Hepatitis B immunizations for kindergarteners through fourth grade prior to school admission. The final immunizations for the polio and DTP series must have been administered on or after the child's fourth birthday. Kindergarteners are also required to have the varicella immunization or proof of having had the disease. Immunization records will be reviewed for compliance by School District nurses.

Withdrawal: The school appreciates notice of student withdrawal at least two days before the last day of attendance indicating:

- 1. The last day of attendance.
- 2. Approximate location to which you are moving.
- 3. If known, the new school your child will attend.

Upon enrollment of your child at a new school, the new school will request permanent records to be sent. With reasonable notice, the teacher can prepare the progress report and obtain information for the transfer. Parents should stop in at the office to obtain a copy of their child's immunization records to present to the new school.

Attendance Policy: Attendance is essential to the success of all students. Students who miss critical instruction in key concepts quickly fall behind in school and are less likely to achieve academic success. Accordingly, school attendance is mandatory, and unexcused absences and truancy are prohibited. The state defines chronic absenteeism as being absent 10% of the days enrolled in school.

It is required by state law that each absence from school be explained by a note or phone call from the parent or guardian. Parents are required to contact the office as soon as possible each time their child is absent and include the student's complete name, date, and reason for the absence. If we do not hear from you, our receptionist will call you to verify the absence (required by the Becca Bill).

Parents who choose to have their children miss school for non-illness or non-emergency reasons should contact the school at least one week in advance of the absence to complete the pre-approved absence form. These absences may be considered unexcused if they cause a serious adverse effect on the student's educational progress. Parents whose children incur more than two unexcused absences during any quarter will be asked to meet with the principal to develop a plan to improve attendance.

Excused Absences	 Illness (fever over 100 degrees, vomiting, diarrhea, infectious diseases) Chronic health condition (if over 5 days may require a doctor's note) Medical appointment (please bring a doctor's note) Family emergency Religious purposes 	
Unexcused Absences	 Failing to submit any type of excuse statement by the parent/guardian Absences that do not meet the guidelines for an excused absence Unexcused absences may occur at the discretion of administration, when a student's absence are chronic or have an adverse effect on progress 	
	If a student has more than 2 unexcused absences within a month, a school conference will be required.	
Prearranged Absences	Please prearrange absences by completing the Student Pre-Approved Absence Form to receive schoolwork that will be missed prior to being absent. This form is available in the Main Office and should be turned in 72 hours prior to the scheduled absence.	
Tardies	Students are expected to be in class on time. If a student arrives after the second bell, they will need to check in at the office. When a student's tardiness becomes frequent or disruptive, the student will be referred to the principal, assistant principal, or the counselor.	
Picking Students Up and Early Checkout	All students need to be checked out of school through the office. Only people listed in our data system will be allowed to pick up students during the school day and identification is required.	
	We request that you do not remove your child from school during the school day unless it is absolutely necessary and early checkout within 15 minutes from the end of the day is not permitted.	
Attendance Actions	 When the Attendance Committee at a school notices there is a possible attendance concern the following actions may be taken: Information letter sent to parents Attendance Nudge letter showing students attendance compared to the other students at the school A phone call from school administration seeking to help solve the problem A meeting with school administration and parents seeking to help solve the problem A 10 day letter letting parents know that attendance is a concern A 15 day letter requiring doctor's notes for any further absences Home visits A Notice to Appear letter for Truancy Board 	
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^{*}Please refer to School Board Policy No. 3122 for complete information on the District policy for attendance.

