

JOHNSON CROSSING ACADEMIC CENTER

Student-Parent Handbook 2025-2026

INTENT OF HANDBOOK

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Johnson Crossing Academic Center. Each student is responsible for becoming familiar with the handbook and knowing the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following the rules contained in it.

Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to cover every situation and circumstance that may arise during any school day or school year. This handbook does not create a contract. The administration reserves the right to make decisions and revisions at any time to implement the educational program and to assure the well being of all students. In addition, it will be the responsibility of the administration to interpret the rules of this handbook. Should a situation arise that is not covered in this handbook, the administration will act fairly and promptly to make a decision based upon all applicable district policies, state and federal statutes, and the interests of the student, parents, school district and community.

This handbook may also be found on our Fremont Public Schools website, www.fremonttigers.org under the Johnson Crossing Academic Center tab and listed on the left-hand side.



This agenda belongs to:

NAME _____

ADDRESS _____

PHONE _____ TEAM _____

It is the policy of the Board of Education of District No. 1, Dodge County, hereinafter referred to as "District," to not discriminate on the basis of race, color, national origin, religion, sex, marital status, age, disability, genetic information, military obligations, or status in any other group protected by local, state or federal law. It is the intent of the District to comply with both the letter and the spirit of the law in making certain discrimination does not exist in its policies, regulations, and operations. Complaint and/or grievance procedures have been established for anyone who feels discrimination has been shown by the District. Refer to policies 44E.3, 44E.3a, or 52B.8a for specific complaint and/or grievance procedures.

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Message from the Principal:

Welcome to Johnson Crossing Academic Center. Johnson Crossing is designed to be a transition from elementary to middle school. While our school is much larger than the elementary schools in the district, you will notice that the teams create a smaller school feel. Students will have most of their classes in a small area within the building. Teaming also allows four teachers to spend the majority of time with you each day, getting to know your learning style and creating lessons that tie content together to help you see connections between different curricular areas. You will also enjoy the benefits that come from being in a bigger school. You will get to meet new friends and have the opportunity to participate in extracurricular activities. I am excited to get to know all of you this year and look forward to working together to make this a great year at Johnson Crossing.

~ Principal Harrill

I. ADMINISTRATION AND GUIDANCE

Principal	Brent Harrill	402-721-2003
Assistant Principal	Carrie Alvarez	402-721-2003
Dean of Students	Lori McIntyre	402-721-2003
6 th Grade Guidance Counselor	Gretchen Golladay	402-721-2089
5 th Grade Guidance Counselor	Mike Maxwell	402-721-2044

IMPORTANT PHONE NUMBERS AND CONTACTS

Attendance/Main Office	Sheri Holcomb	402-721-2004
Main Office	Michelle Wheaton	402-721-2003
Guidance Office	Angel Filter	402-721-2040
School Nurse	Jamie Vanek	402-721-2065
School Social Worker	Bailey Grubb	402-721-3157

DISTRICT MISSION STATEMENT

The mission of the Fremont Public Schools is to produce creative, adaptable, productive citizens committed to lifelong learning.

JOHNSON CROSSING ACADEMIC CENTER MISSION STATEMENT

Johnson Crossing Academic Center strives to assure all students acquire the knowledge, skills, and behaviors essential to being successful and responsible citizens.

SCHOOL DISTRICT LEADERSHIP

Superintendent	Dr. Brad Dahl	402-727-3000
Associate Superintendent	Dr. Christopher Loofe	402-727-3000
Assistant Superintendent of Teaching and Learning	Kate Heineman	402-727-3000
Executive Director of Human Resources and Elementary Operations	Dr. Jen Robinson	402-727-3000
Executive Director of Secondary Operations	Scott Jensen	402-727-3000

FPS School Board

Sandi Proskovec
Todd Hansen
Jon Ludvigsen
Pam Murphy
Mike Petersen
Terry Sorensen

II. SCHOOL DAY

MAIN OFFICE HOURS ~ 7:20 a.m. to 4:20 p.m. daily

DAILY SCHEDULE ~ All doors open at 7:00 a.m. and first period begins at 7:55 a.m. Only the main entrance will remain unlocked once school begins at 7:55. Dismissal is at 3:15 p.m. Students are to leave the building and school campus **immediately after dismissal** unless under the direct supervision of school staff. Students, who, for reasons of transportation, must remain at school, must enroll in the Fremont Expanded Learning Programs.

Fremont Expanded Learning Program provides after-school care for students. The program is offered at Johnson Crossing Academic Center and operated by Fremont Public Schools. Participation fees are applicable to students not receiving free or reduced price lunch meals. Enrollment forms are available at school buildings and by contacting Fremont Public Schools (727-3055).

There are scheduled “shortened days” during the year where school ends earlier than the normal schedule. Parents need to be aware of these days and make accommodations so that children are not left unsupervised or without prompt transportation.

SCHOOL CALENDAR

August 12 ~ School Begins ~ 12:10 p.m. Dismissal ~ Lunch Served
September 1 ~ Holiday ~ Labor Day ~ No School
September 2 ~ Teacher PD Day ~ No School
October 6 and 7 ~ Parent-Teacher Conferences
October 8 ~ End of 1st Quarter
October 9 ~ Teacher Work Day ~ No School
October 10 ~ Comp Time for Teachers for Student-Led Conferences ~ No School
October 13 ~ Fall Break – No School
October 31 ~ Teacher Work Day ~ No School
November 26-28 ~ Thanksgiving Vacation ~ No School
December 18 ~ End of 2nd Quarter
December 19 ~ Teacher Work Day ~ No School
December 22-January 2 ~ Winter Break ~ No School
January 5 ~ Teacher Work Day ~ No School
January 19 ~ Teacher Work Day ~ No School
February 13 ~ Comp Time for Teachers for Student-Led Conferences – No School
February 16 ~ Teacher Work Day – No School
February 17 ~ Parent-Teacher Conferences
February 19 ~ Parent-Teacher Conferences
March 10 ~ End of 3rd Quarter
March 11 ~ Teacher Work Day ~ No School
March 12-17 ~ Quarter Break ~ No School
April 2 ~ Teacher Work Day ~ No School
April 3 & 6 ~ Spring Break – No School
May 1 ~ 12:10 p.m. Dismissal ~ FMS Track Invite
May 20 ~ End of 4th Quarter/Final Day of School ~ Students Dismissed at 12:10 p.m. ~ Lunch Served

SIGNING A CHILD IN AND OUT OF SCHOOL ~ Students who arrive late to school or who have been absent are expected to have a note from a parent/guardian to explain this issue. A parent/guardian must sign a student out of school in the main office if they need to leave prior to dismissal time. Parents are not to proceed directly to classrooms. The school will only release children to those adults designated by parents/guardians, law enforcement officials, or appropriate personnel from social services agencies. Any limitations, such as a court order, restricting contact with a parent must be reported to the Principal, Assistant Principal, or Guidance Director and a copy of the order must be provided.

The decision to close school due to severe weather is made prior to 6:15 a.m. Unless you hear an announcement over the following website, radio and television stations that schools are closed, you know school will be open.

WEBSITE: www.fremonttigers.org

RADIO:

KFAB 1110 AM
KHUB 1340 AM
KHUB 105.5 FM

TELEVISION:

KMTV Channel 3
WOWT Channel 6
KETV Channel 7
TIME WARNER CABLE Channel 8
KPTM Channel 42

To receive current school closing information, call 402-727-3000, voice mailbox number 5010.

If you, as a parent, feel that severe weather conditions threaten your child's safety and schools remain open, you may wish to keep your child at home. The absence of children in inclement weather will be considered the same as any absence for legitimate causes, providing proper parental notice is given to the school.

SEVERE WEATHER CLOSINGS OR CANCELLATIONS ~ When school must be closed because of bad weather or emergencies, announcements will be made by the Superintendent, or a designee, on the radio and television as promptly as possible. *Please do not call the school* as school telephones must be reserved for emergencies. Students who ride the bus can expect the bus schedule to be impacted during bad weather. Decisions to close schools are made when the weather service, law enforcement advisories or civil defense officials indicate that it would be unwise to hold school. Every attempt will be made to avoid closing school once classes are in session. If school is closed during the day, the notice will be broadcast by the media as soon as possible. Parents should have a plan to accommodate these circumstances. Parents may decide to keep their children at home in inclement weather because of personal circumstances.

INCLEMENT WEATHER MAKE-UP DAYS ~ Fremont Public Schools will not pre-schedule inclement weather make-up days for students. Instead, should the administration determine that an extraordinary number of days have been lost to inclement weather throughout the year; student days may be added to the end of the school year.

LUNCH PERIOD ~ Students are expected to report to the cafeteria during lunch. Students may purchase a hot lunch, including milk, or bring a sack lunch and buy milk. At no time may a student have fast food (hamburgers, pizza, etc.) delivered to school by a restaurant. Students bringing sack lunches also eat in the cafeteria and are requested to bring only enough food for their personal consumption. Students may also purchase drinks from the food service staff. Following lunch, no food or beverages are to be taken from the cafeteria. Parents or visitors who wish to have lunch with a student must make prior arrangements with the school office. Generally, a private location will be designated for this lunch period.

Our district operates a computerized meal account system. Each student has an account that can be accessed through a Personal Identification Number (PIN) provided to them. Students should deposit money in their lunch accounts in the morning before school, preferably on the first day of the week. Students will be reminded when their lunch money account is nearly depleted. Parents can obtain account information and a balance at any time by calling the Food Service Accounting Office at 727-3111. If parents go to www.myschoolbucks.com they can create an account to keep track of how much money is in their student's lunch account, and they can also put money on their student's lunch account using a credit card.

Fremont Board Policy

4003a

Notice of Nondiscrimination

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025, (402) 727-3000 (scott.jensen@fpsmail.org).

Employees and Others: Dr. Jen Robinson, Executive Director of Human Resources and Elementary Operations, 130 East 9th Street, Fremont, NE 68025, (402) 727-3000 (jen.robinson@fpsmail.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

Adopted: June 9, 2025

III. ATTENDANCE

Regular attendance is required by state law and is the responsibility of parents as well as students. Students with excessive absences, twenty (20) or more per school year, may be required to verify that absences are a result of medical illness or extraordinary circumstances. Information and recommendations from teachers, guidance counselors, and/or administrators will also be submitted for consideration. Days absent from school due to disciplinary suspension or in-house suspension will not be considered absences. Any work missed due to an absence must be made up in the time specified by each teacher. This may require doing additional work after school. The accumulation of more than twenty (20) days may be referred to the school district's social worker and the County Attorney.

ATTENDANCE PROCEDURE ~ Attendance is recorded on a class by class basis. A student could be absent for his first class but present for his second class, such as when a student arrives late to school. When a student arrives more than five minutes late to class, an absence is given. A tardy is given when a student is late by less than five minutes to class.

UNDER NO CIRCUMSTANCES IS A STUDENT TO LEAVE SCHOOL DURING THE SCHOOL DAY WITHOUT PERMISSION FROM THE PRINCIPAL, ASSISTANT PRINCIPAL OR SCHOOL NURSE.

When absences arise, please follow these procedures below:

- **Planned Absence:** If a student knows of an upcoming absence, **prior arrangements should be made** by bringing a note signed by a parent to the attendance office, stating the date and reason. Arrangements should be made no less than two days in advance of a one-day absence and earlier for a longer one.
- **Unexpected Absence:** **Parents should report the absence by calling 721-2004, between 7:30 a.m. and noon.** Students should report to the Attendance Office when returning to school following an absence to obtain an "admit to class" pass. A note from home is not necessary if parent/guardians have notified the attendance secretary by phone.
- **Appointments During School Hours:** When possible, dental, medical, and personal appointments should not be scheduled during school hours. However, when it is necessary, permission to leave for such appointments will be granted when the office is given a note from parents and/or an appointment card. Students will be expected to be in school before and after such appointments when possible.
- **Unexcused or Truancy:** A "truancy" is an absence from all or a portion of the school day for which a parent or guardian has not given permission. An "unexcused absence" occurs when a student is absent from all or a portion of the school day but the reason for the absence is not considered to be valid or proper check-out procedures were not followed. A student, for instance, who oversleeps would be considered unexcused if a parent or guardian verified the absence. It would be a truancy if the student did not provide any parental verification. Students who have been truant from school receive detentions and demerits. "Skipping" all or part of a class will be treated as a truancy and receive office consequences.
- **Tardiness:** Students are expected to be in their assigned rooms when the tardy bell rings. A "tardy" is given to students who are less than five minutes late to class. Students who are late beyond five minutes are considered absent. Students with excessive absences to morning classes (6 or more) will also receive office detentions. A student late to first period must get a tardy slip from the office. For other periods, students should report directly to class and the teacher will record the tardy. Excessive tardiness to school, four (4) or more per quarter, will be referred to the Dean of Students.

Students who exceed 5 absences in a quarter will be referred to the Guidance Department and/or the School Social Worker to address attendance issues. For excessive absences and truanies, referrals will be made to the Dodge County District Attorney because school attendance is a state statute. *(For a full explanation of the Fremont Public Schools' attendance policy, please refer to the Appendix at the end of the handbook).*

MAKEUP WORK FOR ATTENDANCE ~ Students are expected to make up all work missed due to an absence in a timely fashion. Collecting missed work from teachers and meeting required deadlines is the responsibility of the student. Full credit will be granted for all work that is made up. Students who are suspended are allowed to make up all work for full credit if the work is completed within five school days of the date of absence.

IV. GENERAL INFORMATION

BICYCLES/SKATEBOARDS ~ All bicycles are to be placed in designated bike racks. Bikes are to be secured with locks. Bicycle safety rules must be followed when entering and leaving the school campus. Skateboards must not be ridden on school property except as transportation to and from school. Students may ride their bikes and skateboards in the morning but are asked to walk them until crossing Johnson Road when leaving school at the end of the day. The school is not responsible for stolen or damaged property, but may provide appropriate consequences for any identified vandalism on school grounds if bikes are properly secured.

BOOK BAGS AND OTHER ITEMS ~ Students may carry book bags to and from school, but they are to be placed in the lockers once school begins. Large purses or other bags must be stored in the student's locker during the school day.

PERSONAL ELECTRONIC DEVICES (PEDs) ~ Many students arrive at school some time before it actually begins or must wait an extended period for rides after school. As a result, they want to bring these items to use in passing the time. Cell phones, music, video and game systems which require headphones are allowed to be used during these times before school starts and after it is dismissed. However, there are some limitations on their use at other times and locations because there is a need to ensure what is appropriate during school hours. These are the policies that will be enforced in relation to these items.

- *Students are not to make or receive calls or text messages during instructional time.*
- ***Students should not use their phones to call/text parents to pick them up during school hours if an administrator or nurse has not made the call first.***
- *If a student misuses a PED during the school day, the following steps will be enforced:*
 - First time: The PED will be taken from the student and given to a teacher or administrator.*
 - Second time: The PED will be taken and given to an administrator. It must be picked up by a parent.*
 - Third time: The PED will be taken and given to an administrator. It must be picked up by a parent and not returned to school. However, a student may bring the PED back if it is checked into the office in the morning and picked up at the end of the day.*
- *PEDs that require earphones/headphones will only be allowed during the school day with permission from a staff member.*
- *If any material – games, music or video – is found to be vulgar or offensive and in violation of school rules on profanity or pornography, it will be confiscated by an administrator and the student will not be allowed to bring electronic items to school. Office consequences will be added as well.*
- *Unwanted picture taking, distractions, class disruptions, or cyberbullying will result in these items being confiscated and office consequences will be given.*

Students are responsible for keeping their personal electronic devices safe and not sharing them with other students or providing classmates with their locker combinations. They should be cautious about sharing them or making them available to other students without an assurance of trust. Stealing is a serious offense at Johnson Crossing Academic Center, but it is impossible to protect students if they do not take precautions or use the items wisely. If the cost of replacement is a serious consideration, these items may need to be left at home.

BOOKS AND BOOK FINES ~ Books that are provided for use in the classroom or which are checked out from the library are loaned to you by the taxpayers of the district. Students are expected to take good care of these items and return them in good condition. Fines for misuse or replacement will be made if books are damaged or lost. Lost or damaged library books must be paid for in order to maintain all privileges for using the library and checking out other materials in the future.

CARE OF SCHOOL PROPERTY ~ Students will be required to pay for any unnecessary or deliberate damage (destruction, scarring, graffiti, etc.) that is done to any school property or equipment. Any such vandalism will mean disciplinary action by the administration and replacement costs will be charged. Extreme damage may result in the involvement of law enforcement.

CHANGE OF INFORMATION ~ To keep school records up to date, report any change of address or telephone number to the office immediately. This includes changes in work numbers or emergency numbers. This information is used to contact someone when emergency situations arise such as illness, injury, etc. It should be updated regularly for your student's safety.

FIRE, DISASTER AND EVACUATION DRILLS ~ All classroom locations have posted exit plans for use in fire drills and tornado (or other disaster) situations. Practice drills are held during the year to familiarize students with these exits or alternate locations. Johnson Crossing Academic Center has an emergency plan to deal with crises and will cooperate fully with community civil defense procedures. In the event of the need to evacuate the building, an alternate site is available and plans will be in place to release students safely to parents.

LOCKERS ~ The office makes locker assignments and **students are to use only the locker assigned to them.** Each locker has its own combination lock. The combination is located on student class schedules. Books and outerwear are the only items that should be left in lockers and should be clearly marked for identification purposes. Money and other valuables should not be left in lockers. Students should not share their locker combinations with others for security purposes.

Lockers are to be kept clean and have nothing inappropriate posted inside or out. Lockers are the property of the school and may be inspected or searched any time by school authorities.

Lockers are the property of the school district and are on loan, without charge, for student use. The assignment of the locker is temporary and may be changed or revoked at any time. Each student is responsible for the content and security of his/her locker.

School officials may search student lockers and desks if they have reasonable suspicion that they contain any items or substance which may be injurious to the health, welfare, safety or morals of the students or employees in the school, or which may indicate any misconduct or violation of the rules and are subject to disciplinary action. Any search conducted shall be reasonable in both scope and nature under the circumstances. (See Board Policy 54D.5a on Student Lockers and 54D.5b on Search and Seizure in the Appendix).

