

IMPORTANT INFORMATION FROM THE DECEMBER 7 BOARD MEETING

High School HVAC Update: The District is working with Martin Russell has been working with NAMI and Boldt to ensure the HVAC project is ready to go in the summer. We will be seeking bids for the asbestos abatement part of the project.

Facility Plan Update: The next Facility Plan Community Steering Committee meeting is Thursday, December 10, at 6:30 p.m. at the Middle School.

Superintendent Search Update: Kris Sutter-Parent, with the assistance of WASB, is conducting the search for the new superintendent. She has created a blog (<http://www.mhasd.k12.wi.us/Page/2965>) to provide updates on the process. Mount Horeb community **parents and citizens** are invited to a Focus Group meeting as part of the superintendent search process. The focus meeting is intended to give parents and community members the opportunity to identify the educational priorities and leadership qualities they would like to see in the next MHASD superintendent. The meeting will be held on Monday, December 14, 6:30 p.m. - 7:30 p.m., in the Middle School Step Room.

Donor and Student Recognition at the High School: The Advisory Committee for Donor and Student Recognition at the High School has been meeting to discuss procedures for handling recognition into the future. We discussed a makeup of a committee that would be called when issues or requests come to the High School in connection with the recognition wall. We have some specific questions that still need to be answered and plan to meet again before the December 21 Board Meeting. The goal will be to have the procedures provided at that meeting for approval of the process as well as the recognition wall.

School Board Election Update: There are 3 seats up for election for the Mount Horeb Area School District School Board Election on April 5, 2016. A Campaign Registration Statement and a Declaration of Candidacy must be filed no later than 5:00 p.m. on Tuesday, January 5, 2016. The forms may be obtained and filed at the District Office, 1304 East Lincoln Street, Mount Horeb.

Discussion of Committee Review of Social and Emotional Development Curriculum Timeline and Resources: The Safety and Wellness Committee will be reviewing a detailed timeline and necessary resources for a review of the social/emotional curriculum in order to integrate additional diversity educational components into the curriculum at its December meeting. The current status of inclusion of diversity in the Social/Emotional Curriculum was discussed as well as additional curriculum needs and a tentative timeline for increasing the diversity instruction provided for all of our students.

Revision of Equal Educational Opportunities, Policy #411 (to meet the facility needs of diverse students): Attached is a copy of Policy #411 that was revised and approved at last night's Board meeting to include meeting the needs of our transgender students.

Consideration of Football Cooperative with Barneveld School District for 2016-2017 and 2017-2018 School Years: The Board approved the renewal of the Football Cooperative with the Barneveld School District for 2016-17 and 2017-18.

MOUNT HOREB AREA SCHOOL DISTRICT

EQUAL EDUCATIONAL OPPORTUNITY

POLICY #411

It is the policy of the Mount Horeb Area School District to provide equal educational opportunity for all students, regardless of sex, race, religion, national origin, ancestry, creed, color, pregnancy, marital or parental status, sexual orientation, transgender status (including gender expression, gender identity and gender nonconformity), or physical, mental, emotional, or learning disability.

Employees of this district are required to comply with the provisions of all state and federal laws prohibiting discrimination, including Title VI of the Civil Rights Act and Title IX of the 1972 Educational Amendments.

In order to assure the aforesaid policy is followed, the Board of Education directs the Superintendent to:

- a. Review current and proposed courses of study and textbooks to detect any bias and provide that necessary programs are available for students with limited English proficiency;
- b. Develop an ongoing program of inservice training for school personnel designed to identify and solve problems of color, race, gender, religious, national origin, cultural, sexual orientation, gender identity, or other bias in all aspects of the program;
- c. Review current and proposed programs, activities, facilities, and practices to ensure that all students have equal access in any duty, work, play, classroom, or school practice;
- d. Ensure that like aspects of the district program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters;
- e. Ensure that assessment of student progress and placement procedures are not different or stereotyped on the basis of sex, race, religion, national origin, ancestry, creed, color, pregnancy, marital or parental status, sexual orientation, transgender status, or physical, mental, emotional, or learning disability.

Generally a student who is transgender and has held the belief deeply, followed the belief consistently over a period of time, is supported by the student's parent or guardian, and for which the student has sought guidance or counseling in coming to the decision, will be permitted to access the segregated restrooms that correspond to the gender identity that the student consistently asserts at school and elsewhere. Any student who does not wish to use the segregated restrooms may be given access to unisex restrooms if such a facility is reasonably available. No student shall be required to use a unisex restroom solely because of the student's transgender or gender nonconforming status.