Classroom Learning Environment		
Academic and Behavioral Interventions	We value the academic and behavioral growth of all our students. In instances where a student may require additional support, they may be assigned to academic or behavioral interventions. These interventions are designed to provide targeted assistance to help students succeed in their academic pursuits and/ or improve behavior. Parents will be informed if their child is assigned to such interventions.	
Birthdays at School	 Birthday treats may be brought to school. Please check with the teacher in advance. Party invitations and gifts are not allowed to be passed out at school unless every class member is invited. We do not allow flower arrangements or balloons for student birthdays in the classrooms. 	
Cell Phones and Personal Electronic Devices	 Grade K-6: Cell phones are discouraged, but if parents believe one is necessary students may use the cell phone before coming onto school property and after leaving school property. Cell phones may not be used during the school day. Phones must be turned off and kept in a backpack at all times while on campus. Phones may not be used on the playground, cafeteria and hallways before school. If a student does not follow these expectations the phone will be kept in the office until a parent picks it up. This includes smart watches with phone capabilities. Students are not allowed to use or possess any other personal electronic devices, including smart watches that make phone calls, text, and/or record at school. They will be confiscated until the end of the day. If the problem continues, further action will be taken. Exceptions may be made if devices are for educational purposes and if they are pre-approved. The school is not responsible for lost or stolen items. 	
Toys	 All toys should be kept at home except if brought for "Show & Tell" purposes with advanced permission given by the teacher. Toys can cause a disruption to learning and there is a risk they will be lost or stolen. 	

Food

Breakfast and Lunches: Eastmont School District has a breakfast and lunch program. Students may also bring their lunches from home. If a student would like to purchase milk, the cost is \$.40.

- One breakfast and one lunch meal are free for all students. If additional meals or milk is wanted, money must be put into a student's account via the District's online payment system. Students are not allowed to "charge" extra meals/milk.
- The cost for additional meals will be published at the beginning of the school year.
- This information may be accessed on the District's website at www.eastmont206.org under Departments, and then "Food Services".
- Family Income Survey Schools receive certain funding based on the economy of our community. This information makes sure your child's school receives the full amount of federal and state educational funding. The Family Income Survey is available at the school or the District's website. We request that all families complete this survey.

Students are not allowed to share or trade food for safety reasons. Only individual sized portions may be brought to school for lunch/snack (no large bag of chips, cookies, crackers, candy, etc...) Soda pop and energy drinks are not permitted during lunch or snack. Coffee, treats, pizza, etc. will not be delivered to classrooms during the school day. Candy/Gum Candy and other treats may be allowed at teacher discretion. No gum allowed unless principal approved for a special activity.

Health Services

Our school Health Room is staffed by paraprofessionals, office staff, and is overseen by a part-time school nurse. When students come to the Health Room, staff assess the problem, treat minor injuries, document the visit, and call parents when necessary.

document the visit, and call parents when necessary.		
Accidents	 During the school year there are occasionally a few accidents. Every precaution is taken to prevent such mishaps. It is very important for each student and parent to know the following procedure in case of an accident: The student reports the accident to the teacher or playground supervisor. The student will be brought to the Health Room. If the injury is serious, parents will be contacted. Unless it is an absolute emergency, the school cannot take the child to a doctor. If you have school insurance, please ask the office staff for an accident report to take to the doctor. 	
Allergies	If your child has any special health considerations or food allergies, please share that information with your child's teacher, the school office, and/or the school nurse.	

	 Students with food allergies: Must have an Emergency Care Plan in place and have necessary, up to date medications at school Should not receive any treats or foods at school unless provided by their parents or food services. If you have any questions or concerns please contact the school nurses at 888-1480.
Cold/ Wet Weather	Students will be outside for recess unless the temperature is below 15 degrees. Please make sure your children are dressed appropriately. Unless a student has a doctor's note, they will need to go outside. Students will have outdoor recess when it rains and may use umbrellas during this time.
Lice	 Head lice are often a fact of life for school-aged children. While inconvenient, head lice causes no medical harm and can be effectively treated. If a child is found to have head lice, the following will occur: The child's parent or guardian will be notified by telephone or letter home stating that prompt, proper treatment of this condition is in the best interest of the child. The parents of the affected students will be given the handout "Parents Guide How to Treat and Keep Lice Out of Hair" which has accurate information about the diagnosis, treatment, and prevention of head lice. It is the practice of the Eastmont School District that healthy children will not be excluded from or miss school because of head lice.
Illness	Students who become ill during the school day are sent to the office. The office staff will determine whether or not the student should be sent home. • Anytime a child's temperature is 100 degrees or higher, we will automatically call his/her parent to pick up the child from school. • A child should remain home if he/she has had a fever and/or has been vomiting within the last 24 hours.
Medication at School	State laws prohibit us from giving any medications (over-the-counter or prescribed) without having the following form completed: "Authorization for Administration of Medication at School." This form must be filled out and signed by your healthcare provider and parent. These forms are available in the school office.
School Insurance	Parents may buy an insurance policy that covers injury received by the child during the school day. Brochures will be sent home, so that parents who wish may purchase this coverage.
Vision and Hearing	Vision and hearing screening is done annually for grades K-3. If a problem is detected, parents will be notified as soon as possible.