LOST AND FOUND ~ Lost and found articles are to be taken to, or claimed, in the office. Be sure to check several times for lost articles. To protect against loss, students are encouraged to print their name, grade and the school year on their belongings.

POSTING SIGNS OR ADVERTISING ~ Approval from the Principal is required before posting material on school bulletin boards or hallways. The Principal will approve subject matter and/or proper location.

SECRET ORGANIZATIONS/GANGS ~ Secret organizations, such as sororities, fraternities or gangs, are prohibited as part of the school program by state law. No part of these activities may be brought onto school grounds or in school buildings. This includes wearing apparel that would identify a student as a member of such an organization.

Possession, use, distribution, display, or sale of anything that suggests, implies, or is associated with gangs or gang activity will not be tolerated. This includes soliciting others for membership in any gangs, any symbols, gestures, tattoos, graffiti or clothing suggestive of gangs as identified by the Fremont Public Schools.

SMOKING ~ Johnson Crossing students are not to be in possession of tobacco products, i.e., cigarettes, vapes, chewing tobacco, smokeless tobacco, or e-cigarettes, on school grounds, in cars parked on school grounds, surrounding areas, or at school activities. Students who are found to be in possession of such products will receive suspension and/or additional consequences. All facilities and vehicles owned and operated by the Fremont Public Schools are to be smoke-free and smoking and/or use of all tobacco products is prohibited.

TELEPHONE/PHONE CALLS DURING THE SCHOOL DAY ~ Office phones are for business use unless permission has been granted. Students may use an office phone after school or with permission during the day. Students will not be called to the phone during school hours, but important messages can be delivered to students.

TRANSFERRING FROM SCHOOL

A student transferring from Johnson Crossing Academic Center must have written permission from parents or guardian and:

- Get a withdrawal data slip from the Guidance Office to take to all teachers.
- Pay any library fines and outstanding bills.
- Check in all books, school property, and athletic equipment to the proper teacher.
- After each teacher has signed the withdrawal slip, it should be returned to the Guidance Office.

A transcript of credits will be sent to the new school upon receipt of their request.

VISITORS ~ Once a visitor enters the building they are to immediately report to the main office and sign in through the Raptor System with their state issued ID/driver's license to obtain the required visitors pass. A visitor pass must be worn at all times while the visitor is in the building and must be returned when exiting the building. For the safety of our students, all visitors that wish to enter classrooms must notify the school Principal of their desire to visit prior to entering the classroom. Visits shall be scheduled so as not to interfere with the child's basic classes. Visits before or after school are strongly recommended.

V. STUDENT CONDUCT

POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORT (PBIS)

Johnson Crossing Academic Center utilizes Positive Behavior Intervention and Supports (PBIS) to teach, reinforce, and correct student behavior. PBIS is an evidence-based, data-informed process that works to increase student achievement, school attendance, and school success while decreasing challenging student behaviors. By using a systemic approach incorporating all students, staff, parents, and settings, PBIS can assist with creating more effective schools. Students are encouraged to discuss PBIS with their families and apply these research-validated processes in all areas of their lives.

PBIS provides:

1. one common approach to behavior; one common school-wide language
2. positively stated expectations for all students and staff
3. procedures for teaching expectations
4. processes for encouraging demonstration and the maintenance of expectations
5. strategies for discouraging rule-violating behavior and encouraging positive behavior
6. methods for monitoring and evaluating program effectiveness on a regular basis

PBIS:

1. benefits all students, and is not limited to any particular group
2. is based on effective behavioral practices, instructional design, and strategies
3. approaches behavior in a proactive way by teaching appropriate behaviors
4. fosters positive adult-to-student relationships
5. supports the school's continuous improvement process
6. is focused on improving academic achievement through creating safe, disciplined environments

If you feel that your student needs more intensive supports, please reach out to your student's classroom teacher or school counselor. They will then fill out a nomination form to see if your student is eligible for additional supports.

JCAC Expectations Matrix

	All Settings	Hallway	Lockers	Lunchroom	Restroom	Recess	Classroom
Be Safe	<ul style="list-style-type: none"> Keep hands and feet to yourself 	<ul style="list-style-type: none"> Walk single file 	<ul style="list-style-type: none"> Walk 	<ul style="list-style-type: none"> Walk Carry the tray with two hands 	<ul style="list-style-type: none"> Walk Wash your hands 	<ul style="list-style-type: none"> Use equipment appropriately 	<ul style="list-style-type: none"> Walk
Be Responsible	<ul style="list-style-type: none"> Use school materials appropriately Use appropriate language Clean up your area 	<ul style="list-style-type: none"> Use appropriate voice tone 	<ul style="list-style-type: none"> Use appropriate voice tone 	<ul style="list-style-type: none"> Raise your hand if you need help 	<ul style="list-style-type: none"> Return to class promptly Flush the toilet 	<ul style="list-style-type: none"> Stay in the boundaries 	<ul style="list-style-type: none"> Be prepared Be on time
Be Respectful	<ul style="list-style-type: none"> Include others Follow instructions Use kind words and actions 			<ul style="list-style-type: none"> Use soft voices Sit on seat with feet on the floor, facing table 	<ul style="list-style-type: none"> Respect other's privacy Wait your turn 	<ul style="list-style-type: none"> Play by the rules during all games/ activities Show sportsmanship 	<ul style="list-style-type: none"> Let others focus on their work

STUDENT BEHAVIOR EXPECTATIONS ON SCHOOL PROVIDED TRANSPORTATION

Students, parents/guardians, bus drivers, and school officials must work together to provide for the safe transportation of students. The school buses, bus stops, and all other forms of transportation provided by the district, or provided to or from a school activity are considered school property. Students are to follow district expectations while waiting for, entering, and riding district transportation.

Students who ride a Fremont Public Schools (FPS) bus will be required to carry and scan a Zonar badge each time they board the bus. This system has been implemented to enhance the safety and security of all students by allowing accurate tracking of students riding the buses. Students are expected to have their badge with them daily and use it consistently when entering the bus.

Fremont Public Schools endorses and uses Positive Behavior Interventions and Support (PBIS). PBIS focuses on teaching appropriate student behavior, and uses a continuum of strategies to reinforce positive behavior and correct student behavior.



Fremont Public Schools Bus Expectations



Be Responsible	Get on and off the bus in an orderly manner Keep bus clean & take all personal items with you Use technology appropriately
Be Respectful	Follow adult instructions Treat all equipment and property appropriately Raise your hand to get the attention of the driver or aide Treat fellow bus riders with kindness
Be Safe	Stay seated with hands and feet to self Use appropriate language and voice volume Respond appropriately to all signals from bus driver and aide

FPS School Bus Safety procedures, routines, and expectations

Expectations will be maintained at all times in order to have the safest possible ride to and from school. Whenever the driver must redirect his attention from his duties of driving the school bus, danger does exist. The following expectations have been developed to help ensure safe transportation for your child. If you have any questions or concerns, please call the Transportation Department at 402-727-3017.

Parents/Guardians are responsible for:

- A) The safety of their children going to and from the pick-up points.
- B) Seeing that their child meets the bus at the scheduled time.
- C) Discussing and promoting bus safety at home with their child.

Before boarding the bus, students are expected to:

- A) Be on time at the approved bus stop.
- B) Wait at the school bus loading area and at the regular bus stop.
- C) Wait until the school bus stops before approaching to board the bus.

While riding the school bus students are expected to:

- A) Follow adult instructions
 - B) Treat fellow bus riders with kindness
 - C) Use technology appropriately
 - D) Use appropriate language and voice volume
 - E) Stay seated with hands and feet to self
 - F) Remain quiet while the bus is crossing railroad tracks
 - G) Keep the bus clean & take all personal items with you (Food and beverages are not appropriate for daily routes)
 - H) Treat all equipment and property appropriately, report any seat or bus damage to the driver immediately
 - I) Use the emergency doors only if an emergency exists
- (Assigned seating may be used to help students meet these expectations)

When leaving the bus students are expected to:

- A) Get on and off the bus in an orderly manner
- B) Unload at the assigned and approved school bus stops
- C) Wait for the driver's signal before walking behind or in front of the bus
- D) Go directly from their bus stop to their home

Response to inappropriate behavior:

Students who fail to observe district transportation expectations or fail to contribute to a safe transportation environment will be subject to negative consequences including, but not limited to, suspension of the privilege of riding the bus. Individualized Education Programs (IEP's) will be followed as applicable. The bus driver or other authorized personnel shall report all inappropriate or dangerous situations to the transportation supervisor and/or building administrator as soon as possible.

- A) The bus driver/bus aide is responsible for the safety of all students on the bus and will correct behavior to meet FPS expectations.
- B) The privilege of riding the school bus may be revoked at any time for unacceptable behavior.
- C) All FPS school buses are equipped with video surveillance systems. Video footage may be used by staff or shown to administrators, staff, parents, or students to assist in the resolution of any incident involving students and/or staff.
- D) Any action that is illegal or a violation of board policy could result in immediate suspension of transportation services.
- E) The school district expects to be compensated for any damage to a bus caused by a student.

Fremont Board Policy, Article 5

Policy No. 5101

STUDENT DISCIPLINE

- A. Development of Uniform Discipline System. It shall be the responsibility of the Superintendent to develop and maintain a system of uniform discipline. The discipline which may be imposed includes actions which are determined to be reasonably necessary to aid the student, to further school purposes, or to prevent interference with the educational process, such as (without limitation) counseling and warning students, parent contacts and parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling upon written consent of the parent or guardian, or in-school suspension. The discipline may also include out-of-school suspension (short-term or long-term) and expulsion.
 - 1. Short-Term Suspension: Students may be excluded by the Principal or the Principal's designee from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:
 - a. Conduct that constitutes grounds for expulsion, whether the conduct occurs on or off school grounds; or
 - b. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

- a. The Principal or the Principal's designee will make a reasonable investigation of the facts and circumstances. A short-term suspension will be made upon a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
- b. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what the student is accused of having done, an explanation of the evidence the authorities have, and be afforded an opportunity to explain the student's version of the facts.
- c. Within 24 hours or such additional time as is reasonably necessary, not to exceed an additional 48 hours, following the suspension, the Principal or administrator will send a written statement to the student and the student's parent or guardian describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken.
- d. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal or administrator ordering the short-term suspension before or at the time the student returns to school. The Principal or administrator shall determine who in addition to the parent or guardian is to attend the conference. The Principal shall document their attempt to make a reasonable effort to hold a conference with the parent or guardian.

- e. A student who is on a short-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.
2. Long-Term Suspension: A long-term suspension means an exclusion from school and any school functions for a period of more than five school days but less than twenty school days. A student who is on a long-term suspension shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends a long-term suspension. The notice will include a description of the procedures for long-term suspension; the procedures will be those set forth in the Student Discipline Act.
3. Expulsion:
- a. Meaning of Expulsion. Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period. A student who has been expelled shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends an expulsion. The notice will include a description of the procedures for expulsion; the procedures will be those set forth in the Student Discipline Act.
 - b. Suspensions Pending Hearing. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the Superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers. If the student is suspended pending the outcome of the hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension. During this period, the student will not be required to attend the alternative programs for expelled students in order to complete classwork or homework.
 - c. Summer Review. Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year in accordance with law.
 - d. Alternative Education: Students who are expelled may be offered an alternative education program that will enable the student to continue academic work for credit toward graduation. A student will not be required to attend the alternative education program in order to complete classwork and homework. In the event an alternative education program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.
 - e. Suspension of Enforcement of an Expulsion: Enforcement of an expulsion action may be suspended for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.
 - f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal's designee shall meet with the student's probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or

event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal's designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent, upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.

- g. Returning from Expulsion. At the conclusion of an expulsion, the District will reinstate the student and accept nonduplicative, grade-appropriate credits earned by the student during the term of expulsion from any Nebraska accredited institution or institution accredited by one of the six regional accrediting bodies in the United States.
- h. Exception for Pre-Kindergarten through Second Grade Students. Notwithstanding the foregoing, no pre-kindergarten through second grade student may be suspended from school, unless the student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity. Instead, the Principal or Principal's designee may implement alternative disciplinary measures on a case-by-case basis if a pre-kindergarten through second grade student engages in misconduct that would otherwise result in a short-term suspension. If a pre-kindergarten through second grade student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity, then the student may be suspended or expelled in accordance with this Policy's disciplinary procedures.
- i. Religious Freedom. The District will not substantially burden a student's right to religious exercise unless the student's religious exercise is disruptive to the school environment, not permitted by staff, may pose a safety risk, or would otherwise interfere with the school day.

4. Emergency Exclusion: A student may be excluded from school in the following circumstances:

- a. If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
- b. If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers described above.

If the emergency exclusion will be for five school days or less, the procedures for a short-term suspension shall be followed. If the Superintendent or his or her designee determines that an emergency exclusion shall extend beyond five days, a hearing may be held, upon a parent's timely request, and a final determination made within ten school days after the initial date of exclusion. Such procedures shall substantially comply with the procedures set forth in this policy for a long-term suspension or expulsion, and be modified only to the extent necessary to accomplish the hearing and determination within this shorter time period.

5. Other Forms of Student Discipline: Administrative and teaching personnel may also take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are not limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures. A failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school.

B. Student Conduct Expectations. Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well being or rights of other students, staff or visitors.

C. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment. The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or an employee's designee, or at a school-sponsored activity or athletic event.

1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
2. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that a reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.
3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
4. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision.
5. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
8. Public indecency or sexual conduct. This includes "deep fakes" or other computer-generated images of other students or staff intended to bully, harass, intimidate, or humiliate another student or staff member.
9. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events.
10. Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction.
11. Engaging in any activity forbidden by law which constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or had the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off-school grounds to threaten.
12. A repeated violation of any rules established by the school district or school officials if such violations constitute a substantial interference with school purposes, including (but not limited to) a violation of the District's dress code and electronic communication device rules.
13. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
14. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, disability, national origin, or religion.
15. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
16. Willfully violating the behavioral expectations for riding school buses or vehicles.

A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:

- a. The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or
- b. The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm.

Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, or during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one calendar year. "Firearm" means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: "The term 'firearm' means (a) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device." The Superintendent may modify such one year expulsion requirement on a case-by-case basis, provided that such modification is in writing. Bringing a firearm or other dangerous weapon to school for any reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

- a. Prior written permission to bring the firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent.
- b. The purpose of having the firearm or other dangerous weapon in school is for a legitimate educational function.

For purposes of this policy, the term "dangerous weapon" includes any personal safety or security device (such as tasers, mace and pepper spray). If a student desires to carry or possess a personal safety or security device, the student must obtain prior approval from the building principal before bringing such device on school grounds. If a student obtains prior approval from the building principal, the student must store the device during the school day in the student's locker, in the main office or in another secure location designated by the building principal. A student shall not carry a personal safety or security device during the school day.

D. Additional Student Conduct Expectations and Grounds for Discipline. The following additional student conduct expectations are established. Failure to comply with such rules is grounds for disciplinary action. When such conduct occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, the conduct is grounds for long-term suspension, expulsion or mandatory reassignment.

1. Student Appearance: Students are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is reasonably forecasted to interfere with the learning environment or teaching process in our school. Following is a list of examples of attire that will not be considered appropriate, such list is not exclusive and other forms of attire deemed inappropriate by the administration may be deemed inappropriate for the school setting:
 - a. Clothing that shows an inappropriate amount of bare skin or underwear or clothing that is too tight, revealing or baggy, or tops and bottoms that do not overlap or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
 - b. Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
 - c. Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage "horse-play" or that would damage property (e.g. cleats).
 - d. Head wear including hats, caps, bandannas, and scarves.
 - e. Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double meaning.
 - f. Clothing or jewelry that is gang related

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any location where the student is authorized to be on such school grounds or at any school function, as long as the tribal regalia does not interfere with the educational process and does not endanger another person, as determined by the administration. Further, students will also be permitted to wear attire, including religious attire, natural and protective hairstyles, adornments or other characteristics associated with race, national origin, or religion, as long as

the attire does not interfere with the educational process and does not endanger another person, as determined by the administration.

No student shall be disproportionately affected by a dress code or grooming policy enforcement because of the student's gender, race, color, religion, disability, or national origin.

No school staff shall permanently or temporarily alter or cut a student's hair.

The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school's guidelines, the student should contact the Principal for approval, and may also review such additional posting of prohibited items or grooming which may be available in the Principal's office.

A student dress code violation will be treated as a minor rule violation and may not require the student to miss substantial classroom time, instructional time, or school activities. However, a repeated violation of school rules may subject the student to further discipline, as outlined in this Policy.

2. Academic Integrity.

- a. Policy Statement: Students are expected to abide by the standards of academic integrity established by their teachers and school administration. Standards of academic integrity are established in order for students to learn as much as possible from instruction, for students to be given grades which accurately reflect the student's level of learning and progress, to provide a level playing field for all students, and to develop appropriate values.

Cheating and plagiarism violate the standards of academic integrity. Sanctions will be imposed against students who engage in such conduct.

- b. Definitions: The following definitions provide a guide to the standards of academic integrity:

(1) "Cheating" means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:

- (a) Tests (includes tests, quizzes and other examinations or academic performances):

- (i) Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student engages in cheating if, after having taken a test, the student informs other students in a later section of the questions that appear on the test.
- (ii) Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulae in calculators, or other unauthorized material, devices or information while taking a test except as expressly permitted. For example, except for "open book" tests, a student engages in cheating if the student looks at personal notes or the textbook during the test.
- (iii) Use of Other Student Answers: Copying or looking at another student's answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student's paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student's answers on the test paper.
- (iv) Use of Other Student to Take Test. Having another person take one's place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.
- (v) Misrepresenting Need to Delay Test. Presenting false or incomplete information in order to postpone or avoid the taking of a test. For example, a student engages in cheating if the student misses class on the day of a test, claiming to be sick, when the student's real reason for missing class was because the student was not prepared for the test.

