

THE REGULAR MEETING OF THE BOARD OF EDUCATION OF INDEPENDENT SCHOOL DISTRICT NO. 2142, ST. LOUIS COUNTY SCHOOLS, HELD ON TUESDAY, MAY 27, 2008.

MEMBERS PRESENT:     A. Larson  
                              B. Larson  
                              Beaudry  
                              Bruns  
                              C. Larson

ABSENT:                 Bjerklie  
                              Fowler

ALSO PRESENT:         Rick  
                              Simonson  
                              Johnson  
                              Cox

The regular meeting of the Board of Education of Independent School District No. 2142, St. Louis County Schools, was held at the Tower-Soudan School on Tuesday, May 27, 2008, at 5:00 p.m.

Pledge of Allegiance.

Board Chair Bruns added 6.26 All Day Everyday Kindergarten to the agenda.

Motion by C. Larson and seconded by C. Larson to approve the amended agenda.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson

Absent- Bjerklie, Fowler

Against- None

Dean of Students Scott Chiabotti reported the following: Mr. Chiabotti explained to the board the current activities happening at the Tower-Soudan School. 1.) The seniors held their prom aboard the Vista Fleet in Duluth on Saturday, May 10, 2008. 22 couples attended the prom and everything was positive except the snowy weather; 2.) An elementary music concert was held on Friday, May 16, 2008 with an Olympic theme. Mr. Rouse and Mr. Gigliotti did an excellent job; 3.) The elementary school represented different countries in the Olympics. Classes studied different country history and food; 3.) Graduation ceremony went well with all 24 seniors graduating; 4.) MAPS testing fall to spring progress was average. MCA Science testing was held the last week of school for grades 5, 8, and 10; 5.) The Tower-Soudan School has a few retirements this year: Cheryl Lamppa-grade 1; Mary Mills-grade 2 and Principal Steve Reznicek; 6.) There are several summer work projects for Tower-Soudan: tile replacement, all new high school lockers, new lighting in the Gym and hallways; outside door replacement and Indoor Air Quality. Mr. Chiabotti also brought attention to the new lighting in the library.

Superintendent Charles Rick reported the following: 1.) Dr. Rick referenced the Capitol Compass from the MSBA to the School Board; 2.) The Lake Vermilion Park was approved by

the legislature. The district will now receive lost taxes, which will be divided between St. Louis County and the township. Revenues should be approximately \$300,000. Congratulations to the legislators for supporting schools; 3.) The results of the Ideation Workshop study session revealed 10 top needs for the district, which include ways to communicate information to the public; 4.) The Superintendent indicated that he attended graduations last week, Thursday at Tower-Soudan School; Friday at Cherry School; and Saturday at the Cook School; 5.) Superintendent is sending out acknowledgement cards to teachers who are retiring; 6.) During the summer months there will be several facility improvements and staff improvement training. The District Office will also begin staff hiring.

Assistant Superintendent Sidney L. Simonson reported the following: 1.) the district just completed the Science testing at all schools online. Thanks to Markus Hoche and Mike Hoche for all of their help in implementing the testing online. Testing was complete for grades 5, 8, and 10 as of Friday, May 23, 2008; 2.) All graduations went well; 3.) Congratulations to Scott Chiabotti for the job that he has done and also to Principal Steve Reznicek; 4.) Mr. Simonson acknowledged Babbitt-Embarrass School elementary teacher, Betty Klemensich's retirement, for her many years of service to St. Louis County Schools; 5.) Mr. Simonson commented on AYP and the improvement in the classroom. In service workshops for teachers has brought knowledge back to the classrooms; 6.) The District Office held Title I teacher transfer day last week. The district is now receiving half of its previous funding from the federal government.

Board Member B. Larson asked if there will be training for new teachers in the area of AYP.

Assistant Superintendent Simonson replied that there will be higher expectations of principals since they are now available at six (6) sites.

Discussion followed.