School Safety

Student safety is one of the most important aspects of what we do at Eastmont.

Bikes, Skateboards, Scooters, and Shoes with Wheels

3rd-6th grade students may ride bikes/scooters with helmets to/from school, but are not allowed to ride them on school grounds or in the parking lot during school hours.

- We encourage children to lock their bikes/scooters to the racks provided. The school is not responsible for stolen bikes/scooters.
- Students may not ride skateboards to school and may not wear shoes with wheels.
- Bicycles and scooters on the sidewalks cause a real safety concern for parents, students, and staff entering and leaving the buildings. Therefore, we require bikes and scooters to be walked when on school grounds.

Emergency Drills

- Fire and other emergency drills are scheduled on a regular basis in accordance with state law.
- Eastmont follows the K-12 Standard Response Protocol for responding to emergencies. Students and staff are annually trained in the following responses:
 - HOLD: Hallways are cleared and students and staff remain in rooms and conduct business as usual.
 - SECURE: All students and staff remain inside of the building and conduct business as usual.
 - LOCKDOWN: All students and staff go to the nearest secure room, lock the door, lights out and out of sight.
 - EVACUATE: All students and staff exit the building as quickly and go to the designated area.
 - o SHELTER: Use the appropriate safety strategy based upon the hazard.

Harassment, Intimidation, or Bullying (Board Policy)

Our schools protect students from harassment, intimidation, and bullying (HIB). Schools are meant to be safe and inclusive environments where all students are protected from harassment, intimidation, and bullying (HIB), including in the classroom, on the school bus, in school sports, and during other school activities. This section defines HIB, explains what to do when you see or experience it, and our school's process for responding to it.

What is HIB?

HIB is any intentional electronic, written, verbal, or physical act of a student that:

- Physically harms another student or damages their property;
- Has the effect of greatly interfering with another student's education; or,
- Is so severe, persistent, or significant that it creates an intimidating or threatening education environment for other students.

HIB generally involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated. HIB is not allowed, by law, in our schools.

Harassment, Intimidation, or Bullying (Board Policy) (continued)

How can I make a report or complaint about HIB?

Talk to any school staff member (consider starting with whoever you are most comfortable with!). You may use our district's reporting form to share concerns about HIB, but reports about HIB can be made in writing or verbally. Your report can be made anonymously, if you are uncomfortable revealing your identity, or confidentially if you prefer it not be shared with other students involved with the report. No disciplinary action will be taken against another student based solely on an anonymous or confidential report.

If a staff member is notified of, observes, overhears, or otherwise witnesses HIB, they must take prompt and appropriate action to stop the HIB behavior and to prevent it from happening again. Our district also has a HIB Compliance Officer: Spencer Taylor - taylors@eastmont206.org, who supports prevention and response to HIB.

What happens after I make a report about HIB?

If you report HIB, school staff must attempt to resolve the concerns. If the concerns are resolved, then no further action may be necessary. However, if you feel that you or someone you know is the victim of unresolved, severe, or persistent HIB that requires further investigation and action, then you should request an official HIB investigation.

Also, the school must take actions to ensure that those who report HIB don't experience retaliation.

What is the investigation process?

When you report a complaint, the HIB Compliance Officer or staff member leading the investigation must notify the families of the students involved with the complaint and must make sure a prompt and thorough investigation takes place. The investigation must be completed within 5 school days, unless you agree on a different timeline. If your complaint involves circumstances that require a longer investigation, the district will notify you with the anticipated date for their response.

When the investigation is complete, the HIB Compliance Officer or the staff member leading the investigation must provide you with the outcomes of the investigation within 2 school days. This response should include:

- A summary of the results of the investigation
- A determination of whether the HIB is substantiated
- Any corrective measures or remedies needed
- Clear information about how you can appeal the decision.