- (b) Papers (includes papers, essays, lab projects, and other similar academic work):
 - i) Use of Another's Paper: Copying another student's paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.
 - (ii) Re-use of One's Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.
 - (iii) Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work. For example, a student engages in cheating if the student has a draft essay reviewed by the student's parent or sibling, and the essay is substantially re-written by the student's parent or sibling. Assistance from home is encouraged, but the work must remain the student's.
 - (iv) Failure to Contribute to Group Projects. Accepting credit for a group project in which the student failed to contribute a fair share of the work.
 - (v) Misrepresenting Need to Delay Paper. Presenting false or incomplete information in order to postpone or avoid turning in a paper when due. For example, a student engages in cheating if the student misses class on the day a paper is due, claiming to be sick, when the student's real reason for missing class was because the student had not finished the paper.
 - (c) Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.
 - (2) "Plagiarism" means to take and present as one's own a material portion of the ideas or words of another or to present as one's own an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works. Plagiarism includes, but is not limited to:
 - (a) Failure to Credit Sources: Copying work (words, sentences, and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.
 - (b) Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.
 - (3) "Contributing" to academic integrity violations means to participate in or assist another in cheating or plagiarism. It includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.
- c. Sanctions: The following sanctions will occur when a student engages in cheating, plagiarism, or contributing to an academic integrity offense:
- (1) Academic Sanction. The instructor will refuse to accept the student's work in which the academic integrity offense took place, assign a grade of "F" or zero for the work, and require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the event the student completes the replacement test or project at a level meeting minimum performance standard, the instructor will assign a grade which the instructor determines to be appropriate for the work.
 - (2) Report to Parents and Administration. The instructor will notify the Principal of the offense and the instructor or Principal will notify the student's parents or guardian.
 - (3) Student Discipline Sanctions. Academic integrity offenses are a violation of school rules. The Principal may recommend sanctions in addition to those assigned by the instructor, up to and including suspension or expulsion. Such additional sanctions will be given strong consideration where a student has engaged in serious or repeated academic integrity offense or other rule violations, and where the academic sanction is otherwise not a sufficient remedy, such as for offenses involving altering assigned grades or contributing to academic integrity violations.

E. Law Violations

1. Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported for law enforcement referral includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report, consideration should be given to the student's maturity, mental capacity, and behavioral disorders, where applicable. When appropriate, it shall be the responsibility of the referring administrator to contact the student's parent of the fact that the referral to legal authorities has been or will be made.
The foregoing reporting standards shall be reviewed annually by the school Board on or before August 1 of each year, be annually reviewed in collaboration with the County Attorney each year, be distributed to each student and his or her parent or guardian at the beginning of each school year, or at the time of enrollment if during the school year, and shall be posted in conspicuous places in each school during the school year.
2. When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

Legal Reference: **Neb. Rev. Stat. Sections 79-254 to 79-296**
 Neb. Rev. Stat. Section 79-2,160
Date of Adoption: **June 9, 2025**

OFFICE DETENTIONS ~ Office detentions are assigned by the Principal, Assistant Principal or Dean of Students. After school office detentions are held from 3:15 to 4:00 p.m. Before school detentions are held from 7:00 to 7:45 a.m. Students are to bring study materials with them when serving office detentions. If a student does not attend an assigned detention, they will serve an in-school suspension the following day.

DISCIPLINARY ACTION AND EXCLUSION FROM SCHOOL ~ The Superintendent of Schools delegates the responsibility for maintaining discipline in the schools and the administration of appropriate corrective measures to the building principal within the guidelines of Board Policy, Administrative Regulations, and the laws and Constitution of the State of Nebraska and the United States.

Based on the information available and upon verification of the following offenses, the administration has the authority to impose or request disciplinary action as prescribed by the Student Disciplinary Act. School administration may also contact police. The penalty for disciplinary infractions can be long term suspension of more than five (5) days but less than twenty (20) days, mandatory reassignment, or expulsion as prescribed by Nebraska School Law 79-267.

SEXUAL HARASSMENT

Statement of Commitment. Fremont Public Schools is committed to providing its employees and students with a positive learning and working environment that is free from sexual harassment and sexual violence. It shall be a violation of this policy for any student or employee of Fremont Public Schools to harass a student or employee through conduct or communication of a sexual nature as defined by this policy. The School District will investigate all complaints, either formal or informal, oral or written, of sexual harassment or sexual violence, and will discipline any person who sexually harasses an individual or is sexually violent to an individual.

Illegality. Sexual harassment violates federal and state laws. Under certain circumstances, sexual harassment may subject the harasser to criminal prosecution and make the harasser liable to criminal suit.

Definition. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature when the conduct has the purpose or effect of interfering with work, career opportunities, services or benefits, and in the case of students, educational opportunities, academic performance, productivity, extracurricular activities,

academic or career opportunities, or the services or benefits of school district programs. The following are examples of behavior that is generally considered to be sexual harassment when it is unwanted:

- direct or indirect threats or bribes for unwanted sexual activity;
- sexual innuendoes and comments;
- asking or commenting about a person's sexual activities;
- humor or jokes about sex of females/males in general;
- sexually suggestive sounds or gestures, including sucking noises, winking, and throwing kisses;
- pestering a person for dates or sexual behavior;
- touching, patting, pinching, stroking, squeezing, tickling or brushing against a person;
- giving a neck or shoulder massage;
- rating a person's sexuality or attractiveness, as on a scale of 1 to 10;
- ogling or leering;
- spreading rumors about a person's sexuality;
- graffiti about a person's sexuality;
- insulting and belittling a person - sexual ridicule;
- letters, notes, telephone calls, texts, or materials of a sexual nature;
- pejorative (sexist or stereotyped) comments about females or males;
- displaying pictures, calendars, cartoons or other materials with sexual content;
- stalking a person either inside or outside the school; and
- attempted or actual sexual assault.

Consequences for Sexual Harassment. Consequences for sexual harassment include, but are not limited to, advice and counseling, an apology to the victim, a written warning, and in the case of students, in-school suspension, out-of-school suspension, mandatory reassignment, expulsion, required attendance at a sexual harassment training program, police involvement, and in the case of students, suspension from holding office and from participating in activities, including sports.

The policies on Sexual Harassment – Students-53C.1b and Employees-40A.4, may be found in the supplemental Appendix.

STUDENT HARASSMENT (BULLYING)

The Fremont Public School District is committed to providing a safe and supportive environment for all students (Policy 5415/53C.1a). Discrimination and harassment on the basis of race, ethnicity, religion, sex, age, actual or perceived differences or identities of any kind, or ability is unacceptable here. Positive behaviors (non-violence, cooperation, teamwork, understanding, and acceptance of others) are encouraged in the education program and required of all students. Inappropriate behaviors including bullying, intimidation and harassment are to be identified and corrected. Behaviors that discriminate and attitudes that are prejudicial threaten to destroy the environment of understanding and mutual respect that must prevail if the schools are to fulfill their purposes.

Bullying – Bullying is behavior where one person or group engages in REPETITIVE, harmful action towards another person or group acting on a real or perceived IMBALANCE OF POWER or view of superiority. The behavior may include verbal (e.g. teasing or name-calling) and physical aggression (e.g., hitting, pushing), threatening, excluding or ignoring, spreading rumors, or taking, defacing or destroying the property of others.

Harassment – Harassment of any kind is unacceptable in Fremont Public Schools and will be treated with the utmost seriousness and dispatch.

Racial Harassment – A person or group of one racial or ethnic origin against a person or group of a different racial or ethnic origin, or incitement to commit such an act may define racial harassment as any hostile or offensive act or expression. Such behaviors may include but are not necessarily limited to:

- derogatory name calling
- insults and/or racial jokes
- practical jokes which may result in awkwardness or embarrassment
- unwelcome remarks or innuendoes
- taunting or ridicule of any individual because of race
- being excluded because of one's race
- exclusion from normal conversation because of race
- unfair allocation of work and responsibilities because of race
- racist graffiti or vandalism
- derogatory or offensive pictures and materials based on racial issues
- the production or distribution of hate literature
- verbal abuse and threats and intimidation based on race
- physical attack because of race
- intimidation (bullying because of racial issues)

When an incident is reported which violates the intent of this policy, the alleged behavior will be evaluated by considering the context of the particular circumstances, including the nature, frequency, intensity, location, and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of harassment, a serious incident as determined by the building administrator, even if isolated, can be sufficient to merit action.

The person(s) investigating the act shall: (1) make a record of the incident including the names of the parties involved and the efforts at resolution. All parties will be notified of the entire contents of the report, (2) take steps to focus on correction and education of the parties involved.

Bullying and harassment are a violation of student conduct rules and appropriate disciplinary measures, up to and including expulsion, will be enforced. Students who are the victim of bullying or harassment or who observe such occurring are to promptly report the problem to their teacher or to the Principal so the problem can be addressed. Students who make reports of bullying activity will not be retaliated against for making the report.

School Resource Officer – The purpose of the School Resource Office (SRO) is to enhance the relationship between local law enforcement, students, parents, and staff. The officer will perform a variety of professional and technical police work and necessary investigation for the protection of life, safety, health, welfare and property. All local, state, and federal ordinance, statutes and laws will be enforced. There may be occasions when circumstances arise that the SRO will need to provide direct assistance to school personnel. When assistance is requested and/or becomes necessary for law enforcement to become involved, law enforcement procedures and practices will be followed. The officer determines whether the student or students will be questioned, arrested, handcuffed, and/or taken to the police department. Parents will be contacted after the determination is made. The SRO is authorized to access school records on any student, without parental approval, in the course of his/her duties, at school.

VI. GRADING

JCAC GRADING POLICY

1. Grades will be reported in all core subjects using traditional grade reporting in alignment with Fremont Middle School and Fremont High School. We will continue to only grade work/assessments that are tied directly to state standards. This gives us a system that grades based upon proficiency on state standards and reports out in a traditional manner.
2. Retakes are offered and encouraged for all students. Each student is guaranteed the ability to retake one assessment per quarter in each content area. Any additional retakes are at the discretion of the individual teacher. If a student is failing the class and fails the assessment, the student is expected to retake the assessment. To be included in that current quarter grade, students must complete the retake prior to the last week of the quarter. Students will be assigned the highest score earned during the retake process.
3. Even though it is extremely important that students stay current with assigned work, late work will be accepted. Zeros can be used as a placeholder throughout the quarter to show students how it impacts the grade. Zeros will not be used in the final grade unless the student fails to make arrangements with the teacher to complete the work prior to the end of the quarter.
4. Formative assessments can count as a maximum of 20% of the final grade. Formative assessment means information gathered and reported for use in the development of knowledge and skills. Formative assessments would include practice and homework. Summative assessments can count as a minimum of 80% of the final grade. Summative assessment means information gathered and reported for use in judging the outcome of that development. Summative assessments would include projects, quizzes, and tests.
5. Grading Scale

Grade	Percentage
A	90-100
B	80-89
C	70-79
D	60-69
F	59-Below

6. Explore Classes (Art, Music, PE, Integrated Technology) are Graded Pass/Fail

Grade	Percentage
Pass	60-100
Fail	59-below

HOMEWORK ~ Homework is an extension of the classroom and provides opportunities to practice new skills. In nearly every class, students will be assigned homework on a regular basis, and will be required to turn all assignments in on time. Please note it would not be unusual for students to have sixty to ninety minutes of homework at various times throughout the week. Students who continually fail to meet homework obligations will be referred to the counselor.

TESTING ~ Throughout the school year, students will take a variety of assessments to gather information about their academic proficiencies and to comply with state and federal mandates. All 5th grade students must take a state reading, math and science test. All 6th grade students must take a state reading and math test. FPS is also doing NWEA-MAP testing in grades 3-9 in math and reading. Check the school calendar for these dates as attendance is very important. State tests in reading, math and science are administered each spring with scores reported to the Nebraska Department of Education.

VII. STUDENT SERVICES

GUIDANCE SERVICES

All 5th and 6th grade students have access to a counselor who is primarily concerned with their social, personal, and academic development. The counselor also provides guidance on courses and career choices. In addition, a counselor works closely with teachers and parents on behalf of students. Students may visit with their counselor with teacher approval. Parents may contact the Guidance Department for any questions related to concerns about their student's academic or personal-social issues. Any questions about placement, testing, or progress should begin with the guidance counselor.

BEHAVIORAL HEALTH POINT OF CONTACT ~ Fremont Public Schools assigns a Behavioral Health Point of Contact for each school building. These individuals have knowledge of community behavioral health service providers and other resources available for students and families. The following is the list of contacts and their assigned buildings:

Ally Ibsen - FHS/Learning Center, Deer Pointe, Pathfinder/YAP/Independent

Lauren Edgcombe - FMS, Washington, Bell Field, Grant

Bailey Grubb – JCAC, Linden, Milliken Park, Howard, Birth-3

HOMELESS STUDENTS ~ Homeless students in the Fremont Public Schools are entitled to all the programs and processes in place for every child. For assistance with issues of access or processes, the Homeless Liaison (Bailey Grubb 402-727-3960) should be contacted.

MEDIA CENTER ~ The Media Center hours are from 7:30 a.m. ~ 3:15 p.m.

Checkout

1. Books and magazines are checked out for two (2) weeks at a time and may be renewed as needed unless on hold for another student.
2. Reference materials may be checked out overnight.
3. Students may have up to three (3) items checked out.

Overdue/Lost Items

1. Students assume full responsibility for items they check out from the library and are expected to return materials before they become overdue.
2. There are no fines for overdue library materials.
3. Charges for lost items will be at their original cost; these costs must be paid in full before any further checkout is allowed. Refunds will be issued if the item is returned in good condition.
4. Charges for damaged items will be set according to the severity of the damage and further usability of the items.
5. Students who have continual problems with library materials checked out to them must have a "Parental Permission Slip" on file stating their parents' willingness to meet any financial obligations which might be charged on lost or damaged items as well as their willingness to see that materials are returned in a timely fashion.

Internet services in the library will be available to students unless the “Johnson Crossing Academic Center Internet Refusal Form” is signed (located on the last page of the student handbook).

NURSE ~ The nurse’s office is located next to the office for students with health problems or who become ill. The nurse does not prescribe medications or make diagnoses. **Students should not stop at the nurse’s office without permission from a teacher unless it is an emergency.**

The nurse will make determinations about student health issues and contact parents when a student needs to be sent home due to illness or injury. When sick, students often wish to call their parents, however, our school nurse can and will make decisions about the health of your child. Please contact the nurse should you have a question about this policy.

MEDICATION ~ If it is necessary that a medication be given during school time, the following regulations are necessary for the safety of all students:

1. **A physician/dentist/APRN/PA’s authorization and written parent/guardian authorization is required for all prescription medication. The prescriber’s authorization may be on the pharmacy label attached to the original container or a separate prescription provided to the health office.**
2. **A written parent/guardian authorization is required for all non-prescription medication.** All medications will be safeguarded by the principal or school nurse and given by the person so designated. This includes over the counter medication such as Ibuprofen, Tylenol and cough medications. The use of **essential oils** at school will follow the FPS medication administration policy for non-prescription medication.
3. Qualified students may be allowed to carry an asthma inhaler or Epinephrine injector for severe allergies with proper permission. **This includes a CARE PLAN AND MEDICATION PERMIT signed by BOTH the parent/guardian AND the prescriber (physician, PA, APRN).**
4. Medication brought to school must be given to the school nurse at the beginning of the school day and medication must be kept in the nurse’s office. This includes Tylenol, cough medicine, etc.
5. Students are not to share medication with other students. Sharing medication with others will result in a referral to an administrator and be addressed by the discipline code.

If your child must have medicine at school, the following steps are required:

- a. **Over the counter medication** must be in the original container and labeled with the child’s name. The permit must include the name of the medicine, the dose to be given, the time it is to be given, and the route of administration.
- b. **Prescription medication** must be in the original container from the pharmacy and must be labeled with the child’s name, the name of the medication, the dose to be given, when it is to be given and route of administration. The label must also include the doctor’s name and be **currently dated**.

MEDICATION IN BAGS OR ANY OTHER FORM OF “HOME PACKAGING” WILL NOT BE ADMINISTERED.

Permission slips are available at school or online on the FPS website. Expired medication will not be accepted by the school. Medication orders must be renewed every school year.

INJURIES OR EMERGENCIES

1. Scrapes and superficial injuries are attended to by school personnel. If the injury requires further medical attention, the school nurse and the parents will be contacted.
2. If a student becomes ill, or is injured while at school and needs to be sent home, school personnel will contact the parent or the person designated by the parent before dismissing the student.
3. It is imperative that the school has a current emergency telephone number on file.

HEAD LICE PROCEDURES

1. All cases of head lice or suspected head lice will be reported to the school nurse.
2. Children who are found to be infected with live head lice will be excluded from school, and parents or guardians will be notified. Treatment information will be shared with parents by the nurse.
3. Children must also be inspected for head lice upon their return to school and must be free of live lice in order to be allowed to return to school.

RE-ENTRY POLICY AFTER ABSENCE DUE TO ILLNESS

1. No child should be sent to school with a fever of 100 or greater, vomiting or diarrhea. They should not return to school until they are symptom free for 24 hours without the use of Tylenol or Motrin. Giving Tylenol or Motrin in the morning before school does not prevent the child from spreading his/her illness throughout the classroom and infecting other students.

Children with any possibly contagious illness, rash, cold or sore throat should also not come to school. When a child is absent for any reason, please call the school.

2. A doctor's permit will be required for admittance after communicable diseases, such as chicken pox.
3. Doctor's permit is required, if your child is not to participate in physical education.

If you have any doubt as to whether your child should return to school following an illness, please call the school nurse.

AUTOMATED EXTERNAL DEFIBRILLATORS ~ Fremont Public Schools and the Fremont Public Schools' Foundation have partnered to provide each building with AEDs (Automated External Defibrillators). These AEDs provide medical intervention in the event of cardiac arrest. Designated staff, certified in CPR/AED, or others may utilize an AED should the need arise. The use of AEDs is to be in accordance with Health and Human Services AED Protocol.

SPECIAL EDUCATION ~ Students with a determined disability that impacts their learning, general activity or behaviors will be addressed educationally through the special education programs, which include resource classes, speech and language services, assistive technology, alternate programs, and specific programs for visual or hearing impairments. The Guidance Department can be contacted with concerns about any of these needs. A speech pathologist and psychologist are in residence at JCAC as well.

ELL PROGRAM ~ For students whose primary language is not English, an ELL (English Language Learners) program is available. Students with language needs will participate to the extent possible in regular classes, but may have scheduled instruction in English language to increase their proficiency in reading and writing of this second language.

