

# LEGAL NOTICES

## EQUAL EDUCATIONAL OPPORTUNITY

It is the policy of the Sumner-Fredericksburg School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact Theresa Schulz, Equity Coordinator (for employees) at: [schulzt@sfcougars.k12.ia.us](mailto:schulzt@sfcougars.k12.ia.us) or Tim Johnson, Equity Coordinator (for programs) at [johnsont@sfcougars.k12.ia.us](mailto:johnsont@sfcougars.k12.ia.us), 802 W. 6th Street, Sumner, IA 50674. 563-578-33412, Fred Matlage at [matlage@sfcougars.k12.ia.us](mailto:matlage@sfcougars.k12.ia.us), 300 E. Main, Fredericksburg, IA 50630, 563-237-5364 or 237-5334, or Kayla Hoth at [hothk@sfcougars.k12.ia.us](mailto:hothk@sfcougars.k12.ia.us) or 563-578-3354, 601 W. 5th Street, Sumner, IA 50674. 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. (Legal reference & cross reference information available in policy book—Code No. 102)

## MULTICULTURAL/GENDER-FAIR EDUCATION

Students will have an equal opportunity for a quality education without discrimination, regardless of their race, religion, creed, socioeconomic status, color, sex, marital status, national origin, sexual orientation, gender identity, age, socioeconomic status or disability.

The education program is free of discrimination and provide equal opportunity for the students. The education program will foster knowledge of and respect and appreciation for the historical and contemporary contributions of diverse cultural groups, as well as men and women, to society. Special emphasis is placed on Asia-Americans, African-Americans, Hispanic-Americans and persons with disabilities. It will also reflect the wide variety of roles open to both men and women and provide equal opportunity to both sexes.

Legal reference and cross reference information available in policy book—Code No. 603.4)

## Parents/Guardian Rights Notification – teacher and paraprofessional qualifications

Parents/Guardians in the Sumner-Fredericksburg School District have the right to learn about the following qualifications of their child's teacher: state licensure requirements for the grade level and content areas taught, the current licensing status of your child's teacher, and baccalaureate/graduate certification/degree. You may also request the qualifications of an instructional paraprofessional who serves your student in a Title I program or if your school operates a schoolwide Title I program.

Parent/Guardians may request this information from the Office of the Superintendent by calling or sending a letter to the Office of the Superintendent, 802 West 6th Street, Sumner, IA 50674.

## ASBESTOS NOTIFICATION

The Asbestos Program Coordinator at Sumner & Fredericksburg Schools is Tim Flaig (563-578-3341). The central office address is: 802 W. 6th Street, Sumner, Iowa 50674. An asbestos 3 year inspection was completed in February 2015 by AEA267, everything was found in good condition. Asbestos condition surveillance reports are and will continue to be made every six months. All asbestos materials are in an intact and undamaged condition at this time, no response actions are scheduled unless damage occurs. On-going O & M cleaning is taking place as recommended in the management plan. For information regarding prior and future response action activities, removal projects, or general asbestos related information for your building, please contact Tim Flaig or review the Asbestos Management Plan located in the school building's main office. Office hours are 8:30—3:30 p.m. A cost of \$1.50 per page will be charged for copies.

## NOTICE OF NONDISCRIMINATION

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## FAMILY EDUCATIONAL RIGHTS & PRIVACY ACT NOTIFICATION OF RIGHTS

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 records 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. (2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Parents or eligible students who wish to ask the School to amend a record should write the School principal [or appropriate school official], clearly identify the part of the record they want changed, and specify why it should be changed. 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 privacy of personally identifiable information 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 interests. 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 with whom the School has outsourced services or functions it would otherwise use its own employees to perform (such as an attorney, auditor, medical consultant, or therapist); a parent or student serving on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer 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 education record in order to fulfill his or her professional responsibility. [Optional] Upon request, the School discloses education records without consent to officials of another school district in which a student seeks or intends to enroll, or is already enrolled if the disclosure is for purposes of the student's enrollment or transfer. [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 School 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, D.C. 20202-4605

## NOTICE OF SECTION 504 STUDENTS AND PARENTAL RIGHTS

The Sumner-Fredericksburg CSD 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: (1) participation of your child in school district programs & 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. (2) receipt of free educational services to the extent they are provided students without disabilities. (3) receipt of information about your child and your child's educational programs and activities in your native language. (4) 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. (5) 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 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 (6) hearing before an impartial hearing officer if you disagree with your child's evaluation or placement; you have a right to counsel at the hearing and have the decision of the impartial hearing officer reviewed.

## HUMAN GROWTH AND DEVELOPMENT

The school district provides students with instruction in human growth and development. Parents may review the human growth and development curriculum prior to its use and have their child excused from human growth and development instruction. Parents should contact the principal if they wish to review the curriculum or to excuse their child from human growth and development instruction.

## CHILD ABUSE REPORTING

In compliance with state law and to provide protection to victims of child abuse, the board believes incidents of alleged child abuse should be reported to the proper authorities. All licensed school employees, teachers, coaches and para educators are mandatory reporters as provided by law and are to report alleged incidents of child abuse they become aware of within the scope of their professional duties.

When a mandatory reporter suspects a student is the victim of child abuse, the mandatory reporter shall make an oral report of suspected child abuse to the Iowa Department of Human Services within 24 hours of becoming aware of the abusive incident and shall make a written report to the Iowa Department of Human Services within 48 hours following the oral report. If the mandatory reporter believes the child is in immediate danger, the local law enforcement agency will also be notified.

Within six months of their initial employment, mandatory reporters will take a two-hour training course involving the identification and reporting of child abuse, or submit evidence they've taken the course within the previous five years. The course will be re-taken at least every five years. (Code No. 402.2)

## HEALTH EDUCATION

Students in grade levels one through twelve will receive, as part of their health education, instruction about personal health, food and nutrition, environmental health, safety and survival skills, consumer health, family life, substance use and non-use, including the effect of alcohol, tobacco, drugs, and poisons on the human body, human sexuality; self-esteem; stress management; interpersonal relationships; emotional and social health; health resources; prevention and control of disease; and communicable diseases, including acquired immune deficiency syndrome. The purpose of this health education program is to help each student protect, improve and maintain physical, emotional and social well-being. The areas stated above are included in health education and the instruction is adapted at each grade level to aid understanding by the students.

Parents who object to health education instruction in human growth and development may file a written request that the student be excused from the instruction. The written request will include a proposed alternate activity or study acceptable to the Superintendent. The