Motion by Beaudry and seconded by C. Larson to approve the consent agenda: May 12, 2008 Regular School Board Meeting Minutes; Policy: Donations: 1.) \$500.00 from the Ely Finn Club for the Babbitt-Embarrass School girls swimming student activity account; 2.) \$50.00 from Gregory & Maxine Olson of Orr for the Orr School drama department; 3.) \$300.00 from an anonymous donor for the AlBrook School food service program; 4.) \$5,000.00 from the Cleveland-Cliffs Foundation for the Babbitt-Embarrass School playground; 5.) \$100.00 from Wilbert and Bertha Hill for the Tower-Soudan School library; 6.) \$100.00 from B. & G. Christensen of Buffalo, MN for a Tower-Soudan School scholarship in memory of Hazel Klimek; **The following donations were given to the AlBrook School all-night graduation party:** 7.) \$50.00 from Jake's Grading of Brookston, MN; 8.) \$500.00 from New Independence Township of Culver, MN; 9.) \$100.00 from Uncle Dunbar's Auto Body of Duluth, MN; 10.) \$25.00 from the Swamp Sisters of Saginaw, MN; 11.) \$100.00 from Faith Lutheran Church Women of Culver, MN; 12.) \$150.00 from AlBrook Academic Boosters of Saginaw, MN; 13.) \$100.00 from Donald and Maeve Olesiak of Brookston, MN; 14.) \$50.00 from West Duluth American Legion Post No. 71 of Duluth, MN; **The following donations were given to the District Office 2008 Beautification Project Silent Auction:** 15.) \$20.00 gift certificate from Michaels on the Course of Virginia, MN; 16.) Two (2) gift certificates for merchandise from New London Warehouse of Virginia, MN; 17.) Four (4) rounds of golf from Virginia Golf Course, Virginia, MN; 18.) Free Oil Change certificate from Master's Wrench of Virginia, MN;

19.) Merchandise from Matters of the Heart & Home, Virginia, MN; 20.) Four (4) Minnesota Twins tickets and a One (1) year subscription to the Tower News from the Gary Albertson of the Cook News Herald, Cook. MN; 21.) Car Vacuum from Merhar's Ace Hardware of Virginia, MN; 22.) Four (4)-\$5.00 gift certificates from Grandmas Restaurant of Virginia, MN; 23.) \$15.00 gift certificate from Adventures Restaurant of Virginia, MN; 24.) One (1) Tanning package of ten (10) tans from Quad Cities Optimal Fitness of Virginia, MN; 25.) \$20.00 gift certificate from Silver Lake Floral, Virginia, MN; 26.) Two (2) rounds of golf at the Wilderness and one (1) nights stay at Fortune Bay Resort from Thomas Beaudry, Tower, MN; 27.) Two (2) \$10.00 gift certificates from Virginia Surplus of Virginia, MN; 28.) \$20.00 gift certificate from Range Office Supply, Virginia, MN; 29.) \$25.00 gift certificate from Burgher Office Equipment of Virginia, MN; 30.) One (1) LP gas grille cylinder and one (1) refill from Ferrellgas, Virginia, MN; 31.) \$40.00 gift certificate from Teri Slygh of Creative Memories, Cotton, MN; 32.) UltraSlim under counter TV from Tom Cundy, Eveleth, MN; 33.) Gift basket from Herbergers, Thunderbird Mall, Virginia, MN; 34.) (2) \$25.00 gift certificates from The Greenhouse, Carlton, MN; 35.) One Vision Pro 8000 thermostat from Mark Wollee of Honeywell Building Solutions of Golden Valley, MN; 36.) Two (2) \$10.00 gift certificates from Natural Harvest of Virginia, MN; 37.) Two (2) Potentilla shrubs valued at \$30.00 from Swanson's Greenhouse, Eveleth, MN; 38.) One (1) gift certificate for free week-end boarding valued at \$54.30 from Grooming by Jane, Virginia, MN; 39.) Three (3) free meal certificates from Kentucky Fried Chicken of Virginia, MN; 40.) One (1) \$10.00 gift certificate from Northgate Café of Virginia, MN; 41.) Gift basket valued at \$25.00 from the Finland House, Virginia, MN; 42.) One (1) fragrance container valued at \$46.95 from Virginia Floral, Virginia, MN; 43.) One (1) desk clock valued at \$50.00 from Firelight, Virginia, MN; 44.) Rod and reel valued at \$20.00 from Edwards Oil, Virginia, MN; 45.) Minnesota Twins trip valued at \$228.00 from Happy Trails Tours of Forbes, MN; 46.) \$20.00 gift certificate from the Cherry Greenhouse, Iron, MN; 47.) Set of Boundary Waters Maps and books, valued at \$50.00 from W. A. Fisher and Company of Virginia, MN; 48.) One (1) night lodging for 2 from Gray Wolf Lodge, owned by John Metsa, on Pelican Lake, MN; 49.) Two (2) \$5.00 gift certificates from Country Kitchen, Virginia, MN; 50.) Two (2) extra value meals from McDonalds, Virginia, MN; 51.) One (1) large pizza from Pizza Hut, Virginia, MN; 52.) Ten (10) value cards from Domino's Pizza, Virginia, MN; 53.) Gift certificate for four (4) sightseeing cruises on Lake Superior from Vista Cruises of Duluth, MN; 54.) One (1) all weather wear shirt, cap and two (2) boxes of golf balls from DeAnn Stish of Minnesota Utility Contractors Assn. of Woodbury, MN; 55.) Gift certificate for a three (3) month membership at the Virginia YMCA, Virginia, MN; 56.) \$20.00 gift certificate from Goodfellas Restaurant in Eveleth, MN; 57.) One (1) shirt, coaster set, coffee and mug from Big Timber Coffee Company, Virginia, MN; 57.) \$250.00 from Vermilion Law, Ltd. of Tower, MN for the Babbitt-Embarrass School Science department; 58.) \$30.00 from Blaine and Lucille Barnes-Diesslin of Ely, MN for the Babbitt-Embarrass School student trip to the National Science Fair; 59.) \$50.00 from US Steel Corp. of Pittsburgh, PA for the Babbitt-Embarrass School student strip to the National Science Fair; and \$200.00 from VFW Post 1757 of Cook, MN for expenses of the Special Olympics which will be held at the Tower-Soudan School.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