STUDENT ASSISTANCE TEAM (SAT) ~ The SAT process may be used for students who are experiencing academic, social-emotional or behavioral difficulties. The purpose is to identify and accommodate the individual needs of students and to develop appropriate interventions. Parents, teachers or students or other staff may make a SAT referral and all should participate in the development of the plan. The SAT team determines if any additional interventions or evaluations are needed and is the prerequisite for special education assessment. Parents may contact the Guidance Department (402-721-2040) to request a SAT meeting.

VIII. PARENT INFORMATION

NOTICE OF PROPERTY, EQUIPMENT, AND FACILITY SURVEILLANCE

For the safety of your students, our staff and visitors, we do have surveillance cameras posted around and in the school building. (See School Board Policy 53D)

CIVILITY PLEDGE/MUTUAL RESPECT ~ Johnson Crossing Academic Center staff will treat students, parents and other members of the public with respect and will expect the same in return. We encourage positive interactions and discourage violent, hostile, aggressive or profane communication of any kind. "Uncivil behavior" will not be tolerated by any members of the JCAC community or the public. "Uncivil behavior" is any behavior or language that is coercive, intimidating, violent or harassing that is directed toward employees, students, parents, patrons, visitors or other members of the public. Examples of this behavior include, but are not limited to, the use of profanity; personally insulting remarks; attacks on a person's race, gender, nationality, religion, disabling condition or any other personal characteristic; or behavior that is out of control. This behavior may occur during telephone conversations, voice mail, correspondence, personal conversations, or e-mails. If any member of the public uses obscenities or speaks in a loud, insulting, or demeaning manner in school or at a school activity, the administrator or other designated employee will calmly and politely ask the speaker to communicate with civility and respect. This behavior can lead to an exclusion from entering JCAC or participating in any JCAC activities.

COMPLAINT PROCESS ~ Constructive criticism of the school or its employees, including federal programs, is welcome when it is motivated by a sincere desire to improve the quality of the educational program to equip its schools more effectively for their intended purposes. Complaints and communications shall be initiated in the following manner: 1) schedule a conference with the staff person(s) most immediately involved in the matter; 2) address the concern with an administrator if the situation is not satisfactorily resolved; 3) obtain information for meeting with the Superintendent or a designee if the situation warrants more discussion.

POWER PARENT ~ Parents may use a password to access the Power Parent program to obtain real-time updates on student progress and attendance. Any questions on this system should be directed to the Guidance Office.

Fremont Board Policy

5202Z

NOTIFICATION OF RIGHTS UNDER FERPA

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. They are:

- 1) The right to inspect and review the student's education records within 45 days of the day the District 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 principal 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 or misleading at the time the record was created.

Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District 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 disclosures 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 interests or otherwise allowed by law. A school official is a person employed by the District 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 District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or 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 education record in order to fulfill his or her professional responsibility.

Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

- 4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Office of the Chief Privacy Officer, U.S. Department of Education, 400 Maryland Avenue, S.W.,
Washington, D.C. 20202

Notice Concerning Directory Information

The District may disclose directory information. The primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

- A playbill, showing your student's role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone number, and the name, address, telephone number, e-mail address and other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;
2. School and dates of attendance;
3. Student's current grade;
4. Student's enrollment status (e.g. full-time or part-time);
5. Student's extra-curricular participation;

6. Student's achievement awards or honors;
7. Student's weight and height if a member of an athletic team; and
8. Student's photograph.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing.

Notice Concerning Designation of Law Enforcement Unit:

The District designates the Fremont Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

EVERY STUDENT SUCCEEDS ACT ~ It is the policy of the District to comply with the Every Student Succeeds Act ("ESSA") and federal grant programs in which the District participates.

- A. **Authority to Sign Applications.** The Superintendent is authorized to sign applications for any of the ESSA formula grants on behalf of the District and may delegate such authority to other administrators in the Superintendent's discretion. The Superintendent shall submit such applications as determined appropriate so long as acceptance of the funds does not include conditions contrary to the policies of the Board of Education.
- B. **Supplement not Supplant.** Federal funds shall be used to supplement, not supplant the amount of funds or services available from non-federal sources, in compliance with the requirements of federal law. ESSA funds shall not be used to provide services otherwise required by law to be made available.
- C. **Equitable Allocation.** Federal funds shall be used in a manner to ensure equitable allocation of resources. Staff are to be assigned and curriculum materials and instructional supplies are to be distributed to the schools in such a way that equivalence of personnel and materials is ensured among the schools in compliance with the requirements of federal law.
- D. **Maintenance of Effort.** The District shall maintain fiscal effort related to ESSA programs in compliance with the requirements of federal law.
- E. **Resources.** The procurement of resources related to the ESSA programs, including contracts and purchase or service agreements for such program, shall be in accordance with the District's written procedures for purchasing and contracting. Purchase orders and invoices shall indicate an appropriate record of expenditures. All equipment purchased with federal funds, including those used in nonpublic and other facilities, shall be appropriately identified, inventoried, and when no longer useful to the program, properly disposed. Resources such as staff, materials and equipment funded by Title I shall be used only for children participating in the program.
- F. **Maintenance of Records.** Records of all federal financial and program information shall be kept for a minimum of 5 years after the start date of the project.
- G. **Identification of Eligible Children.** The Superintendent and the designees shall implement an appropriate process to identify children eligible for services provided under federal programs.
- H. **Coordination of Services.** Title I services shall be coordinated and integrated with the regular classroom, with other agencies providing services and with other federal, state and local programs.
- I. **Standards and Expectations.** Students receiving services in Title I are held to the same standards and expectations as all other students.
- J. **Assessments.** Students receiving services in Title I are assessed with the regular population without accommodations.

- K. **Parents Right to Know.** At the beginning of each school year, if the District receives Title I funding, the District shall notify the parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request (and in a timely manner), information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:
- (1) Whether the student's teacher—
 - i. has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
 - ii. is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and
 - iii. is teaching in the field of discipline of the certification of the teacher.
 - (2) Whether the child is provided services by paraprofessionals and, if so, their qualifications.
- L. **Testing Opt-Out.** At the beginning of each school year, if the District receives Title I funding, the District shall notify the parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request (and in a timely manner), information regarding any State or District policy regarding student participation in any State or District assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District assessment, including:
- (1) the subject matter assessed;
 - (2) the purpose for which the assessment is designed and used;
 - (3) the source of the requirement for the assessment;
 - (4) the amount of time students will spend taking the assessment, and the schedule for the assessment; and
 - (5) the time and format for disseminating results.
- M. **Language Instruction Programs.** At the beginning of each school year, if the District receives Title I funding, the District will implement an effective means of outreach to parents of English learners to inform the parents regarding how the parents can—
- (1) be involved in the education of their children; and
 - (2) be active participants in assisting their children to—
 - i. attain English proficiency;
 - ii. achieve at high levels within a well-rounded education; and
 - iii. meet the challenging State academic standards expected of all students.

The District will also inform parents of an English learner identified student of opportunities to participate in various school programs, as set forth in ESSA.

- N. **Other Requirements.** The Superintendent shall take or cause other staff to take such action as required by law for the District to maintain compliance with ESSA and specific ESSA grant programs in which the District participates.
- O. **Certification Regarding Debarment, Suspension and Ineligibility.** The District will endeavor to ensure that all contracts and purchase orders reimbursed using federal funds will include the following "suspension and disbarment" language:

To the best of its knowledge and belief, the contractor or any of its principals are not presently debarred, suspended, proposed for debarment or otherwise declared ineligible for the award of contracts by any Federal agency by the inclusion of the contractor or its principals in the current "LIST OF PARTIES EXCLUDED FROM FEDERAL PROCUREMENT OR NONPROCUREMENT PROGRAMS" published by the U.S. General Services Administration Office of Acquisition Policy.

The prospective lower tier participant shall provide immediate written notice to the District if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances. Should the prospective lower tier participant enter into a covered transaction with another person at the next lower tier, the prospective lower tier participant agrees by accepting this agreement that it will verify that the person with whom it intends to do business is not excluded or disqualified.

Notwithstanding anything to the contrary, all persons or entities contracting with the District with any reimbursement using federal funds shall be bound by this certification and shall fully abide by and comply with the same.

IX. ATHLETICS, ACTIVITIES AND FEES

ACTIVITIES AND ATHLETICS

Because students represent not only themselves, but also their school and community, their actions must reflect a positive attitude toward each other, their opponents, and the requirements of their activity. All students participating in interscholastic athletics or performing under the supervision of JCAC are subject to the “Code of Conduct” guidelines. A student athlete or performer may be held out of a contest or performance because of academic failure or a disciplinary violation. Students who are suspended from school are also suspended from any game, practice, performance or other school activities that might occur during that time period.

If it is determined that a student in these groups has broken a law, or has been guilty of, or admits to improper conduct, that student may be subject to immediate suspension from the activity. (Improper conduct would include violation of state law; destruction of property; possession or use of alcohol, tobacco, or drugs; or violation of handbook regulations.) Specific information on the Code of Conduct and enforcement will be made available from each coach/sponsor, the Athletic Director, or the Principal.

All 5TH/6th grade sports at JCAC are Intramural sports. Practice times TBA.

5th/6th Cross Country: Season runs from September ~ October

5th/6th Flag Football: Season runs from September ~ October
Practices are located on the East field, JCAC building.

5th/6th Volleyball: Season runs from September ~ October.
Practices for 5th/6th IM volleyball are held in the JCAC gym.

5th/6th Boys Basketball: Season runs from late October-December.
Practices for 5th/6th IM basketball are held in the JCAC gym.

5th/6th Girls Basketball: Season runs from January-Late February.
Practices for 5th/6th IM basketball are held in the JCAC gym

5th/6th Boys/Girls Track: Season runs from April ~ May. These programs run together and have practice at JCAC with the possibility of going to the HS track. Coaches will provide a schedule.

Prior to practice, student and parent consent form signed by both athlete and parent. (Rules for each sport will be provided by coaches.)

ATHLETIC PASS

All Johnson Crossing Academic Center students will be issued a free identification card for building security and identification purposes. This ID, allows admission into home athletic events at the Middle School

Students may purchase a season pass for \$30.00, which will allow admittance into High School athletic events. A coded sticker will be placed on the back of the identification card if students elect to buy a season pass. The cost to get into one High School game is \$4.00 for students. This athletic pass will not grant students admission into conference, district or state events hosted by Fremont Public Schools.

Students who participate in athletics at the Johnson Crossing Academic Center must pay a \$15.00 participation fee. This fee allows students to participate in any number of Johnson Crossing Academic Center activities. See page 29 for more information on participation fees and the student fee waiver procedures.

PHYSICAL EDUCATION ~ All students must participate in physical education unless excused for medical reasons with a note from a doctor. The physical education teacher reserves the right to require an examination by the school nurse regarding participation by a student who reports an injury without a doctor’s note.

Students are expected to wear shoes and clothes they are able to move around in, and participate to the best of their ability. A specific set of class expectations will be explained to students by the P.E. teacher.

STUDENT FEES (53C.4)

The Board of Education of the Fremont Public Schools adopts the following student fees policy in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

The District’s general policy is to provide for the free instruction in school in accordance with the Nebraska State Constitution and Nebraska statutes. The District also provides activities, programs, and services that extend beyond the minimum level of

constitutionally required free instruction. Under the Public Elementary and Secondary Student Fee Authorization Act, the District is permitted to charge students fees for these activities or to require students to provide specialized equipment and attire for certain purposes. This policy is subject to further interpretation or guidance by administrative or board regulations. Students are encouraged to contact their building administration, their teachers or their coaches, and sponsors for further specifics.

Extracurricular activities mean those student activities or organizations that: (1) are supervised or administered by the District; (2) do not count toward graduation or advancement between grades; and (3) are not otherwise required by the District.

Post-secondary education costs refer to tuition and other fees associated with obtaining credit from a post-secondary educational institution.

Students and their parents have historically contributed to the District's efforts to provide such activities, programs, and services. Such student and parent contributions have included: students coming to school with the basic clothing and personal supplies to be successful in the classroom (clothing, shoes, pencils, pens, paper, notebooks, calculators, and the like), students bringing their own or paying the reasonable cost of specialized equipment or supplies for the personal preference or personal retained benefit of students (for example, band and orchestra equipment, locker deposit or rental fees, shop class materials where the student keeps the product, and college tuition or fees for college credit for advanced placement courses or correspondence courses), students providing their own specialized clothing and equipment to be prepared for the extracurricular activities in which they choose to participate (sporting apparel, including shoes, undergarments, and the like), and assisting with special programs, such as field trips, summer school, school dances and plays. The District's general policy is to continue to encourage and to require, to the extent permitted by law, such student and parent contributions to enhance the educational program provided by the District.

(1) Guidelines for Clothing Required for Specified Courses and Activities

Students are responsible for complying with the District's grooming and attire guidelines and for furnishing all clothing required for any special programs, courses or activities in which they participate. The teacher, coach, or sponsor of the activity will provide students with written guidelines that detail any special clothing requirements and explain why the special clothing is required for the specific program, course or activity.

(2) Safety Equipment and Attire

The District will provide students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts, chemical or chemical-physical classes which involve exposure to hot molten metals or other molten materials, milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials, heat treatment, tempering, or kiln firing of any metal or other materials, gas or electric arc welding or other forms of welding processes, repair or servicing of any vehicle, or caustic or explosive materials, or for laboratory classes involving caustic or explosive materials, hot liquids or solids, injurious radiations, or other similar hazards. Building administrators are directed to assure that such equipment is available in the appropriate classes and areas of the school buildings; teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

(3) Personal or Consumable Items

The District will provide students with facilities, equipment, materials and supplies, including books. Students are encouraged to supply their own personal or consumable items for participation in courses and activities including, but not limited to, pencils, paper, pens, erasers and notebooks so long as those items comply with the requirements of the District. Students are responsible for the careful and appropriate use of school property. Students will be charged for damage to school property caused by the student and will be held responsible for the reasonable replacement cost of any school property that they lose or damage.

(4) Materials Required for Course Projects

The District will provide students with the materials necessary to meet course requirements, and enable all students, depending upon their performance, the opportunity to achieve the highest grade possible for the course. In courses where students produce a project that requires more than minimal cost for materials, the finished product will remain the property of the District unless the students either furnish or pay for the reasonable cost of materials required for the course project. Students must furnish musical instruments for participation in optional music courses that are not extracurricular activities. Use of a musical instrument without charge is available under the District's fee waiver policy (Section 12); however, the District is not required to provide for the use of a particular type of musical instrument for any student.

(5) Extracurricular Activities – Specialized Equipment or Attire

The District may charge students a fee to participate in extracurricular activities to cover the District's reasonable costs in offering such activities. The District may require students to furnish specialized equipment and clothing that is required for participation in extracurricular activities, or may charge a reasonable fee for the use of District-owned equipment or attire. Attached to this policy is a

list of the fees charged for particular activities. The coach or sponsor may provide students with additional written guidelines detailing the fees charged, the equipment and/or clothing required, or the usage fee charged. The guidelines will explain the reasons that fees, equipment and/or clothing are required for the activity.

Equipment or attire fitted for the student and which the student generally wears exclusively, such as dance squad, cheerleading, and music/dance activity (e.g. choir or show choir) uniforms and outfits, along with t-shirts for teams and school sponsored student organizations will be required to be provided by the participating student. The cost of maintaining any equipment or attire, including uniforms, which the student purchases or uses exclusively, shall be the responsibility of the participating student. Equipment which is ordinarily exclusively used by an individual student participant throughout the year, such as golf clubs, softball gloves, and the like, are required to be provided by the student participant. Items for the personal medical use or enhancement of the student (braces, mouthpieces, and the like) are the responsibility of the student participant.

Students have the responsibility to furnish personal or consumable equipment or attire for participation in extracurricular activities or for paying a reasonable usage cost for such equipment or attire.

For music courses that are extracurricular activities, students may be required to provide specialized equipment, such as musical instruments, or specialized attire, or for paying a reasonable usage cost for such equipment or attire.

(6) Extracurricular Activities – Fees for Participation

The District generally charges fees for participation in extracurricular activities and these are enumerated herein.

(7) Post-secondary Education Costs

Students are responsible for post-secondary education costs. For a course in which students receive high school credit and for which the student may also receive post-secondary education credit, the course shall be offered without charge except for tuition and other fees associated with obtaining credits from a post-secondary education institution.

(8) Transportation Costs

Students are responsible for fees established for transportation services provided by the District as and to the extent permitted by federal and state laws and regulations.

(9) Copies of Student Files or Records

The Superintendent or the Superintendent's designee shall establish a schedule of fees representing a reasonable cost of reproduction for copies of a student's files or records for the parents or guardians of such student. A parent, guardian or students who requests copies of files or records shall be responsible for the cost of copies reproduced in accordance with such fee schedule. The imposition of a fee shall not be used to prevent parents of students from exercising their right to inspect and review the students' files or records and no fee shall be charged to search for or retrieve any student's files or records. The fee schedule shall permit one copy of the requested records be provided for or on behalf of the student without charge and shall allow duplicate copies to be provided without charge to the extent required by federal or state laws or regulations.

(10) Participation in Before-and-After-School or Pre-kindergarten Services

Students are responsible for fees required for participation in before-and-after-school or pre-kindergarten services offered by the District, except to the extent such services are required to be provided without cost.

(11) Participation in Summer School or Night School

Students are responsible for fees required for participation in summer school, including driver education, or night school. Students are also responsible for correspondence courses.

(12) Breakfast and Lunch Programs

Students shall be responsible for items which students purchase from the District's breakfast and lunch programs. The cost of items to be sold to students shall be consistent with applicable federal and state laws and regulations.

Students are also responsible for the cost of food, beverages, and personal or consumable items which the students purchase from the District or at school, whether from a "school store," a vending machine, a booster club or parent group sale, a book order club, or the like.

(13) Waiver Policy

Students who qualify for free or reduced-price lunches under the United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for (1) participation in extracurricular activities, (2) use of a musical instrument in optional music courses that are not extracurricular activities. Participation in a free-lunch program or reduced-price lunch program is not required to qualify for free or reduced-price lunches for purposes of this

section. Students or their parents must request a fee waiver prior to participating in or attending the activity, and prior to purchase of the materials.