What are the next steps if I disagree with the outcome?

For the student designated as the "targeted student" in a complaint: If you do not agree with the school district's decision, you may appeal the decision and include any additional information regarding the complaint to the superintendent, or the person assigned to lead the appeal, and then to the school board.

For the student designated as the "aggressor" in a complaint: A student found to be an "aggressor" in a HIB complaint may not appeal the decision of a HIB investigation. They can, however, appeal corrective actions that result from the findings of the HIB investigation. For more information about the HIB complaint process, including important timelines, please see the district's HIB webpage or the district's HIB Policy 3207 and Procedure 3207-P.

Our School Stands Against Discrimination

Discrimination can happen when someone is treated differently or unfairly because they are part of a protected class, including their race, color, national origin, sex, gender identity, gender expression, sexual orientation, religion, creed, disability, use of a service animal, or veteran or military status.

What is discriminatory harassment?

Discriminatory harassment can include teasing and name-calling; graphic and written statements; or other conduct that may be physically threatening, harmful, or humiliating. Discriminatory harassment happens when the conduct is based on a student's protected class and is serious enough to create a hostile environment. A hostile environment is created when conduct is so severe, pervasive, or persistent that it limits a student's ability to participate in, or benefit from, the school's services, activities, or opportunities.

To review the district's Nondiscrimination Policy 3210 and Procedure 3210-P, visit https://www.eastmont206.org/school-board/policies-and-procedures

What is sexual harassment?

Sexual harassment is any unwelcome conduct or communication that is sexual in nature and substantially interferes with a student's educational performance or creates an intimidating or hostile environment. Sexual harassment can also occur when a student is led to believe they must submit to unwelcome sexual conduct or communication to gain something in return, such as a grade or a place on a sports team.

Examples of sexual harassment can include pressuring a person for sexual actions or favors; unwelcome touching of a sexual nature; graphic or written statements of a sexual nature; distributing sexually explicit texts, e-mails, or pictures; making sexual jokes, rumors, or suggestive remarks; and physical violence, including rape and sexual assault.

Our schools do not discriminate based on sex and prohibit sex discrimination in all of our education programs and employment, as required by Title IX and state law.

To review the district's Sexual Harassment Policy 3205 and Procedure 3205-P, visit https://www.eastmont206.org/school-board/policies-and-procedures

What should my school do about discriminatory and sexual harassment? When a school becomes aware of possible discriminatory or sexual harassment, it must investigate and stop the harassment. The school must address any effects the harassment had on the student at school, including eliminating the hostile environment, and make sure that the harassment does not happen again.

What can I do if I'm concerned about discrimination or harassment? Talk to a Coordinator or submit a written complaint. You may contact the following school district staff members to report your concerns, ask questions, or learn more about how to resolve your concerns.

Concerns about discrimination: Civil Rights Coordinator: Kayla Brown, Executive Director of Human Resources, 800 Eastmont Ave, East Wenatchee WA 98802, brownk@eastmont206.org, (509) 884-7169

Concerns about sex discrimination, including sexual harassment: Title IX Coordinator: Kayla Brown, Executive Director of Human Resources, 800 Eastmont Ave, East Wenatchee WA 98802, brownk@eastmont206.org, (509) 884-7169

Concerns about disability discrimination: Section 504 Coordinator: Spencer Taylor, Executive Director of Elementary Education, 800 Eastmont Ave, East Wenatchee WA 98802, taylors@eastmont206.org, (509) 884-7169

Concerns about discrimination based on gender identity: Gender-Inclusive Schools Coordinator: Kelsy Bendtsen, School Social Worker, Eastmont High School, 955 3rd St NE, East Wenatchee WA 98802, bendtsenk@eastmont206.org, (509) 884-6665

To submit a written complaint, describe the conduct or incident that may be discriminatory and send it by mail, fax, email, or hand delivery to the school principal, district superintendent, or civil rights coordinator. Submit the complaint as soon as possible for a prompt investigation, and within one year of the conduct or incident.

What happens after I file a discrimination complaint?