No action was needed at the first reading of this policy.

Adopted: 1999

MSBA/MASA Model Policy 401

Orig. 1995

Revised: \_\_\_\_\_

Rev. 1999

## **401 EQUAL EMPLOYMENT OPPORTUNITY**

*[Note: School districts are required by statute to have a policy addressing these issues.]*

### **I. PURPOSE**

The purpose of this policy is to provide equal employment opportunity for all applicants for school district employment and school district employees.

### **II. GENERAL STATEMENT OF POLICY**

- A. It is the school district's policy to provide equal employment opportunity for all applicants and employees. The school district does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, age, family care leave status or veteran status. The school district also makes reasonable accommodations for disabled employees.
- B. The school district prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and the school district's internal procedures for addressing complaints of harassment, please refer to the school district's policy on harassment and violence.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.
- D. It is the responsibility of every school district employee to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with the Personnel / Payroll Coordinator of St. Louis County School District.

**Legal References:** Minn. Stat. Ch. 363 (Minnesota Human Rights Act)  
29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)  
29 U.S.C. § 2615 (Family and Medical Leave Act)  
38 U.S.C. § 4301 *et seq.* (Vietnam Era Veterans' Readjustment Assistance Act)  
38 U.S.C. § 4211 *et seq.* (Veterans' Reemployment Rights Act)  
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)  
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

**Cross References:** MSBA/MASA Model Policy 402 (Disability Nondiscrimination)  
MSBA/MASA Model Policy 405 (Veteran's Preference)

MSBA/MASA Model Policy 413 (Harassment and Violence)

Motion by C. Larson and seconded by A. Larson to approve the 2008-2009 Vermilion Community College Concurrent Enrollment agreement.

Board member A. Larson asked if this charge was per student.

Superintendent Rick replied and indicated that this fee is per course.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson

Absent- Bjerklie, Fowler

Against- None

Motion by B. Larson and seconded by Beaudry to approve the renewal of the 2008-2009 ARCC Contract.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson

Absent- Bjerklie, Fowler

Against- None

Motion by A. Larson and seconded by C. Larson to award the Indoor Air Quality Improvement bids to Shannon's Mechanical of International Falls, MN: \$286,850.00 for the Cherry School and \$170,850.00 for the Tower-Soudan School.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson

Absent- Bjerklie, Fowler

Against- None

Motion by B. Larson and seconded by Beaudry to accept the quote from George Bouglis & Sons for the Cherry School parking lot (entrance road), in the amount of \$7,150.00.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson

Absent- Bjerklie, Fowler

Against- None

Motion by Beaudry and seconded by B. Larson to accept the quote for asbestos tile removal at the Cherry, Cook and Orr Schools to ACCT Incorporated of Cloquet, MN in the amount of \$12,230.00.

Vice Chair B. Larson asked what was the cause for the tile removal.

Tom Cundy, Director of Facility and Grounds replied that these tiles are wearing out and it was normal maintenance.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson

Absent- Bjerklie, Fowler

Against- None

Superintendent Rick commented on all day everyday Kindergarten. Research supports that students who start Kindergarten in a particular school tend to stay there. Also the communities have been asking for this program and there is space in our buildings for all day everyday Kindergarten.