(14) Distribution of Policy

The Superintendent or the Superintendent's designee shall publish the District's student fee policy in the Student Handbook or the equivalent (for example, publication may be in an addendum or a supplement to the student handbook). The Student Handbook or the equivalent shall be provided to every student of the District or to every household in which at least one student resides, at no cost.

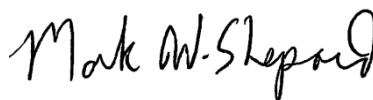
(15) Student Fee Fund

The School Board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund not funded by tax revenue, and will serve as a depository for all monies collected from students subject to the Student Fee Fund. Funds subject to the Student Fee Fund consist of money collected from students for (1) participation in extracurricular activities, (2) post-secondary education costs, and (3) summer school or night school. Monies in the Student Fee Fund shall be expended only for the purposes for which they were collected from students.

(16) Optional Device Maintenance Program Replace & Repair Computing Devices

CERTIFICATION

On the 9th day of June, 2025 the School Board held a public hearing at a meeting of the School Board on a proposed student fee policy. Such public hearing followed a review of the amount of money collected from students pursuant to, and the use of waivers provided in, the student fee policy for the 2024-2025 school year. The foregoing student fee policy was adopted after such public hearing by a majority vote of the school board at an open public meeting in compliance with the public meetings laws.



Superintendent or Other Authorized School Official

Legal References:

Laws 2002, LB 1172 (The Public Elementary and Secondary Student Fee Authorization Act)

Neb. Constitution, Article VII, section 1.

Neb. Rev. Stat. §§79-241, 79-605, and 79-611 (transportation)

Neb. Rev. Stat. §79-2,104 (student files or records)

Neb. Rev. Stat. §79-715 (eye-protective devices)

Neb. Rev. Stat. §79-737 (liability of students for damages to school books)

Neb. Rev. Stat. §79-1104 (before-and-after-school or pre-kindergarten services)

Neb. Rev. Stat. §§79-1106 to 79-1108.03 (accelerated or differentiated curriculum program)

Adopted: November 9, 1987

Revised: June 17, 2002

Revised: July 21, 2003

Revised: July 18, 2005

Reviewed: July 17, 2006

Reviewed: July 16, 2007

Reviewed: July 21, 2008

Revised: August 17, 2009

Revised: August 9, 2010

Revised: May 9, 2011

Revised: June 11, 2012

Revised: July 8, 2013

Revised: June 9, 2014

Reviewed: June 8, 2015

Revised: June 13, 2016

Revised: June 12, 2017

Revised: June 11, 2018

Revised: June 10, 2019

Revised: July 13, 2020

Revised: June 21, 2021

Revised: June 13, 2022

Revised: June 12, 2023

Reviewed: June 10, 2024

Reviewed: June 9, 2025

Administrative Regulation to Policy 53C.4

The administrative procedure was developed to provide guidelines, clarification, and assistance for those individuals responsible for implementation of Board Policy 53C.4. The following list represents the fees charged of students and the kinds of supplies and materials students are expected to provide for participation in various programs and activities. The student fee policy and guidelines will be published annually in the Student Handbook.

Minor personal and/or consumable items are requested of all students. Teachers may ask parents to voluntarily supply various personal or consumable items for use in school. The following list provides an example of the types of items that may be considered personal or consumable.

Pencils, colored pencils, pens, paper, graph paper, facial tissues, athletic shoes, tablets, notebooks, activity calendars, organizers, planners, crayons, markers, erasers, blunt end scissors, glue, white out, highlighters, school box to hold supplies, compass, protractor, calculator, blank computer disks, blank audio or video tapes, reeds for musical instruments, make-up kits for drama.

Fines will be charged for books damaged in excess of what would be considered normal wear-and-tear. Fees will be charged for lost or retained books, uniforms normally provided by the District, and lost or retained equipment. The waiver option does not apply to these charges.

Attendance at summer school is optional, as is participation in summer driver education and summer band. Therefore, for the following examples of summer programs, **the waiver option does not apply.**

Summer Programs (subject to change)	Fee
<i>High School Summer School</i>	
• Resident (per 5 credit course)	\$150
• Non-resident	\$210
Lunch Program (subject to change)	
<i>Elementary Grades K-4</i>	\$2.00
<i>Johnson Crossing Academic Center 5-6</i>	\$2.25
<i>Middle School 7-8</i>	\$2.35
<i>High School</i>	\$2.40
<i>Reduced Lunch</i>	\$.40
<i>Breakfast</i>	\$1.30
<i>Reduced Breakfast</i>	\$.30

Article 3

BUSINESS OPERATIONS

Policy No. 3571

Meal Charge Policy

It is the policy of the District to comply with the National School Lunch Program and School Breakfast Program and all other federal grant programs that provide free or reduced meals to qualifying students.

Student Eligibility

Families of students who may be eligible for free or reduced price school meals should submit an application to determine their eligibility. Applications are available through the Superintendent or Superintendent's designee. As long as an application is submitted on or after July 1, the application will be considered current for the new school year. A student may become eligible for free or reduced meals at any time during the school year if the household experiences a change in financial circumstances.

Meal Account Balances

The District will ensure that families can check their meal account balances in a manner other than exclusively online. The District will ensure that at least one form of meal account payment is free of charge.

The District encourages families to pre-pay without charge for free or reduced price meals. Notwithstanding the option to pre-pay, students and families will have a method to add funds during the school day. Any balance remaining in a pre-paid account shall carry over into the next month. Households approved for free or reduced price meals with funds remaining in their meal account at the end of the school year shall receive a refund. When a student leaves the District or graduates, the District shall attempt to contact the student's household to return any funds remaining in the student's meal account.

Unpaid meal charges may be carried over at the end of the school year as a delinquent debt and the District shall undertake reasonable collection efforts to collect unpaid meal charges classified as delinquent debt, pursuant to and in compliance with state and federal law. The District shall maintain records of its collection efforts and, once delinquent meal charges are converted to bad debt, its documentation establishing and handling of the bad debt.

Student Confidentiality

The District will disclose individual student eligibility information only to those persons (and organizations) who require the information in order to carry out an activity specifically authorized by the National School Lunch Act, subject to applicable legal exceptions.

The District shall not use or implement any colored or coded meal cards, tickets, tokens, or other methods of payment that would overtly identify a student as being eligible for free or reduced price meals.

Distribution Annually

This policy shall be provided in writing to all students' households at the start of each school year and to households transferring to the

District during the school year.

This policy shall also be provided annually to District staff members responsible for the enforcement of this policy, including food service professionals.

The Superintendent or the Superintendent's designee shall maintain documentation of the annual distribution of this policy to students' households and District staff.

Date of Adoption: June 10, 2024

JOHNSON CROSSING ACADEMIC CENTER (waiver option applies unless specifically noted)

- Fees charged for materials taken home
- Student Athletic Pass (waiver does not apply)
Admission to athletic events at the High School \$30.00
- Participation in extracurricular activities (waiver does apply) \$15.00

Student Fee Waiver Procedures

The Board recognizes that while certain fees, specialized equipment, specialized attire, or project materials are appropriate and authorized some students and their families are not financially able to afford them. The School District will grant waivers upon request to students of families eligible for free or reduced price meals under the Federal Child Nutrition program. Parents of students who wish to obtain a waiver of fees may do so by obtaining a fee waiver form from the Office of the Principal of the school their child(ren) attend, providing the required information and completing the necessary forms. Such waiver request must be made for any and all events, activities, or classes no later than the last Friday in September, by the Friday of the fourth week following enrollment of the student in Fremont Public Schools, or by the Friday of a fourth week when a student formerly not eligible for a waiver becomes eligible (free or reduced price lunch as provided under the United States Department of Agriculture Child Nutrition Program). Waivers will not be approved retroactively for fees previously paid or specialized items, attire, or project materials purchased by students. Only those fees and items eligible for waivers as required by state statute shall be waived.

APPENDIX

Fremont Board Policy

12A

PARENT INVOLVEMENT

The Fremont Public Schools believes that parent involvement is necessary in order to develop a total learning community for students of all ages. To facilitate this process, the Board of Education directs the administration to develop, with involvement of parents, a set of regulations that meet the legal requirements of the State, and the goals of the school district. Further, the Board of Education directs the administration to implement these regulations and review them annually.

Guidelines and Regulations:

Each school site will establish and regularly meet with a group of representative parents (PTA and/or parent advisory groups) to discuss school goals, school activities, and those areas of education designed for the improved learning of students. Each school administration will establish with the representative group of parents, a method of communication to keep parents informed of school activities and practices affecting their children as well as those activities children are involved in. Annually, each site will conduct an assessment of its parent/community involvement program. This assessment will be the basis for setting the parent involvement goals for the next twelve (12) months.

Annually, the school site leaders will review with parents all policies regarding parent rights, access, exclusion, and involvement with 1) testing information, 2) textbook selection, 3) curriculum materials determination, 4) course monitoring, 5) attendance at assemblies, 6) counseling sessions, 7) instructional activities, and 8) access to records policy.

Each school site leader will include parent representatives in site decision making councils and training sessions associated with these councils.

Annually, site leaders review general site budgets and general site personnel selection results used by sites in the operation of the schools.

Each site will work with parents in assorted volunteer programs to assist with partnerships, field trips, classroom and other instructional related activities.

During the development of the annual School Calendar, at least two parent representatives will be invited by the Superintendent or designee to serve on the Calendar Committee. These individuals will serve to provide parent input to the Committee.

Each site may have a volunteer parent serve as a Parent Involvement Coordinator for the site. Each site council would develop a duty list and schedule for the individual. This person would work with various activities and partnerships that pertain to site and parents working together.

Author: R. Nolin

Adopted: August, 1995

Legal Review: Spring, 1995

Reviewed: July 13, 1998

Revised: September 12, 2011

Reviewed: July 14, 2014

Reviewed: June 8, 2015

Reviewed: June 13, 2016

Reviewed: June 12, 2017

Reviewed: June 11, 2018

Reviewed: June 10, 2019

Reviewed: June 21, 2021
Reviewed: June 13, 2022
Reviewed: June 12, 2023
Reviewed: June 10, 2024

Fremont Board Policy

15E

COMPLAINTS BY THE PUBLIC

Constructive criticism of the school or its employees including federal programs is welcome when it is motivated by a sincere desire to improve the quality of the educational program to equip the schools more effectively for the tasks they are designed to perform.

Owing to the public nature of the teaching profession, school personnel are not exempt from criticism. The Board of Education places trust in its employees and desires to support their actions as far as it is possible so that they are free from unnecessary or negative criticism and complaints.

Complaints and communications shall be initiated in the following manner:

1. If a parent has a complaint, the parent should first discuss the matter with the teacher, trying to eliminate the dissatisfaction at the first level in an effort to solve the problem informally.
2. If the problem is not resolved at this level, an appeal may be extended to the Principal. This should be a discussion of the dissatisfaction, and might well include the teacher in a three-way conference.
3. If the initiating party is not satisfied with the response of the conference at the Principal level, it can be carried on to the Superintendent. The Superintendent may require that the problem be detailed in a written statement.
4. The next level is appeal to the Board of Education. The appeal must be in writing and should be submitted to the President of the Board. No anonymous correspondence may be considered officially by the Board of Education.
5. The President of the Board shall call for a hearing before the board of Education to consider said appeal, said hearing to be at the next regularly scheduled meeting of the Board of Education which is at least five days after notice of hearing is received by the initiating party. The President of the Board of Education shall cause a notice of said hearing to be served upon the initiating party by either personal delivery or by certified U.S. mail, postage prepaid, mailed to the address of the parent as reflected by the records of the Fremont Public Schools. At said hearing the Board of Education shall hear evidence from the initiating party and all other parties who have relevant information concerning the complaint, and the Board of Education shall make a decision within thirty days of said meeting and promptly notify the initiating party of its decision and response to the complaint.
6. It shall be understood by all parties involved in the complaint procedure that no reprisals of any kind, implied or intended, shall be brought against the person or persons involved in the resolving of the complaint.

Adopted: November, 1987

Revised: July 13, 1998

Revised: August 20, 2001

Revised: June 14, 2010

Revised: July 13, 2020

Fremont Board Policy

39J.3b

66F.2e

STUDENT INTERNET ACCESS

Students are expected to use computers and the Internet as an educational resource. The Fremont Public School Board has adopted the following procedures and guidelines to ensure appropriate use of the Internet at Fremont Public Schools.

I. Student Expectations in Use of the Internet

A. Acceptable Use

1. Students may use the Internet to conduct research assigned by teachers.
2. Students may use the Internet to conduct research for classroom projects.
3. Students may use the Internet to access information about current events.
4. Students may use the Internet to conduct research for school-related activities.
5. Students may use the Internet for any other appropriate educational purpose including electronic mail, specifically g-mail and district authorized and provided g-mail accounts.

B. Unacceptable Use

1. Students shall not use school computers to access material that is obscene, pornographic, "harmful to minors," or otherwise inappropriate for educational uses.
2. Students shall not engage in any illegal or inappropriate activities on school computers, including the downloading and copying of copyrighted material.
3. Students shall not use, chat rooms, instant messaging, and other forms of direct electronic communications such as, but not limited to Hotmail, AIM, MSN Instant Messaging and ICQ on school computers.
4. Students shall not use school computers to participate in on-line auctions, on-line gaming or mp3 sharing systems such as, but not limited to, Rhapsody, Madster, Freenet and Ebay on school computers.
5. Students shall not disclose personal information, such as their names, school, addresses, and telephone numbers outside of the school network.
6. Students shall not use school computers for commercial advertising or political advocacy of any kind without the express written permission of the Superintendent or his/her designee.
7. Students shall not publish web pages that purport to represent Fremont Public Schools or the work of students at Fremont Public Schools without the express written permission of the Superintendent or his/her designee.
8. Students shall not erase, rename or make unusable anyone else's computer files, programs or disks.
9. Students shall not use, or try to discover, another user's password and shall not share their passwords with fellow students, school volunteers or any other individuals.
10. Students shall not copy, change or transfer any software or documentation provided by the school district, teachers or another student without permission from the system administrator.
11. Students shall not write, produce, generate, copy, propagate or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called a bug, virus, worm, Trojan Horse, or similar name.

12. Students shall not configure or troubleshoot computers, networks, printers, or other associated equipment, except as directed by the system administrator or his/her designee.
13. Students shall not take home technology equipment (hardware or software) without permission of the Superintendent of Schools or his/her designee.
14. Students shall not forge electronic mail messages or web pages.

II. Enforcement

A. Methods of Enforcement

1. Student users should be aware that the District monitors all Internet communications, as well as Internet usage and patterns of Internet usage. Students have no right of privacy to any Internet communications or other electronic files. The computer system is owned by the school district. As with any school property, electronic files on the system are subject to search and inspection at any time.
2. Fremont Public Schools uses a technology protection measure that blocks access to some Internet sites that are not in accordance with the policy of Fremont Public Schools. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
3. Due to the nature of filtering technology, the filter may at times filter pages that are appropriate for student research. The system administrator may override the technology protection measure for the student to access a site with legitimate educational value that is wrongly blocked.
4. Fremont Public Schools staff will monitor students' use of the Internet through direct supervision and by monitoring Internet use history to ensure enforcement of the policy.

B. Consequences for Violation of this Policy

1. Access to the school's computer system and to the Internet is a privilege and not a right. Any violation of school policy and rules may result in:
 - a. Loss of computer privileges;
 - b. Short-term suspension;
 - c. Long-term suspension or expulsion in accordance with the Nebraska Student Discipline Act; and
 - d. Other discipline as school administration and the school board deem appropriate.
2. Students who use school computer systems without permission and for non-school purposes may be guilty of a criminal violation and will be prosecuted.

III. Children's Online Privacy Protection Act (COPPA)

- a. The school will not allow companies to collect personal information from students unless approved by the Superintendent of Schools or his/her designee for legitimate educational purposes. The school will make reasonable efforts to disable advertising in educational computer applications.
- b. This policy allows the school to act as an agent for parents in the collection of information within the school context. The school's use of student information is solely for educational purposes and subject to federal and state laws and regulations.

Approved: February 18, 2002

Readopted: October 16, 2006

Reviewed: September 12, 2011

Revised: June 11, 2012

Revised: July 8, 2013

Fremont Board Policy

39J.3c

INTERNET SAFETY POLICY

The Internet Safety Policy was developed to comply with requirements for E-rate funding.

Introduction

It is the policy of Fremont Public Schools to comply with the Children's Internet Protection Act (CIPA) with respect to the District's computer network. The District shall: (a) prevent user access over the computer network for receipt, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications; (b) provide for the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications; prevent unauthorized access and other unlawful online activity; (c) including so-called "hacking," and other unlawful activities online; (d) prevent unauthorized online disclosure, use, or dissemination of personal identification information of minors; (e) and implement measures designed to restrict minors' access to materials (visual or non-visual) that are harmful to minors.

Definitions

Key terms are as defined in the Children's Internet Protection Act (CIPA). "Inappropriate material" for purposes of this policy includes material that is obscene, child pornography, or harmful to minors. The term "harmful to minors" means any picture, image, graphic image file, or other visual depiction that: (1) taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; (2) depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and (3) taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.

Access to Inappropriate Material

To the extent practical, technology protection measures (or "Internet filters") shall be used to block or filter Internet or other forms of electronic communications and the access to inappropriate information.

Specifically, as required by the Children's Internet Protection Act, blocking shall be applied to visual depictions of material deemed obscene, child pornography, or any material deemed harmful to minors. Subject to staff supervision, technology protection measures may be disabled or, in the case of minors, minimized only for bona fide research or other lawful purposes.

Inappropriate Network Usage

To the extent practical, steps shall be taken to promote the safety and security of users of the Fremont Public Schools' online computer network when using electronic mail, chat rooms, instant messaging, and other forms of direct electronic communications. Specifically, as required by the Children's Internet Protection Act, prevention of inappropriate network usage includes: (a) unauthorized access, including so-called "hacking," and other unlawful activities; and (b) unauthorized disclosure, use, and dissemination of personal identification information regarding minors.