The Civil Rights Coordinator will give you a copy of the school district's discrimination complaint procedure. The Civil Rights Coordinator must make sure a prompt and thorough investigation takes place. The investigation must be completed within 30 calendar days unless you agree to a different timeline. If your complaint involves exceptional circumstances that require a longer investigation, the Civil Rights Coordinator will notify you in writing with the anticipated date for their response.

When the investigation is complete, the school district superintendent or the staff member leading the investigation will send you a written response. This response will include:

- A summary of the results of the investigation
- A determination of whether the school district failed to comply with civil rights laws
- Any corrective measures or remedies needed
- Notice about how you can appeal the decision

What are the next steps if I disagree with the outcome?

If you do not agree with the outcome of your complaint, you may appeal the decision to the applicable District Office Administrator and then to the Office of Superintendent of Public Instruction (OSPI). More information about this process, including important timelines, is included in the district's Nondiscrimination Procedure 3210-P and Sexual Harassment Procedure 3205-P.

I already submitted an HIB complaint – what will my school do?

Harassment, intimidation, or bullying (HIB) can also be discrimination if it's related to a protected class. If you give your school a written report of HIB that involves discrimination or sexual harassment, your school will notify the Civil Rights

Coordinator. The school district will investigate the complaint using both the Nondiscrimination Procedure 3210-P and the HIB Procedure 3207-P to fully resolve your complaint.

Who else can help with HIB or Discrimination Concerns: Office of Superintendent of Public Instruction (OSPI)

All reports must start locally at the school or district level. However, OSPI can assist students, families, communities, and school staff with questions about state law, the HIB complaint process, and the discrimination and sexual harassment complaint

processes.

OSPI School Safety Center (For questions about harassment, intimidation, and bullying)

• Website: ospi.k12.wa.us/student-success/health-safety/school-safety-center

Email: schoolsafety@k12.wa.us

• Phone: 360-725-6068

OSPI Equity and Civil Rights Office (For questions about discrimination and sexual harassment)

Website: ospi.k12.wa.us/policy-funding/equity-and-civil-rights

Email: equity@k12.wa.usPhone: 360-725-6162

Washington State Governor's Office of the Education Ombuds (OEO)

The Washington State Governor's Office of the Education Ombuds works with families, communities, and schools to address problems together so every student can fully participate and thrive in Washington's K12 public schools. OEO provides informal conflict resolution tools, coaching, facilitation, and training about family, community engagement, and systems advocacy.

Website: www.oeo.wa.govEmail: oeoinfo@gov.wa.govPhone: 1-866-297-2597

U.S. Department of Education, Office for Civil Rights (OCR)

The U.S. Department of Education, Office for Civil Rights (OCR) enforces federal nondiscrimination laws in public schools, including those that prohibit discrimination based on sex, race, color, national origin, disability, and age. OCR also has a discrimination complaint process.

Website: https://www2.ed.gov/about/offices/list/ocr/index.html

Email: orc@ed.govPhone: 800-421-3481

Our School is Gender-Inclusive

In Washington, all students have the right to be treated consistent with their gender identity at school. Our school will:

- Address students by their requested name and pronouns, with or without a legal name change
 Change a student's gender designation and have their gender accurately reflected in school records
- Allow students to use restrooms and locker rooms that align with their gender

identity

- Allow students to participate in sports, physical education courses, field trips, and overnight trips in accordance with their gender identity
- Keep health and education information confidential and private
- Allow students to wear clothing that reflects their gender identity and apply dress codes without regard to a student's gender or perceived gender
- Protect students from teasing, bullying, or harassment based on their gender or gender identity

To review the district's Gender-Inclusive Schools Policy 3211 and Procedure 3211-P, visit https://www.eastmont206.org/school-board/policies-and-procedures. If you have questions or concerns, please contact the Gender-Inclusive Schools Coordinator: Kelsy Bendtsen, School Social Worker, Eastmont High School, 955 3rd St NE, East Wenatchee WA 98802, bendtsenk@eastmont206.org, (509) 884-6665

For concerns about discrimination or discriminatory harassment based on gender identity or gender expression, please see the information above.

Is it Bullying?