Board member Beaudry commented that this is a very important motion.

Motion by B. Larson and seconded by Beaudry to approve all day, everyday Kindergarten for all seven (7) sites.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by B. Larson and seconded by C. Larson to accept Penny M. Liesmaki's letter of retirement / resignation as bus driver, effective the end of the 2007-2008 school year.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by B. Larson and seconded by C. Larson to accept Robert D. Tarnowski's letter of resignation as a bus driver, effective May 16, 2008.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by Beaudry and seconded by A. Larson to accept Loretta Bogren's letter of resignation as custodian, effective May 27, 2008.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by A. Larson and seconded by B. Larson to hire Aleta Roy as instructional aide, bargaining unit, 6.5 hours per day, effective April 28, 2008, for the 2007-2008 school year, with terms and conditions of employment in accord with master agreement between ISD # 2142 and Teamsters Local #346.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by Beaudry and seconded by C. Larson to hire Loretta Bogren as head custodian, bargaining unit, 8 hours per day, effective May 28, 2008, for the 2007-2008 school year, with terms and conditions of employment in accord with master agreement between ISD # 2142 and Operating Engineers Local # 70.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by C. Larson and seconded by B. Larson to approve the 2008-2009 Fall coaching staff as presented, and dependent upon appropriate levels of high school (grades 9-12) participation:  
**Al Brook:** Head Football-Larry Anderson; Assistant Football-Brent Johnson; Head Volleyball-**Open**; Assistant Volleyball-Bradley Olesiak; Cross Country-Jeremy Polson; **Babbitt-Embarrass:** Head Football-Daniel Zubich; Co-Assistant Football-Ronald Marinaro/Daniel Zubich; Head Volleyball-Suzanne Feiro; **Cherry:** Head Football-**Open**; Assistant Football-**Open**; Head Volleyball-Pamela Pioskie; Assistant Volleyball-Heather Parenteau; **Cook:** Head Football-Mark Fabish; Assistant Football-Brian Anderson; Head Volleyball-Loretta Whiteside-Rankila; Assistant Volleyball-Wendy McFerran; **Cotton:** Head Football-Peter Wood; Assistant Football-**Open**; **Orr:** Head Football-John Jirik; Assistant Football-Matthew Rutchasky; Head Volleyball-Thomas Burnett; Assistant Volley Ball-Jacqueline Villebrun; **Tower-Soudan:** Head Football-Scott Chiabotti; Assistant Football- Edward Dougherty; Head Volleyball-Jodi Rogers-Reichensperger; Assistant Volleyball-Kandi Olson; Head Swimming-Rose Spehar\*; and Assistant Swimming-Julie Suihkonen\*. *\*Swimming is a Coop. with the Babbitt-Embarrass School.*

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by B. Larson and seconded by C. Larson to accept Jeanne Morreim's letter of retirement / resignation as a teacher, effective May 30, 2008.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by A. Larson and seconded by Beaudry to accept Betty Klemensich's letter of retirement / resignation as a teacher, effective May 30, 2008.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Motion by C. Larson and seconded by Beaudry to hire Jeffrey M. Carey as a K-12 Principal, (District-Wide), effective July 1, 2008, contingent upon securing principal licensure from the Department of Education, with terms and conditions in accord with the master agreement between ISD # 2142 and the Principals' Association.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

This is the second reading of Policy 522 Student Sex Nondiscrimination.

*Adopted:* 1999

*MSBA/MASA Model Policy 522*

*Orig. 1995*

*Revised:* May 27, 2008

*Rev. 2003*

## **522 STUDENT SEX NONDISCRIMINATION**

### **I. PURPOSE**

Students are protected from discrimination on the basis of sex pursuant to Title IX of the Education Amendments of 1972 and the Minnesota Human Rights Act. The purpose of this policy is to provide equal educational opportunity for all students and to prohibit discrimination on the basis of sex.

### **II. GENERAL STATEMENT OF POLICY**

- A. The school district provides equal educational opportunity for all students, and does not unlawfully discriminate on the basis of sex. No student will be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any educational program or activity operated by the school district on the basis of sex.
- B. It is the responsibility of every school district employee to comply with this policy.
- C. The school board hereby designates the principal of each school building as its Title IX coordinator. This employee coordinates the school district's efforts to comply with and carry out its responsibilities under Title IX.
- D. Any student, parent or guardian having questions regarding the application of Title IX and its regulations and/or this policy should discuss them with the Title IX coordinator. Questions relating solely to Title IX and its regulations may be referred to the Assistant Secretary for Civil Rights of the United States Department of Education. In the absence of a specific designee, an inquiry or complaint should be referred to the superintendent or the school district human rights officer.