Supervision and Monitoring

It shall be the responsibility of all members of the Fremont Public Schools' staff to supervise and monitor usage of the online computer network and access to the Internet in accordance with this policy and the Children's Internet Protection Act. Procedures for the disabling or otherwise modifying any technology protection measures shall be the responsibility of the Superintendent or Superintendent's designee.

Social Networking

Students shall be educated about appropriate online behavior including interacting with others on social networking websites and in chat rooms, and cyber bullying awareness and response. The plan shall be for all students to be provided education on these subjects. The Superintendent or the Superintendent's designee shall be responsible for identifying educational materials, lessons, and/or programs suitable for the age and maturity level of the students and for ensuring the delivery of such materials, lessons, and/or programs to students.

Adoption

The Board of Education of Fremont Public Schools adopted this Internet Safety Policy at a public meeting, following public notice.

CIPA definitions of terms:

TECHNOLOGY PROTECTION MEASURE. The term "technology protection measure" means a specific technology that blocks or filters Internet access to visual depictions that are:

1. **OBSCENE**, as that term is defined in section 1460 of title 18, United States Code;
2. **CHILD PORNOGRAPHY**, as that term is defined in section 2256 of title 18, United States code; or
3. **HARMFUL TO MINORS.** The term "harmful to minors" means any picture, image, graphic image file, or other visual depiction that:
 - Taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion;
 - Depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and
 - Taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
4. **SEXUAL ACT; SEXUAL CONTACT.** The terms "sexual act" and "sexual contact" have the meanings given such terms in section 2246 of title 18, United States Code.

Computer Acceptable Use Policy

This computer acceptable use policy is supplemental to the districts Internet Safety Policy and other rules and/or regulations.

Technology Subject to this Policy

This Computer Acceptable Use Policy applies to all technology resources of the District or made available by the District. Technology resources include, without limitation, computers and related technology equipment, all forms of e-mail and electronic communications, and the internet.

Access and User Agreements

Use of the District technology resources is a privilege and not a right. The Superintendent or designee shall develop appropriate user agreements and shall require that employees, students (and their parents or guardians), and others to sign such user agreements as a condition of access to the technology resources, as the Superintendent determines appropriate. Parents and guardians of students in programs operated by the District shall inform the Superintendent or designee in writing if they do not want their child to have access.

The Superintendent and designees are authorized and directed to establish and implement such other regulations, forms, procedures, guidelines, and standards to implement this Policy.

The technology resources are not a public forum. The District reserves the right to restrict any communications and to remove communications that have been posted.

Acceptable Uses

The technology resources are to be used for the limited purpose of advancing the District's mission. The technology resources are to be used, in general, for educational purposes, meaning activities that are integral, immediate, and proximate to the education of students as defined in the E-rate program regulations.

Unacceptable Uses

The following are unacceptable uses of the technology resources:

Personal Gain: Technology resources shall not be used, and no person shall authorize its use, for personal financial gain other than in accordance with prescribed constitutional, statutory, and regulatory procedures, and compensation provided by law.

Personal Matters: Technology resources shall not be used, and no person shall authorize its use, for personal matters.

Occasional use that the Superintendent or designee determines to ultimately facilitate the mission of the District is not prohibited by this provision. Examples of occasional use that may be determined to ultimately facilitate the mission of the District; sending an e-mail to a minor child or spouse; sending an e-mail related to a community group in which an employee is a member where the membership in the community group facilitates the District's mission.

This occasional use exception does not permit use by employees contrary to the expectations of their position. For example, employees may not play games or surf the net for purposes not directly related to their job during duty time; nor may students do so during instructional time.

The occasional use exception does not permit use of the technology resources for private business, such as searching for or ordering items on the internet for non-school use; or sending an e-mail related to one's own private consulting business.

Campaigning: Technology resources shall not be used, and no person shall authorize its use, for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.

Technology-Related Limitations: Technology resources shall not be used in any manner which impairs its effective operations or the rights of other technology users. Without limitation:

1. Users shall not use another person's name, log-on, password, or files for any reason, or allow another to use their password (except for authorized staff members).
2. Users shall not erase, remake, or make unusable another person's computer, information, files, programs or disks.
3. Users shall not access resources not specifically granted to the user or engage in electronic trespassing.
4. Users shall not engage in "hacking" to gain unauthorized access to the operating system software or unauthorized access to the system of other users.

5. Users shall not copy, change, or transfer any software without permission from the network administrators.
6. Users shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called a bug, virus, worm, Trojan horse, or by a similar name.
7. Users shall not engage in any form of vandalism of the technology resources.
8. Users shall follow the generally accepted rules of network etiquette. The Superintendent or designees may further define such rules.

Other Policies and Laws: Technology resources shall not be used for any purpose contrary to any District policy, any school rules to which a student user is subject, or any applicable law. Without limitation, this means that technology resources may not be used:

1. to access any material contrary to the internet Safety Policy; or to create or generate any such material.
2. to engage in unlawful harassment or discrimination, such as sending e-mails that contain sexual jokes or images.
3. to engage in violations of employee ethical standards and employee standards of performance, such as sending emails that are threatening or offensive or which contain abusive language; use of end messages on emails that may imply that the District is supportive of a particular religion or religious belief system, a political candidate or issue, or a controversial issue; or sending emails that divulge protected confidential student information to unauthorized persons.
4. to engage in or promote violations of student conduct rules.
5. to engage in illegal activity, such as gambling.
6. in a manner contrary to copyright laws.
7. in a manner contrary to software licenses.

Disclaimer. The technology resources are supplied on an "as is, as available" basis. The District does not imply or expressly warrant that any information accessed will be valuable or fit for a particular purpose or that the system will operate error free. The District is not responsible for the integrity of information accessed, or software downloaded from the Internet.

Filter. A technology protection measure is in place that blocks and/or filters access to prevent access to Internet sites that are not in accordance with policies and regulations. In addition to blocks and/or filters, the District may also use other technology protection measures or procedures as deemed appropriate.

Notwithstanding technology protection measures, some inappropriate material may be accessible by the Internet, including material that is illegal, defamatory, inaccurate, or potentially offensive to some people. Users accept the risk of access to such material and responsibility for promptly exiting any such material.

The technology protection measure that blocks and/or filters Internet access may be disabled only by an authorized staff member for bona fide research or educational purposes: (a) who has successfully completed District training on proper disabling circumstances and procedures, (b) with permission of the immediate supervisor of the staff member requesting said disabling, or (c) with the permission of the Superintendent or designee. An authorized staff member may override the technology protection measure that blocks access and/or filters Internet access for a minor to access a site for bona fide research or other lawful purposes provided the minor is monitored directly by an authorized staff member.

Monitoring. Use of the technology resources, including but not limited to internet sites visited and e-mail transmitted or received, is subject to monitoring by the administration and network administrators at any time to maintain the system and insure that users are using the system responsibly, without notice to the users. Users have no privacy rights or expectations of privacy with regard to use of the District's computers or Internet system. All technology equipment shall be used under the supervision of the Superintendent and the Superintendent's designees.

Sanctions. Violation of the policies and procedures concerning the use of the District technology resources may result in suspension or cancellation of the privilege to use the technology resources and disciplinary action, up to and including expulsion of students and termination of employees. Use that is unethical may be reported to the Commissioner of Education. Use that is unlawful may be reported to the law enforcement authorities. Users shall be responsible for damages caused and injuries sustained by improper or non-permitted use.

Legal reference: Children's Internet Protection Act, 47 USC 254
 FCC Order adopted August 10, 2011
 47 USC 254(h)(1)(b); 47 CFR 54.500(b) and
 68 FR 36932 (2003) (E-rate restrictions)
 Neb. Rev. Stat. 49-14,101.01 (Political Accountability and Disclosure Act)

Adopted: October 17, 2005
Readopted: October 16, 2006
Revised: May 14, 2012
Adopted: June 11, 2012
Revised: July 8, 2013

Fremont Board Policy

THERAPY DOGS

50C.1

The school district supports the use of therapy dogs by teachers or other qualified school personnel ("Owner") for the benefit of its students subject to the conditions of this policy.

Therapy Dog. A "therapy dog" is a dog that has been individually trained and certified to work with its Owner to provide emotional support, well-being, comfort, or companionship to school district students. Therapy dogs are not "service animals" as that term is used in the American with Disabilities Act. The dog must be well behaved and have a temperament that is suitable for interaction with students and others in a public school. Therapy dogs are personal property of the teacher or employee and are not owned by the school district.

Therapy Dog Standards and Procedures. The following requirements must be satisfied *before* a therapy dog will be allowed in school buildings or on school grounds:

Request. An Owner who wants to bring a therapy dog to school must submit a written request form to a principal or superintendent. The request form is attached to this policy. The request must be renewed each school year or whenever a different therapy dog will be used.

Training and Certification.

The Owner must submit the American Kennel Club's Canine Good Citizen Certification as obtained only through successful training with Domesti-Pups, Healing Hearts, or similar organizations with similar rigor and must include:

- *8 weeks of training
- *8 supervised visits
- *Successful completion of Therapy Dog Test given by a certified evaluator.

*RECERTIFICATION required every 2 years by completing and passing the Therapy Dog Test by certified instructor.

Health and Vaccination. The therapy dog must be clean, well groomed, in good health, house broken, and immunized against diseases common to dogs. The Owner must submit proof of current licensure from the local licensing authority and proof of the therapy dog's current vaccinations and immunizations from a licensed veterinarian.

Control. A therapy dog must be under the control of the teacher or school employee through the use of a leash or other tether unless the use of a leash or other tether would interfere with the therapy dog's safe, effective performance of its work or tasks. However, the therapy dog must be under the owner's control at all times.

Identification. The therapy dog must have appropriate identification identifying it as a therapy dog.

No Disruption. The therapy dog must not disrupt the educational process by barking, seeking attention, or any other behavior.

Health and Safety. The therapy dog must not pose a health and safety risk to any student, employee, or other person at school.

Supervision and Care of Therapy dogs. The Owner and / or handler is solely responsible for the supervision and care of the therapy dog, including any feeding, exercising, and clean up while the animal is in a school building or on school property. The school district is not responsible for providing any care, supervision, or assistance for a therapy dog.

Authorized Area(s). The Owner shall only allow the therapy dog to be in areas in school buildings or on school property that are authorized by school district administrators.

Insurance. The Owner must submit a copy of an insurance policy that provides liability coverage for the therapy dog while on school property.

Exclusion or Removal from School. A therapy dog may be excluded from school property and buildings if a school administrator determines that:

- (1) A handler does not have control of the therapy dog;
- (2) The therapy dog is not housebroken;
- (3) The therapy dog presents a direct and immediate threat to others in the school; or
- (4) The animal's presence otherwise interferes with the educational process.

The Owner shall be required to remove the therapy dog from school premises immediately upon such a determination.

Allergic Reactions. If any student or school employee assigned to a classroom in which a therapy dog is permitted suffers an allergic reaction to the therapy dog, the Owner of the animal will be required to remove the animal to a different location designated by an administrator.

Damages to School Property and Injuries. The Owner of a therapy dog is solely responsible and liable for any damage to school property or injury to personnel, students, or others caused by the therapy dog.

Therapy dog in Training. This policy shall also be applicable to Therapy dog teams (handler and dog) currently in training with an AKC registered Therapy Dog organization.

Adopted: December 14, 2015

Revised: December 11, 2017

Revised: January 11, 2021

Revised: July 14, 2025

**Fremont Board Policy
Article 5**

**Policy No. 5008
51A**

ATTENDANCE POLICY AND EXCESSIVE ABSENTEEISM

Regular and punctual student attendance is required. The administration is responsible for developing further attendance rules and regulations, and all staff are expected to implement this policy and administrative rules and regulations to encourage regular and punctual student attendance. The District will maintain an accurate record of student attendance.

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A. **Attendance and Absences.**

1. **Circumstances of Absences – Definitions.** The circumstances for all absences from school will be identified as School Excused or Not School Excused. Absences should be cleared through the Principal's office in advance whenever possible. All absences, except for illness and/or death in the family, require advance approval.
 - a. **School Excused.** Any of the following circumstances that lead to an absence will be identified as a School Excused absence, provided the required attendance procedures have been followed:
 - (1) Impossible or impracticable barriers outside the control of the parent or child prevent a student from attending school. The parent may be required to provide the school with documentation to demonstrate the absence was beyond the control of the parent or child. This could include, but is not limited to documented illness (including physical or mental illness), court, death of a family member, or suspension.
 - (2) Other absences as determined by the principal or the principal's designee.
 - b. **Not School Excused.** Absences that are not school excused may result in a report to the county attorney and may be classified as follows:
 - (1) Parent acknowledged absences are those in which the parent communicated with the school in the prescribed manner that the child is absent and is the parent's responsibility for the extent of the school day. This includes vacations or other events that do not meet the criteria for a School Excused absence.
 - (2) Other absences are those in which the parent has not communicated a reason for the student's absence.
2. **Absence Procedure.** In its Student Information System, the District may identify many different codes that provide greater definition to the circumstances of a child's absence, but all of the codes need to be identified to parents and students as fitting into one of the above defined absence circumstances.
3. **Mandatory Ages of Attendance.** A child is of mandatory age if the child will reach age 6 prior to January 1 of the then-current school year and has not reached 18 years of age.

Exceptions for Younger Students. Attendance is not mandatory for a child who has reached 6 years of age prior to January 1 of the then-current school year, but will not reach age 7 prior to January 1 of such school year, if the child's parent or guardian has signed and filed with the school district in which the child resides an affidavit stating either: (1) that the child is participating in an education program that the parent or guardian believes will prepare the child to enter grade one for the following school year; or (2) that the parent or guardian intends for the child to participate in a school which has elected or will elect pursuant to law not to meet accreditation or approval requirements and the parent or guardian intends to provide the Commissioner of Education with a statement pursuant to section 79-1601(3) on or before the child's seventh birthday.

Exceptions for Older Students. Attendance is also not mandatory for a child who: (1) has obtained a high school diploma by meeting statutory graduation requirements; (2) has completed the program of instruction offered by a school which elects pursuant to law not to meet accreditation or approval requirements; or (3) has reached the age of 16 years and has been withdrawn from school in the manner prescribed by law.

Early Withdrawal for Students Enrolled in Accredited or Approved Schools. A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if an exit interview is conducted and a withdrawal form is signed.

Exit Interview. The process is initiated by a person who has legal or actual charge or control of the child submitting a withdrawal form. The form is to be as prescribed by the Commissioner of Education. Upon submission of the form, the Superintendent or Superintendent's designee shall set a time and place for an exit interview if the child is enrolled in [Name] Public Schools or resides in the [Name] Public School District and is enrolled in a private, denominational, or parochial school.

The exit interview shall be personally attended by:

- The child, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable;
- the person who has legal or actual charge or control of the child who requested the exit interview;
- the Superintendent or Superintendent's designee;
- the child's principal or the principal's designee if the child at the time of the exit interview is enrolled in a school operated by the school district; and
- any other person requested by any of the required parties who agrees to attend the exit interview and is available at the time designated for the exit interview which may include, for example, other school personnel or the child's principal if the child is enrolled in a private school.

At the exit interview, the person making the written request must present evidence that (a) the person has legal or actual charge or control of the child and (b) the child would be withdrawing due to either:

- financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child, or
- an illness of the child making attendance impossible or impracticable.

The Superintendent or Superintendent's designee shall identify all known alternative educational opportunities, including vocational courses of study, that are available to the child in the school district and how withdrawing from school is likely to reduce potential future earnings for the child

and increase the likelihood of the child being unemployed in the future. Any other relevant information may be presented and discussed by any of the parties in attendance.

At the conclusion of the exit interview, the person making the written request may sign a withdrawal form provided by the school district agreeing to the withdrawal of the child or may rescind the written request for the withdrawal.

Withdrawal Form. Any withdrawal form signed by the person making the written request shall be valid only if:

- the child also signs the form, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable, and
- the Superintendent or Superintendent's designee signs the form acknowledging that the interview was held, the required information was provided and discussed at the interview, and, in the opinion of the Superintendent or Superintendent's designee, the person making the written request does in fact have legal or actual charge or control of the child and the child is experiencing either (i) financial hardship, or (ii) an illness making attendance impossible or impracticable.

Early Withdrawal for Students Enrolled in an Exempt School (Home Schools). A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if such child has been enrolled in a school that elects not to meet the accreditation or approval requirements by filing with the State Department of Education a signed notarized release on a form prescribed by the Commissioner of Education.

4. Reporting and Responding to Excessive Absenteeism. Any District staff member or board member who knows of any failure on the part of any child of mandatory school attendance age to attend school regularly without lawful reason, shall within three days report such violation to the Superintendent or Superintendent's designee to be the attendance officer. The attendance officer shall immediately cause an investigation into any such report to be made. The attendance officer shall also investigate any case when of his or her personal knowledge, or by report or complaint from any resident of the district, the attendance officer believes there is a violation of the compulsory attendance laws. The school shall render all services in its power to compel such child to attend school
5. Excessive Absenteeism. Students who accumulate five (5) unexcused absences in a quarter which are Not School Excused shall be deemed to have "excessive absences." Such absences shall be determined on a per day (or hourly equivalent) basis for elementary students and on a per class basis for secondary students. When a student has excessive absences, school officials will have verbal or written communication with the person or persons who have legal or actual charge or control of any child.

When a student continues thereafter to have absences of at least twenty days which are Not School Excused, one or more meetings will be held between the school, the child's parent or guardian, and the child, when appropriate, to address the barriers to attendance. The result of the meeting or meetings shall be to develop a collaborative plan to reduce barriers identified to improve regular attendance. The plan shall include, if agreed to by the person who is responsible for making educational decisions on behalf of the child, an educational evaluation to determine whether any intellectual, academic, physical, or social-emotional barriers are contributing factors to the lack of attendance. The plan shall also consider, but not be limited to:

- (a) The physical, mental, or behavioral health of the child.
- (b) Educational counseling;
- (c) Referral to community agencies for economic services;
- (d) Family or individual counseling; and
- (e) Assisting the family in working with other community services.

If the parent/guardian refuses to participate in such meeting, the principal shall place documentation of such refusal in the child's attendance records.