If a transgender student makes any request regarding the use of segregated restrooms, the use of segregated locker rooms, or any similar type of changing area, the request shall be assessed on a case-by-case basis, taking into account all relevant interests of the student, the school district, and other students affected by the request. The district will consider, in addition to all other relevant factors,

POLICY #411

such things as the ability of the transgender student to access the District's physical education curriculum and extra-curricular programs and the need to respect the privacy and safety of all students. The district will consider the physical layout of the facility, the availability of single access showers and changing areas, and the degree of undress required when changing for the applicable activity.

Any student who has a need or desire for increased privacy, regardless of the underlying reason, may be provided (to the extent reasonably available) with a reasonable alternative changing area (for example, a nearby restroom stall with a door, an area separated by a curtain, a physical education teacher's office in the locker room, or a nearby unisex restroom) or provided with an alternative changing schedule. Any alternative arrangement should be provided in a way that gives adequate consideration to relevant privacy concerns.

These guidelines related to restrooms and changing areas generally assume that a student has a special concern or is in some way uncomfortable with consistently using the facilities that correspond to the biological sex that the student was assigned at birth. However, all students have the option of consistently accessing the facilities that correspond to the biological sex that the student was assigned at birth.

A student who is transgender shall be permitted to participate in physical education classes and intramural sports in a manner consistent with the gender identity that the student consistently asserts at school and in other social environments.

A student who is transgender shall be permitted to participate in interscholastic athletics in a manner consistent with the requirements and policies of the Wisconsin Interscholastic Athletics Association (WIAA).

The Superintendent shall be the district's compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any complaints are dealt with promptly in accordance with law. He/she shall also ensure that proper notice of nondiscrimination for Title II, Title VI, and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Act is provided to students, their parents, staff members, and the general public.

The Superintendent shall attempt annually to identify children with disabilities, ages 3-21, who reside in the district but do not receive public education. In addition, he/she shall establish procedures to identify students with limited English proficiency and to assess their ability to participate in district programs.

LEGAL REFERENCE:

CROSS REFERENCE:

ADOPTED: August, 1987

REVISED: October 19, 1998; December 7 2015

REVIEWED: October 5, 1998; April 2, 2007

MOUNT HOREB AREA SCHOOL DISTRICT

SHORT VERSION OF NONDISCRIMINATION STATEMENT

**POLICY #411
APPENDIX A**

(To be included in staff and pupil handbooks, course selection handbooks and other published materials distributed to the public describing school activities and opportunities.)

The Mount Horeb Area School District does not discriminate against pupils in its educational programs or activities on the basis of sex, race, religion, national origin, ancestry, creed, color, pregnancy, marital or parental status, sexual orientation, transgender status (including gender expression, gender identity and gender nonconformity), physical, mental, emotional, or learning disability, or any other status protected by state or federal law.

The district encourages informal resolution of complaints under this policy. If any person believes that the Mount Horeb Area School District or any part of the school organization has failed to follow this policy or the law and rules of Statute 118.13 Wis. Stats. and PI-9 Wisconsin Administrative Code or in some way discriminates against pupils on the basis listed above, he/she may bring or send a complaint to the following address:

District Administrator
Mount Horeb Area School District
1304 East Lincoln Street
Mount Horeb, WI 53572
(608) 437-2400 ext. 1200

MOUNT HOREB AREA SCHOOL DISTRICT

**SHORT VERSION OF NONDISCRIMINATION STATEMENT
WITH REFERENCE TO COMPLAINT PROCEDURE**

**POLICY #411
APPENDIX B**

(To be published in the Mount Horeb Mail prior to the beginning of each school year)

The Mount Horeb Area School District does not discriminate against pupils in its educational programs or activities on the basis of sex, race, religion, national origin, ancestry, creed, color, pregnancy, marital or parental status, sexual orientation, transgender status (including gender expression, gender identity and gender nonconformity), physical, mental, emotional, or learning disability, or any other status protected by state or federal law.

The district encourages informal resolution of complaints under this policy. If any person believes that the Mount Horeb Area School District or any part of the school organization has failed to follow this policy or the law and rules of Statute 118.13 Wis. Stats. and PI-9 Wisconsin Administrative Code or in some way discriminates against pupils on the basis listed above, he/she may bring or send a complaint to the following address:

District Administrator
Mount Horeb Area School District
1304 East Lincoln Street
Mount Horeb, WI 53572
(608) 437-2400 ext. 1200