### **III. REPORTING GRIEVANCE PROCEDURES**

- A. Any student who believes he or she has been the victim of unlawful sex discrimination by a teacher, administrator or other school district personnel, or any person with knowledge or belief of conduct which may constitute unlawful sex discrimination toward a student should report the alleged acts immediately to an appropriate school district official designated by this policy or may file a grievance. The school district encourages the reporting party or complainant to use the report form available from the principal of each building or available from the school district office, but oral reports shall be considered complaints as well.

Nothing in this policy shall prevent any person from reporting unlawful sex discrimination toward a student directly to a school district human rights officer or to the superintendent.

- B. In Each School Building. The building principal is the person responsible for receiving oral or written reports or grievances of unlawful sex discrimination toward a student at the building level. Any adult school district personnel who receives a report of unlawful sex discrimination toward a student shall inform the building principal immediately.
- C. Upon receipt of a report or grievance, the principal must notify the school district human rights officer immediately, without screening or investigating the report. The principal may request, but may not insist upon a written complaint. A written statement of the facts alleged will be forwarded as soon as practicable by the principal to the human rights officer. If the report was given verbally, the principal shall personally reduce it to written form within 24 hours and forward it to the human rights officer. Failure to forward any report or complaint of unlawful sex discrimination toward a student as provided herein may result in disciplinary action against the principal. If the complaint involves the building principal, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.
- D. The school board hereby designates the Superintendent of Schools, St. Louis County Schools, 1701 North 9<sup>th</sup> Avenue, Virginia, MN 55792, as the school district human rights officer(s) to receive reports, complaints or grievances of unlawful sex discrimination toward a student. If the complaint involves a human rights officer, the complaint shall be filed directly with the superintendent.
- E. The school district shall conspicuously post the name of the Title IX coordinator and human rights officer(s), including office mailing addresses and telephone numbers.
- F. Submission of a good faith complaint, grievance or report of unlawful sex discrimination toward a student will not affect the complainant or reporter's future employment, grades or work assignments.
- G. Use of formal reporting forms is not mandatory.
- H. The school district will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations.

#### **IV. INVESTIGATION**

- A. By authority of the school district, the human rights officer, upon receipt of a report, complaint or grievance alleging unlawful sex discrimination toward a student shall promptly undertake or authorize an investigation. The investigation

may be conducted by school district officials or by a third party designated by the school district.

- B. The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.
- C. In determining whether alleged conduct constitutes a violation of this policy, the school district should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.
- D. In addition, the school district may take immediate steps, at its discretion, to protect the complainant, pupils, teachers, administrators or other school personnel pending completion of an investigation of alleged unlawful sex discrimination toward a student.
- E. The investigation will be completed as soon as practicable. The school district human rights officer shall make a written report to the superintendent upon completion of the investigation. If the complaint involves the superintendent, the report may be filed directly with the school board. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

## **V. SCHOOL DISTRICT ACTION**

- A. Upon conclusion of the investigation and receipt of a report, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law and school district policies.
- B. The result of the school district's investigation of each complaint filed under these procedures will be reported in writing to the complainant by the school district in accordance with state and federal law regarding data or records privacy.

## **VI. REPRISAL**

The school district will discipline or take appropriate action against any pupil, teacher, administrator or other school personnel who retaliates against any person who reports alleged unlawful sex discrimination toward a student or any person who testifies, assists or participates in an investigation, or who testifies, assists or participates in a proceeding

or hearing relating to such unlawful sex discrimination. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

## **VII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES**

These procedures do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Minnesota Department of Human Rights, initiating civil action or seeking redress under state criminal statutes and/or federal law, or contacting the Office of Civil Rights for the United States Department of Education.

## **VIII. DISSEMINATION OF POLICY AND EVALUATION**

- A. This policy shall be made available to all students, parents/guardians of students, staff members, employee unions and organizations.
- B. The school district shall review this policy and the school district's operation for compliance with state and federal laws prohibiting discrimination on a continuous basis.