6. Reporting Excessive Absenteeism to the County Attorney.

The school may report to the county attorney of the county in which the person having control of the student resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per school year. The school shall notify the child's family in writing prior to making the referral to the county attorney. Illness (including physical or mental illness) that makes attendance impossible or impracticable shall not be the basis for referral to the county attorney.

Legal Reference: Neb. Rev. Stat. Sections 79-201 and 79-209
Date of Adoption: June 10, 2024

Fremont Board Policy, Article 5

5418

HOMELESS STUDENTS

A. General Policy Statement

The District shall ensure that homeless children and youths shall have equal access to the same free, appropriate public education, including public preschool education, as provided to other children and youths.

B. Definitions

"School of Origin" shall mean the school that a child or youth attended when permanently housed or the school in which the child or youth was last enrolled, including preschool. School of origin shall also include any designated receiving school for the next grade level for all feeder schools when a student completes the final grade level served by the school of origin.

“Homeless children and youths” shall mean any individuals who lack a fixed, regular, and adequate nighttime residence; and includes:

1. Children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; are living in emergency or transitional shelters; or are abandoned in hospitals;
2. Children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
3. Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
4. Migratory children who qualify as homeless because they are living in circumstances described in (1-3).

“Unaccompanied youth” shall mean a homeless child or youth not in the physical custody of a parent or guardian.

C. School Stability

1. School Selection: Each school shall presume that keeping a homeless child or youth enrolled in the child’s or youth’s school of origin is in the child’s or youth’s best interest, except when doing so is contrary to the request of the child’s or youth’s parent or guardian or, in the case of an unaccompanied youth, the youth.

To overcome the presumption that a child or youth should remain in his/her school of origin, the school shall consider student-centered factors including: the impact of mobility on achievement, education, health, and safety of homeless children and youth, giving priority to the request of the child’s or youth’s parent or guardian or, in the case of an unaccompanied youth, the youth.
2. Enrollment: Once the school is selected in accordance with the child’s or youth’s best interest, that child or youth shall be immediately enrolled even if the child or youth is unable to produce records normally required for enrollment including, but not limited to, previous academic records, immunization or other health records, proof of residency or has missed any application or enrollment deadlines during any period of homelessness.
3. Transportation: If the child or youth continues to attend his or her school of origin, transportation shall be provided promptly even if there is a dispute pending regarding which school is in the child’s or youth’s best interest to attend. Transportation will continue to be provided to and from the school of origin for the remainder of any academic year during which the child or youth becomes permanently housed.

D. Records

Any record ordinarily kept by the school, including immunization or medical records, academic records, birth certificates, guardianship records, and evaluations for special services or programs, regarding each homeless child or youth shall be maintained:

1. Such that all records are available, in a timely fashion, when a child or youth enrolls in a new school or school district;
2. Any information about a homeless child’s or youth’s living situation shall be treated as a confidential student education record, and shall not be deemed to be directory information; and
3. In a manner consistent with the Federal Education Rights and Privacy Act.

E. Services

The Local Education Agency Liaison shall identify an appropriate staff person to be the Local Educational Liaison (LEL) for all homeless children and youth attending school in the District. The LEL responsibilities shall include, but are not limited to:

1. Ensure homeless children and youth are identified through outreach and coordination activities including coordination with the Nebraska Department of Education Homeless Education Liaison, community, and school personnel responsible for education and related services to homeless children and youths;
2. Receive appropriate time and training in order to carry out the duties required by law and this policy;
3. Ensure homeless families and homeless children and youths are referred to health care, dental, mental health, substance abuse, housing and any other appropriate services;
4. Ensure that homeless children and youths:
 - a. Are enrolled in school which includes attending classes and participating fully in school activities;
 - b. Have a full and equal opportunity to meet the same challenging State academic standards as other children and youths;
 - c. Receive individualized counseling from counselors to prepare and improve their readiness for college, including college selection, application, financial aid, and on-campus supports.
 - d. Unaccompanied youths are informed of their status as independent students under the Higher Education Act of 1965 and may obtain assistance from the LEL to receive verification of such status for purposes of the Free Application for Federal Student Aid.
5. Ensure that public notice of the educational rights and available transportation services of the homeless children and youths is disseminated in locations frequented by parents or guardians of such youths and unaccompanied homeless youths, including schools, shelters, public libraries, and

soup kitchens, in a manner and form that is easily understandable.

6. Ensure the dispute resolution process identified below is carried out in accordance with the law and district policy.

F. Dispute Resolution

1. The dispute procedure must be available for disputes over eligibility, as well as school selection or enrollment.
2. In the event of a dispute regarding where a child or youth should enroll, the child or youth shall be immediately enrolled in the school in which enrollment is sought pending final resolution of the dispute, including all available appeals. The district shall immediately provide the child's parent or guardian or, in the case of an unaccompanied youth, the youth a written explanation of the decision made regarding the school selection including the right to appeal such decision. Said writing shall be provided in a manner and form understandable to such parent, guardian, or unaccompanied youth and also include the LEL contact information. The LEL shall carry out the dispute resolution process within 30 calendar days from the date of said writing pursuant to 92 Nebraska Administrative Code 19-005.02.
3. Appeals: Any parent, guardian or other person having legal or actual charge of a homeless child or youth that is dissatisfied with the decision of a school district after the dispute resolution process may file an appeal with the Commissioner within thirty calendar days of receipt of the decision by following the process in 92 Nebraska Administrative Code 19-005.03 and 19-005.03C.

A party may appeal the decision of the Commissioner or designee by filing a Petition with the State Board of Education within thirty (30) calendar days of the receipt of the decision. Refer to NDE, Rule 19, Section 005.03C for further details. https://www.education.ne.gov/legal/webrulespdf/CLEAN19_2016.pdf

Legal Reference: Neb. Rev. Stat. Sec. 79-215
Nebraska Department of Education Rule 19
McKinney-Vento Homeless Assistance Act, 42 USC Sections 11431, et seq.
Every Student Succeeds Act

Date of Adoption: June 9, 2025

Fremont Public Schools

52B.1

STUDENTS – QUESTIONING OF STUDENTS ON SCHOOL PROPERTY BY LAW ENFORCEMENT

It is the policy of the Board of Education that the school district shall not ordinarily permit the questioning of students by law enforcement officials on school property. There shall be three exceptions to this general rule.

1. Law enforcement officials may question a student on school property when they have arrested the student and the questioning is incident to the arrest.
2. The School Resource Officer, as a school district official, may question students concerning routine school matters. If the investigation concerns matters beyond these that occur in normal and routine school operations, section 3 of this policy will be applicable.
3. Law enforcement officials, if they have not arrested the student, may not question the student on school grounds unless a parent or guardian of the student has been contacted and has consented to the questioning. In that case, the parent or guardian shall have the right to be present during the questioning. When the matter being investigated involves the school district, the principal or the principal's designee may also be present. If a parent or guardian of the student cannot be reached or refuses to consent to the questioning, the questioning shall not take place on school grounds.
4. Law enforcement officials and representatives of the Nebraska Department of Health and Human Services shall be permitted to question a student on school grounds without the consent of a parent or guardian when the officials or representatives are investigating possible child abuse or neglect that they think was perpetrated by a person who is related to the student by blood, is a step-relative of the student, or is a person who has used his or her relationship with the family to gain access to the student regardless of any blood or step-relationship. Under such circumstances, school officials shall allow the student to be questioned on school grounds without first informing the student's parent or guardian that the questioning will take place.

Whenever a child is questioned under paragraph number 3 of this policy, school officials shall request that the questioning be conducted by a trained individual from the Nebraska Department of Health and Human Services or by a person with training and experience in the investigation of cases involving alleged child abuse or neglect.

5. Throughout this process, attempts should be made to avoid embarrassing the student in the presence of his or her teachers and peers, and to avoid disrupting the student's and school's education program. Any questioning by law enforcement officers should be conducted in a private room or area that is away from observation by or contact with other pupils and school personnel, so that confidentiality can be maintained to the degree possible.
6. Whenever possible, the student's education program should not be disrupted to allow for police questioning of the student during class time.
7. To the extent possible, the arrest or release of a student should be conducted in the building principal's office or place that is out of the view of other students. If the law enforcement officer indicates that the student is being taken into custody because he or she is believed to be the victim of child abuse, the principal or other school official shall, as a condition of releasing the student to the law enforcement officer, require the officer to sign the statement appended hereto certifying 1) that the child is being removed from school because he or she is believed to be the victim of child abuse and 2) that the officer understands and will comply with the requirements of NEB. REV. STAT 79-294.
8. Law enforcement personnel shall remain in the administrative offices while school personnel seek the student.

For purposes of this policy, the term "law enforcement officials" includes sheriffs, coroners, jailers, marshals, police officers, state highway patrol officers, U.S. marshals, officers of the FBI, and all other persons with similar authority to make arrests. The term also includes all employees of the Department of Health and Human Services with the authority to investigate cases of alleged child abuse or neglect and all other public officials with similar authority.

Statement of Law Enforcement Officer Regarding Removal of a Child from School. Attached is a form for the law enforcement officer to complete before removing a student from school. It certifies that the officer has the authority to take the student into custody and remove him or her from school. Requiring the officer to complete the form will provide a record that the school is protecting the student's rights and complying with the statutory requirement regarding removal.

Adopted: November 9, 1987
Revised: June 22, 1998
Revised: July 15, 2002
Revised: August 9, 2010
Revised: November 12, 2012

STATEMENT OF LAW ENFORCEMENT OFFICER REGARDING REMOVAL OF CHILD FROM SCHOOL

I, _____ (printed name of law enforcement officer) certify that I am a law enforcement officer employed by _____ (printed name of law enforcement agency). I intend to remove _____ (printed name of child being removed from school premises) and to take such child into custody. I certify that I have lawful cause and authority to take such action.

**COMPLETE THIS PART OF THE FORM IF THE CHILD IS BEING TAKEN INTO CUSTODY
BECAUSE THE CHILD IS SUSPECTED TO BE THE VICTIM OF CHILD ABUSE**

I certify that I am removing and taking the child into custody because he/she is the victim of suspected child abuse. I acknowledge that (1) school officials have provided me with the address and telephone number of the child's parent or guardian, and (2) I am familiar with and will comply with the obligations imposed on me by § 79-294 of the Nebraska statutes, which is set forth below.

When a principal or other school official releases a minor student to a peace officer as defined in section 49-801 for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parent or guardian. The peace officer shall take immediate steps to notify the parent, guardian, or responsible relative of the minor that the minor is in custody and the place where he or she is being held. If the peace officer has a reasonable belief that the minor would be endangered by a disclosure of the place where the minor is being held or that the disclosure would cause the custody of the minor to be disturbed, the peace officer may refuse to disclose the place where the minor is being held for a period not to exceed twenty-four hours. The peace officer shall, however, inform the parent, guardian, or responsible relative whether the child requires and is receiving medical or other treatment. The juvenile court shall re-view any decision not to disclose the place where the minor is being held at any subsequent detention hearing.

Date: _____ Time: _____

Signature of Law Enforcement Officer

**COMPLETE THIS SECTION OF THE FORM IF THE CHILD IS TAKEN INTO CUSTODY FOR ANY REASON OTHER THAN BECAUSE HE/SHE IS
VICTIM OF SUSPECTED CHILD ABUSE**

I certify that I am taking the child into custody for reasons other than because the child is the victim of suspected child abuse. The child will be taken to _____ (address). The phone number at that address is (402) _____

Date: _____ Time: _____

Signature of Law Enforcement Officer

**Affidavit
To
The School District of Fremont, In the
County of Dodge, In the State of Nebraska,
A Political Subdivision (Fremont Public Schools)**

Date: _____

The undersigned requests the right to interview or question _____, a student of the Fremont Public Schools, and hereby states and affirms to the Fremont Public Schools as follows:

- () That the undersigned is a duly appointed probation officer action pursuant to a valid appointment by the _____ Court of Dodge County, Nebraska.
- () That the undersigned is duly authorized by law to investigate allegations of criminal activity and this request is made to facilitate such an investigation.
- () That the undersigned is duly authorized by law to investigate allegations of criminal activity and this request is made to facilitate an investigation of criminal activity which occurred on the school premises.
- () That the undersigned is duly authorized by law to investigate allegations of abuse or neglect as defined in Neb. Rev. Stat. 28-710(3) and this request is made to facilitate an investigation where a family member is alleged to have committed acts of abuse or neglect against the above-named student.
- () That requesting consent to the interview from the child's parent or guardian and notification of the child's parent or guardian of the interview would be counter-productive, and request is hereby made that the same be kept confidential.

That the additional information, if any, set out on the back of this affidavit is true and correct and is incorporated herein by reference.

(Give complete description of officer's name and position including badge number)

STUDENT RIGHTS AND RESPONSIBILITIES

The Board of Education directs the Superintendent of Schools to establish procedures and structures for the protection of the rights of the student within the guidelines of this policy. Such procedures shall allow for the right of appeal, through appropriate channels, of contested situations in which the student or parents feel that certain rights have been violated.

The Board recognizes that differences will occur among students and between students and staff members. The Board also recognizes that the individual student's rights and responsibilities must be clearly defined so that an orderly process for discussing and resolving these differences may be established.

The student has the right to be respected as an individual, to receive the benefits of appropriate school services, to attend a school which is clean, comfortable, safe, and adequately equipped, to have a framework for student government which indicates the areas for student involvement, to express him/herself so long as the rights of others are not violated in the process, to have access to printed copies of school regulations, and to expect rules to be reasonable and consistently applied.

The student is responsible for knowing and complying with school rules, for respecting and submitting to the authority of the school staff, for applying him/herself to the best of his ability to the learning tasks assigned, for attending school regularly and punctually, for using school facilities in a way which will conserve their continued usefulness, and for participating constructively in student government.

The Board thus allows for the consideration of the opinion of the student but does not recognize the individual student or the student body as a policy or decision making group. Rather, it reserves the right to determine policy and to make decisions for itself. The Board has further delegated to the administrative and teaching staffs the responsibility for the administration of the instructional program of the Fremont Public Schools within the guidelines of the Board and the statutes of the State of Nebraska and the United States.

Adopted: November 9, 1987
Revised: September 20, 2004
Revised: September 12, 2011
Reviewed: July 14, 2014
Revised: September 14, 2015

Fremont Board Policy, Article 5**5201****PROMOTION AND RETENTION**

Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when such is determined in the judgment of the Principal, in consultation with the student's teachers and counselor, to be appropriate for the educational interests of the student and the school's educational program.

If a parent or guardian would like their student to retake a grade level, the parent or guardian must meet with the Superintendent or designee to discuss the student repeating a grade. At that meeting, the parent or guardian must provide evidence of academic needs, illness, or excessive absenteeism that would warrant the student to repeat the grade. A student in kindergarten through fourth grade may be retained due to academic needs, illness, or excessive absenteeism. A student in grades fifth through twelfth grade may be retained due to excessive absenteeism. At such meeting, the Superintendent or designee shall identify any alternative educational opportunities, including remedial instruction, if applicable, and verify any special education supports available to such student. If the student's parent or guardian still intends for their student to repeat a grade, such parent or guardian shall then complete the required form and return such form to the District. Upon completion of the form and if all requirements pursuant to this policy and law are met, the District shall permit the student to repeat the student's grade for the next school year.

Legal Reference: Neb. Rev. Stat. Sec. 79-526 & 79-2,161
Date of Adoption: June 9, 2025

Fremont Board Policy, Article 5**5202****STUDENT RECORDS**

School staff shall maintain student records in compliance with state and federal law.

Confidentiality of Student Records.

Student files and other education records shall not be released or divulged except in compliance with state and federal law.

School officials may have access to only those education records in which they have a legitimate educational interest, unless the parent has given written and dated consent for the access. A school official who violates this restriction shall be subject to disciplinary action up to and including termination.

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 and effectively provide the function or service for which they are responsible.

A school official for purposes of access to education records is a person employed by the District 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 District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.

To the extent permitted by law, contractors, consultants and volunteers may be permitted to have access to education records where they are performing a function or service that would otherwise be done by a school employee. Their access is limited to education records in which they have a legitimate educational interest; which means records needed to effectively provide the function or service for which they are responsible.

Student and Parent Access to Student Records.

A parent or guardian of a student or former student, and a student or former student who is eighteen (18) years of age or older, shall be given the opportunity upon request to inspect and review the education records of the student or former student. Non-custodial parents will be provided full and equal access to the education records of his or her child unless there is a court order to the contrary.

Maintenance and Destruction.

Student files or records shall be so maintained so as to separate academic and disciplinary matters. All disciplinary material in a student's file shall be removed and destroyed after the student's continuous absence from the school for a period of three (3) years.

Amendment of Student Records.

Parents and eligible students (a student who has reached 18 years of age or is attending an institution of postsecondary education) have the right to challenge any information contained in the records that they believe is inaccurate, misleading or violates the privacy rights of the student. Such a challenge may be made by making a written request to the Principal to amend the records. If a decision is made not to amend the education records in accordance with the request, the Principal shall so inform the parents of the student and the Superintendent. The parent shall be advised of the right to a hearing.

If a hearing is requested, the Superintendent shall conduct a hearing (or delegate the role to another school official who does not have a direct interest in the outcome of the hearing) and provide the parent or eligible student a full and fair opportunity to present evidence relevant to the issues raised in conformance with applicable law.

Legal Reference: **Neb. Rev. Stat. Sections 42-364(4) and 42-381**
 Neb. Rev. Stat. Sec. 43-3001
 Neb. Rev. Stat. Sections 79-2104 and 79-2105
 Neb. Rev. Stat. Sec. 79-539
 Neb. Rev. Stat. Sections 84-1201 to 84-1220
 Family Educational Rights and Privacy Act, 20 U.S.C. Sec. 1232g
Date of Adoption: **June 9, 2025**

Administrative Regulation

DIRECTORY INFORMATION

Release of Student Mailing Lists

Information containing personally identifiable information, with the exception of that classified under law as directory information in connection with activities and athletics and similar events as provided by Board Policy, shall not be released to private or public entities except upon express request of the individual student. Lists of graduating seniors requested by Nebraska State Senators shall be provided. Student lists or student directories shall not be provided to public or private institutions, organizations or groups of any kind without the advance approval of the Superintendent of Schools or his/her designee when extenuating circumstances are present.