We are using this definition to help students understand the difference between mean, rude, and bullying behavior:

- When someone says or does something unintentionally hurtful and they do it once, that's RUDE.
- When someone says or does something intentionally hurtful and they do it once, that's MEAN.
- When someone says or does something intentionally hurtful and they keep doing it - even when asked to stop or are upset - that's BULLYING.

Possession or Use of Tobacco Products, Alcohol, Drugs, or Weapons

- Students in the Eastmont School District are not allowed to possess or use any tobacco products, alcohol, illegal drugs, tobacco or drug paraphernalia, weapons or pseudo-weapons while attending school or school functions.
- Weapons and pseudo-weapons shall include any item construed to be a weapon, including, but not limited to: "switch-blade" combs, replicas of guns, knives, throwing stars, and num-chuks.
- Use or possession of such products will result in disciplinary action up to expulsion, and immediate contact of parents and/or law enforcement officials.

Public Display of Affection

 As an elementary campus, we do not allow students to hold hands on campus or engage in any other public display of affection.

School Closure Due to Weather / Inside Recess

Inclement weather may cause school to begin late or school may be canceled for the day.

For information on school closures:

- Monitor ParentSquare for announcements.
- Our school website and the District's website at <u>www.eastmont206.org</u> will have any school closure information and will be updated by 6:30AM.
- Media will be notified immediately of ANY type of school schedule change.
- You may also call the District Weather Hotline at 888-1111.
- Please do NOT call the school. <u>Telephone lines must be kept open in case of</u> an emergency.

Students will remain indoors when the outdoor temperature drops below 15 degrees or when air quality is deemed dangerous. The District Office makes the decision as to when we remain inside for air quality. Students will go outside when it is raining or snowing, so proper outdoor clothing is essential.

Technology/ Internet Access and Web Publishing

All students will be given internet access, unless parents opt their child out using the Parent Release and Student Use Form 2022-F2.

Student projects, classroom activities, and student work may be showcased on the school or District websites and social media pages. Only relevant information will be included (i.e., first name, picture, participation, grade level, etc...) Parents may opt out of this option.

Visitors - Students

Allowing our students to bring other children to school causes a disruption to learning and is a liability issue. Therefore, we must deny any such requests.

Technology/ Internet Safety

Students must agree to the following rules for using technology:

- 1. I will not let other students use my name and password.
- 2. I will not use bad language or pictures.
- 3. I will respect others.
- 4. I will follow all school rules while using the computer.
- 5. I understand that all my computer work will be checked by the teacher and computer privileges will be revoked if I break the computer rules.
- 6. I will not damage the computer and will stay in my own area on the computer.
- 7. Downloading of any programs, games, music, or any other software is strictly prohibited.

If devices are damaged due to negligent use by the student, repair and or replacement costs may be charged to the student's account.

Threat and Threat Assessment

 Students may not threaten to hurt or kill another person or threaten to cause damage to the school.

As in airports and other public places, these kinds of words, joking or otherwise, are absolutely not allowed. The safety of students is our top priority at school. Threats to kill or cause bodily injury to people or destroy property will be taken seriously. Depending on the seriousness and nature of the threat, a student may be detained, sent home from school, or separated from others while a threat assessment is completed. Police may be contacted. Volunteers and ALL volunteers are required to fill out a Volunteer Disclosure Form. The Volunteer Disclosure Form is available on the District's website at

Parent Visitation

www.eastmont206.org - District Information - Parents & Community - Volunteer Form (online). These forms must be renewed each school year.

- Parents and other adults are encouraged to volunteer. Please make arrangements with the teacher if you wish to volunteer.
- Parents are welcome to visit the classroom. Prior arrangements need to be made with the classroom teacher.
- Please check in at the office and obtain a visitor pass when you arrive at school to let us know a visitor is on campus.

Weapon Free Zone

All Washington schools have been officially defined as "weapon free zones". The law has no provision for the age of offenders, so even a kindergartner is expected to know enough to realize that they should never bring a gun or dangerous weapon to school. Squirt guns and any other toy replicas of weapons are also strictly prohibited.