### **CONTACT INFORMATION:**

Office for Civil Rights  
U.S. Department of Education  
500 West Madison Street, Suite 1475  
Chicago, IL 60661  
Tel. (312) 730-1560  
FAX (312) 730-1576

- Legal References:*** Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)  
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)  
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)  
34 C.F.R. Part 106 (Implementing Regulations of Title IX)
- Cross References:*** MSBA/MASA Model Policy 102 (Equal Educational Opportunity)  
MSBA/MASA Model Policy 413 (Harassment and Violence)  
MSBA/MASA Model Policy 528 (Student Parental, Family, and Marital Status Nondiscrimination)

**ST. LOUIS COUNTY SCHOOLS  
1701 NORTH 9<sup>TH</sup> AVENUE  
VIRGINIA, MN 55792**

**INDEPENDENT SCHOOL DISTRICT NO. 2142  
UNLAWFUL SEX DISCRIMINATION TOWARD A STUDENT**

General Statement of Policy Prohibiting Unlawful Sex Discrimination Toward a Student  
Independent School District No. 2142 maintains a firm policy prohibiting all forms of unlawful sex discrimination. All students are to be treated with respect and dignity. Unlawful sex discrimination by any teacher, administrator or other school personnel will not be tolerated under any circumstances.

Complainant: \_\_\_\_\_

Home

Address: \_\_\_\_\_

Work

Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Date of Alleged

Incident(s): \_\_\_\_\_

Name of person you believe unlawfully discriminated toward you or a student on the basis of sex: \_\_\_\_\_

If the alleged unlawful sex discrimination was toward another person, identify that person: \_\_\_\_\_

Describe the incident(s) as clearly as possible, including such things as: what force, if any, was used; any verbal statement(s) (i.e. threats, requests, demands, etc.); what, if any physical contact was involved; etc. (Attach additional pages if necessary): \_\_\_\_\_

Where and when did the incident(s) occur: \_\_\_\_\_

List any witnesses that were present: \_\_\_\_\_

This complaint is filed based on my honest belief that \_\_\_\_\_ has unlawfully discriminated against me or a student on the basis of sex. I hereby certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge and belief.

\_\_\_\_\_  
(Complainant Signature)

\_\_\_\_\_  
(Date)

Received by: \_\_\_\_\_ Date: \_\_\_\_\_

Motion by C. Larson and seconded by Beaudry to approve Policy 522, Student Sex Nondiscrimination.

Yes- Beaudry, A. Larson, B. Larson, Bruns, C. Larson  
Absent- Bjerklie, Fowler  
Against- None

Comments from the Board:

Board Member B. Larson commented that scholarships awarded at the AlBrook School were close to \$250,000. Mr. Larson also indicated that the all day everyday Kindergarten is exciting.

Board Member C. Larson echoed the excitement over all day everyday Kindergarten and said, that he glad that it arrived after 30 years.

Board Member B. Larson went to the Cotton graduation and he believed that all the seniors in Cotton graduated.

Board Member A. Larson thanked Scott Chiabotti and Steve Reznicek for their service to the Tower-Soudan School. Good Luck to Steve on his retirement and welcome to Paul DeMorret as principal.

Board Chair Bruns gave best wishes to Steve Reznicek on his retirement. Ms. Bruns thanked Scott Chiabotti for serving as dean of students and welcomed Paul DeMorett as principal at Tower-Soudan School. Approximately \$150,000. in scholarships were awarded to the Orr School graduates.

Board Member Beaudry said good luck to Steve Reznicek on his retirement. Graduation at Cook School went well. Mr. Beaudry indicated that he is excited about all day everyday Kindergarten.

Superintendent Rick congratulated Steve Reznicek on his retirement and that he has had the pleasure of working with him three (3) years. Dr. Rick commented that Scott Chiabotti has done an outstanding job at the Tower-Soudan School and also working with athletes. Welcome to Paul DeMorett as the principal of the Tower-Soudan School. Dr. Rick introduced Babbitt-Embarrass School parent, Beth Morgan.

Beth Morgan commented that she is currently involved with the Babbitt-Embarrass School playground project. The Babbitt-Embarrass PTO is raising funds for a new playground at the site and Ms. Morgan wished to thank Cleveland Cliffs for donating \$5,000.00 to the project. The PTO will continue raising money to complete the playground project.

Board Chair Bruns encouraged Beth Morgan and the Babbitt-Embarrass PTO organization to continue with their fundraisers to make it happen.

Assistant Superintendent Sidney L. Simonson welcomed Paul DeMorett to the Tower-Soudan School.

The board meeting was adjourned at 5:51 p.m.