Student Data and Information Custody Refer to Eastmont School Board Policy 3126. Documents/ • Questions regarding custody issues and disputes should be referred to your **Parenting Plan** attorney. • Schools do not have the authority to enforce Parenting Plans. Most information about Eastmont School District students cannot be made public **Directory** Information without consent of parents or guardians. Federal law prohibits schools from releasing information without permission, except for what is termed "directory information." Directory information about students may be released by the District without parental consent. The District will not release directory information for commercial purposes. • Directory information is defined as the student's name, photograph, address, grade level, dates of attendance, participation in officially recognized activities and sports, weight and height of members of athletic teams, diplomas and awards received, and the most recent previous school attended. Photos of students are sometimes used in District or school-produced publications or for use by the news media. The District takes special care not to identify the photographed students by name in most cases. However, published photos in yearbooks, student/school newspapers, school handbooks, etc., are considered public domain and can be reproduced by the media. Parents/guardians who do not want their student directory information released complete the "FERPA Do Not Disclose Student Directory Information Form" in our school office or on the District's website under Form 3231-F. **Duplicate** We try to be sensitive to the needs of all family structures, while maintaining a neutral Student environment for our students. Information • If your child is part of a multiple household family and double notices/ information is preferred, please note that when registering/let the office know. • We will send duplicates home for anything we mail, but are not able to replicate the items carried home by students. • We request that parents meet together for school conferences. Each year we send home an Enrollment Card Update Form and Health Information **Enrollment** Cards and Form for you to complete. It is extremely important that both of these be filled out **Emergency** and returned to school immediately. Information • The card provides the information necessary to reach you if your child should become ill or be injured at school. • If there are any changes in your phone or emergency contacts during the year, please call the office with your new information. Address changes require the use of the District's "Change of Address Form" with corresponding proof of new address required. https://www.eastmont206.org/parents-community/new-student-registration-andaddress-change-form

Lost and We have a designated lost and found area that we encourage parents to check often. **Found** Please mark all clothing with your child's name. Marked clothing helps facilitate identification and return. Students are responsible to look for their own lost items. Parents are also welcome to come to this area to look for lost items. Periodically, articles are donated to various charitable organizations. We are not responsible for any lost items. **Parent Input** Creating class lists is very much like putting together a difficult puzzle. We must look for Class at numerous factors in determining student placement (i.e., equity for gender, special **Placement** learning needs, learning styles, program needs, parental input, behavior concerns, etc.) The more information we have on a child, the easier it is to "place" children into the correct spot in our "class roster puzzle." We can guarantee that we will carefully look at your input, but we cannot guarantee a particular teacher for your child. As mentioned previously, parental input, although very important, is only one of many factors we must weigh as we place students into classes. We will send parents information about providing parent input after Spring Break. These forms are due back by April 30th. Thank you for providing us with additional information regarding your child's strengths and needs. **Pictures** It is a tradition in the Eastmont School District to have individual and group pictures taken. A commercial photographer takes these pictures and makes them available to students and parents for a fee. The individual pictures are taken in the fall and the class pictures are taken in the spring. Student We maintain student records necessary for the educational guidance and welfare of Records our students, for orderly and efficient operation of school, and as required by law. This information is treated in a professional and confidential manner. **Student Dress** Refer to Eastmont School Board Policy 3224. Student dress will be regulated when, in the judgment of school administrators, there is a reasonable expectation that: • Health or safety hazard will be presented by the student's dress or appearance, including possible membership in a gang or hate groups; • Damage to school property will result from the student's dress; or A material and substantial disruption of the educational process will result from the student's dress or appearance.

Transportation

Parents and Guardians:

Please discuss these bus passenger rules and procedures with your child. Your child should appreciate the important part that he/she plays in accomplishing SAFE and EFFICIENT transportation throughout the District.

Your child should understand that riding a school bus is a privilege conditioned on appropriate, safe, and respectful behavior. Unruly conduct on the bus is a very real risk to the safe operation of a school bus. Your cooperation in communicating this very important message would be most appreciated.

Transportation Department Parent Handbook and Bus Rules: https://www.eastmont206.org/departments/transportation/index

Bus Service Eligibility

- Bus service is only provided for those beyond the one radius mile for all grades. Students residing within the one mile radius will need to safely find other means to get to/from school.
- Exceptions are made only when safety concerns are identified by the transportation office.
- In order to change their normal bus and/or stop, students must obtain a pass from the school office.