FREMONT PUBLIC SCHOOLS
Fremont, Nebraska

Fremont Board Policy, Article 5

ANTI-DISCRIMINATION, ANTI-HARASSMENT, AND ANTI-RETALIATION

5401

A. Elimination of Discrimination.

The Fremont Public School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025, (402) 727.3000 (scott.jensen@fpsmail.org).

Employees and Others: Dr. Jen Robinson, Executive Director of Human Resources and Elementary Operations, 130 East 9th Street, Fremont, NE 68025, (402) 727.3000 (jen.robinson@fpsmail.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.

1. Purpose:

The Fremont Public School District is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation ("discrimination") to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If

necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within ten (10) working days after receiving a complaint or report, unless extenuating circumstances exist as determined by the investigator. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will be determined by the investigator and in compliance with any legal requirements. Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District may, when appropriate or when legally required, send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within one (1) week after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within five (5) working days after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal within ten (10) working days after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education within five (5) working days after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board or a Committee of the Board of Education to present his or her appeal. The Board or Committee of the Board of Education may, in its discretion, issue a written determination about the appeal. The Board or a Committee of the Board may, in the alternative, vote on the appeal and send the party the outcome of the vote. The party who filed the appeal will be sent the Board's determination. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted,

5. Training:

The District will ensure that relevant District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;
Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: June 9, 2025

**Fremont Board Policy
Article 5**

**Policy No. 5415
53C.1a**

ANTI-BULLYING POLICY

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events.

The school district shall review the anti-bullying policy annually.

Legal Reference: Neb. Rev. Stat. Sec. 79-2,137
Student Discipline Act, Neb. Rev. Stat. Sections 79-254 to 79-296
NDE February 2003 State Board Action; Reaffirmed December 2005

Date of Adoption: June 10, 2024

Title IX – Procedure for Complaints of Sexual Harassment**A. Complaint Procedure - Generally**

1. Reporting Procedures: All employees are responsible for helping to prevent sexual harassment. Employees or students who believe they have been subjected to, or believe they have witnessed sexual harassment should follow these procedures:

1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
2. For employee reporters, contact your principal or supervisor, the principal or supervisor of the offending person, or the Title IX Coordinator if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
3. Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.
4. For student reporters, contact any teacher, counselor, or administrator, or the Title IX Coordinator.
5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator is:

TITLE IX COORDINATOR CONTACT INFORMATION

Scott Jensen
130 E. 9th Street
Fremont, NE 68025
402-727-3011
scott.jensen@fpsmail.org

2. District Actions upon Report of Sexual Harassment or Sexual Misconduct: Upon receipt of a report of sexual harassment, the Title IX Coordinator, or designee, including but not limited to a building principal or assistant principal, will conduct an initial inquiry. The first step of the inquiry will typically include a preliminary meeting between the individual whom the reporting party alleges has been subjected to sexual harassment or sexual misconduct and the Title IX Coordinator, or designee. The initial inquiry may also include a meeting between the Title IX Coordinator, or designee, and the individual whom the reporting party alleges has committed sexual harassment or sexual misconduct. The purpose of these meetings is to gain a basic understanding of the nature and circumstances of the report, it is not intended to be a full investigative interview. During the initial assessment, the reporting party may also receive information about resources, rights, procedural options, and supportive measures. The Title IX Coordinator, or designee, may inquire into whether the person who is alleged to have been subject to sexual harassment or misconduct requests resources, no further action, supportive measures, and/or initiation of the “Formal Complaint” process. The Title IX Coordinator will make a reasonable effort to respect the wishes of the person who experienced sexual harassment or sexual misconduct; however, if the reported incident constitutes an imminent or ongoing threat to school safety, based on the assessment of the Title IX Coordinator, then the Title IX Coordinator may file a Formal Complaint, on behalf of the District, with or without the consent or permission of the person who has experienced sexual harassment or sexual misconduct.

With or without a Formal Complaint, allegations of sexual harassment or discrimination shall be investigated and if substantiated, corrective or disciplinary action will be taken, up to and including dismissal from employment, if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against any person for reporting discrimination or harassment.

B. Formal Complaint Process

The following procedures apply only in the event that a Formal Complaint is filed. All other reports of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.

1. Misconduct Which May Be Investigated Under a Formal Complaint: The Formal Complaint process is only available if the Formal Complaint alleges: (i) conduct which occurs on District grounds or property owned or controlled by the District; (ii) conduct which occurs in the context of District employment or an education program or District-sponsored activity within the United States, and (iii) conduct which occurs when the District has substantial control over both the Respondent and the context in which the sexual harassment or sexual misconduct occurs. The conduct must also fall within one of the following categories: (a) an employee of the District conditioning an aid, service, or benefit of the District on an individual’s participation in unwelcome sexual contact; (b) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the District’s education program or activity; (c) sexual assault; (d) domestic violence; (e) dating violence; or (f) stalking.

2. Parties to a Formal Complaint: The only parties to a Formal Complaint are the Complainant, who is the person alleged to have been subject to misconduct, and the Respondent, the person who is alleged to have committed the misconduct.

3. Filing a Formal Complaint: A Formal Complaint may only be filed by a Complainant or the Title IX Coordinator. An employee or student Complainant may file a Formal Complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail. The Formal Complaint must be signed by the Complainant or by the Title IX Coordinator.

4. Immediate Actions Upon Receipt of Formal Complaint: Upon receipt of a Formal Complaint, the Title IX Coordinator will conduct an initial assessment of the allegations contained within the Formal Complaint to determine if the allegations in the Formal Complaint, if true, allege misconduct which may be investigated under the Formal Complaint process. If the allegations in the Formal Complaint do not allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator must dismiss the Formal Complaint and may proceed under other District policies or procedures. The Complainant will be provided notice in writing if the Formal Complaint is dismissed.

If the allegations in the Formal Complaint allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator shall provide the following to all known parties: (1) The complaint procedure as outlined in this policy; and (2) Notice of the allegations of sexual harassment, known by the District at the time of filing the Notice, including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sexual harassment, and (iii) the date and location of the alleged incident.

The Title IX Coordinator shall then provide the Formal Complaint and the Notice of the Formal Complaint to the District's Title IX Investigator.

5. Investigation of Formal Complaint: Upon receipt of a Formal Complaint, the Investigator will promptly investigate the allegations contained within, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure except to avoid interfering with law enforcement. If the allegation(s) involve possible criminal conduct, the District will notify the Complainant of his or her right to file a criminal complaint, and District employees will not dissuade the Complainant from filing a criminal complaint either during or after the District's investigation.

The Investigator will contact the Complainant, Respondent, and relevant witnesses to schedule interviews. All parties may bring up to two people to this meeting: (1) Support Person and/or (2) Advisor of Choice. The Advisor of Choice may or may not be an attorney. Neither the Support Person nor the Advisor of Choice can direct questions or comments to the Investigator, nor may the Support Person or Advisor of Choice advise a student or employee how to answer the Investigator's questions.

The Investigator will also aim to collect all tangible evidence relevant to the investigation.

The Investigator will complete the investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the Formal Complaint and the number of witnesses that may need to be interviewed. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as deemed necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

(A) *Neutrality:* The Title IX Coordinator, Investigator, Decision-Maker, or any person designated by the District to facilitate this Formal Complaint process, shall not have any conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. The District shall ensure that Title IX Coordinator, Investigator, Decision-Maker, and any person who facilitates this Formal Complaint process shall receive training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias.

(B) *Burden of Production:* It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding the outcome of the Formal Complaint. To reach a determination, the investigation will include, but is not limited to:

- i. Providing the parties with the opportunity to present witnesses and provide evidence.
- ii. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- iii. A consideration of various factors, including: (1) the nature of the conduct and whether the conduct was unwelcome, (2) the surrounding circumstances, expectations, and relationships, (3) the degree to which the conduct affected one or more students' education, (4) the type, frequency, and duration of the conduct, (5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, (6) the number of individuals involved, (7) the age and sex, if applicable, of the alleged harasser and the alleged victim(s) of the harassment, (8) the location of the incidents and the context in which they occurred, (9) the totality of the circumstances, and (10) other relevant evidence.
- iv. A review of the evidence using a "preponderance of the evidence" standard. To meet the "preponderance of the evidence" standard, the evidence must show that the discrimination, harassment, or retaliation more likely occurred than did not occur.

(C) *Rights of the Parties:* The Respondent is entitled to a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process. The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The District retains the right to place any person on administrative leave during the pendency of the investigation. The District also retains the right to remove a Respondent from the District's educational program prior to the conclusion of the investigation on an emergency basis, provided the District determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies the removal. In the event of a removal, the Respondent shall have the opportunity to challenge the decision for removal according to district policy. This provision does not limit any individual rights under IDEA, Section 504 of the Rehabilitation Act, or ADA.

(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the Investigator shall send each party the evidence that is subject to inspection and review in an electronic format or a hard copy. This information shall be known as the "Draft Investigative Report." The Draft Investigative Report shall include all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the Investigator does not intend to relay to the Decision-Maker. The parties shall then have ten (10) calendar days to submit a written response, which the Investigator will consider. Responses may not be submitted by the parties' Advisor of Choice or Support Person, unless such person is the parent or guardian of the Complainant or Respondent. Responses may include corrections to the Investigator's summary of the parties' interviews, suggestions for additional investigation, or additional information not known at the time of the interviews. Any new information provided by the parties during the response period will not result in an additional time period for response by the other party unless determined necessary by the Title IX Coordinator. The Investigator is not obliged to respond to any question or requests for information in the parties' responses. The Investigator will consider the information provided by the parties and will incorporate relevant information into the Final Investigative Report. The Final Investigative Report will fairly summarize the relevant evidence. The Investigator shall then submit the Final Investigation Report to the Decision-Maker. The parties shall each receive a copy of the Final Investigative Report at the same time as the Decision-Maker.

6. Actions Taken By Decision-Maker Upon Receipt of Final Investigative Report: Upon receipt of the Final Investigative Report, the Decision-Maker shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness. Questions shall be submitted to the Decision-Maker who

shall determine whether questions are relevant. The Decision-Maker shall contact parties or witnesses to request answers to the parties' relevant questions. The Decision-Maker will provide each party with the answers provided by the opposing party or witness and allow for additional, limited follow-up questions from each party.

7. **Notice of Determination:** Once the Decision-Maker has received the answers to relevant questions submitted by the parties, the Decision-Maker shall consider the answers and the Decision-Maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame, as determined by the Title IX Coordinator. The Decision-Maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as the Complainant, Respondent, or witness. The Decision-Maker shall provide the written determination to both parties simultaneously. The written determination shall include:

- a) Identification of the allegations potentially constituting sexual harassment;
- b) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
- c) Findings of fact supporting the determination;
- d) Conclusions regarding the application of each recipient's code of conduct to the facts;
- e) A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the Complainant; and
- f) The recipient's procedures and permissible bases for the Complainant and Respondent to appeal.

The Family Educational Rights and Privacy Act (FERPA) permits the District to disclose relevant information to a student who was discriminated against or harassed.

8. **Sanctions:** At the conclusion of the investigation, the Decision-Maker may institute disciplinary measures against the Respondent if the Decision-Maker determines that the Respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and, in the case of an employee disciplinary action, up to and including immediate termination from employment.

The Title IX Coordinator is responsible for coordinating the implementation of supportive measures for the victim(s).

C. Appeals

If either party is not satisfied with the outcome of the investigation and the decision of the Decision-Maker, they may appeal on the following bases – within 10 days of receiving the written determination:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
3. The Title IX Coordinator, Investigator, or Decision-Maker had a conflict of interest or bias for or against the Complainant or Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter.

The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent, or designee.

Upon notice of an appeal by either party, the Superintendent of Schools, or designee, shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.

The Superintendent, or designee, shall give both parties a reasonable and equal opportunity to submit a written statement in support of or challenging the outcome.

The Superintendent, or designee, shall review the investigative report, Decision-Maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent, or designee, shall provide the written decision simultaneously to both parties.

D. Informal Resolution

If a Formal Complaint is filed, the District may offer the Complainant and Respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:

1. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the Formal Complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
2. The parties' voluntary, written consent to the informal resolution process; and
3. That the allegations of the Formal Complaint do not involve any allegations that an employee sexually harassed a student.

E. Record Keeping

The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings for a period of seven (7) years.

Adopted: November 9, 1987
Revised: December 15, 1997
Revised: July 19, 1999
Reviewed: April 16, 2001

Revised: July 18, 2005
Revised (Replaced w/New Title, same Policy Number): August 10, 2020
Policy Previous Name – Sexual Harassment (Employee and Student)
Revised: July 11, 2022
Revised: June 10, 2024

Fremont Board Policy

53C.2a

BODY PIERCING JEWELRY AND TATTOOS

The Board of Education has determined that students, employees, and others associated with the school may wear body piercing jewelry at school, or at school functions, so long as it does not become a distraction to students, their learning, or become disruptive to the educational process or learning environment. If wearing this type of jewelry does become a distraction or disruption, the individual will be required to remove the jewelry while at school, and refusal to do so could involve consequences that may include, but are not limited to, detention, in-school suspension, out-of-school suspension, or expulsion.

The Board finds that tattoos that advertise drugs, alcohol, tobacco, gang or cult affiliations, and/or anything with a sexual connotation are inappropriate for students, employees, and others associated with the school. A student with a tattoo that is inappropriate or causes a disruption to the educational environment will be asked to cover the tattoo when attending school or school related activities. If a student continues to violate this policy on a repeated basis, they shall be subject to such consequences as are determined to be appropriate by the school administration. Consequences may include, but are not limited to, detention, in-school suspension, out-of-school suspension and expulsion.

Adopted: July 19, 1999
Revised: October 18, 2004
Revised: August 20, 2007
Revised: June 16, 2008

Fremont Board Policy

53D

NOTICE OF PROPERTY, EQUIPMENT, AND FACILITY SURVEILLANCE

The Fremont Public Schools Board of Education authorizes the use of video cameras on district property and within district facilities to assist in the protection of the health, welfare and safety of all staff, students and visitors to district property, and to safeguard district facilities and equipment. The Superintendent of Schools or his/her designee may use video cameras in locations as deemed appropriate. The district shall notify staff and students through student/parent and staff handbooks that video surveillance may occur on district property, within its facilities, and within transportation equipment. Students or staff in violation of Board policies, administrative regulations, building rules or law shall be subject to appropriate disciplinary action. Individuals may be referred to law enforcement agencies if the administration deems it appropriate to do so. Video recordings may become a part of a student's educational record or a staff member's personnel record. The district shall comply with all applicable state and federal laws related to record maintenance and retention.

Adopted: July 21, 2003

Fremont Board Policy

54D.5a

STUDENT LOCKERS

Lockers are the property of the School District and are on loan, without charge, for the student's use. The assignment of the locker is on a temporary basis and may be revoked at any time.

School officials may search student lockers and desks if they have belief, reasonable under the circumstances, that such lockers contain any item or substance which may be injurious to the health, welfare, safety, or morals of the students or employees in the school, or which contain any items or substance which may constitute evidence of any kind of misconduct with respect to which the school officials, under these policies and regulations and the statutes of the State of Nebraska, may be authorized to take disciplinary action.

Any search conducted shall be reasonable in both scope and nature under the circumstances.

Lockers and desks are the property of the School District and are made available to students for their convenience. Each student is responsible for the content and security of his/her locker.

The Superintendent, or his/her designee, will develop rules and regulations which will promote the student use of lockers within the framework of this policy.

The policy and its corresponding rules and regulations are to appear in the Student Handbook.

Adopted: November 9, 1987

Fremont Board Policy

5406

SEARCH AND SEIZURES

When it is determined based on searches that a person has violated a Board policy, administrative regulation, building rule, student conduct rule or personnel expectation, or the law, the person shall be subject to appropriate disciplinary action and a report to law enforcement may be made.

A student's refusal to submit to a reasonable request for a search may lead to discipline for insubordination. A refusal may also constitute evidence of a violation of the school rule for which the search was requested. For instance, if an administrator has reasonable suspicion that a student has violated the no vaping rule, a refusal to be searched to determine if the student has a vape device will support the conclusion that the student violated the no vaping rule.

Student lockers, desks and other such property are owned by the school. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. Periodic, random searches of student lockers may be conducted in the discretion of the administration.

The following procedures will be used for conducting searches:

1. School officials may conduct a search if there is a reasonable basis to believe that the search will uncover evidence of a crime or rule violation. The search must be conducted in a reasonable manner under the circumstances.
2. Random searches of student lockers, desks, and other similar school property provided for use by students may be conducted in the discretion of the administration.
3. Drug or alcohol tests may be conducted on students based on reasonable suspicion.
4. Drug or alcohol tests may be conducted on a random basis for students participating in extracurricular activities, provided that: a) the student gave consent for testing in advance (attendance at or participation in the extracurricular activity may be withheld in the absence of consent), b) the testing actually be random, c) that the testing procedures limit any intrusion on student privacy, and provide for an appropriate level of confidentiality and accuracy, and d) that the response to positive tests take into consideration student safety and compliance with laws related to reporting and releasing students to law enforcement.
5. School officials may search offices and storage devices provided to or used by employees where permitted by law, such as where reasonable grounds exist for suspecting that a search will turn up evidence that the employee has committed work-related misconduct, or that a search is necessary for a non-investigatory work-related purpose, such as to retrieve a file.
6. Searches of the District's computer system may be conducted in the discretion of the administration at any time.

The following procedures will be used for the removal of personal property:

1. Illegal items or other items reasonably determined to be a threat to the safety of others or a threat to educational purposes may be seized by school officials. Any illegal drugs, firearm or dangerous weapon shall be confiscated and delivered to law enforcement as soon as practicable. A personal safety or security device (such as a taser, mace or pepper spray) not previously approved by the Administration constitutes a "dangerous weapon."
2. Items which have been or are reasonably expected to be used to disrupt or interfere with the educational process may be removed from student possession.

The District is not responsible for the security or safety of personal property which employees, students, or other building users may bring to school.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04 (firearms)
Date of Adoption: July 14, 2025

Fremont Board Policy

54D.16

USE/POSSESSION OF HEALTH ENDANGERING SUBSTANCES

Pursuant to its statutory authority to adopt rules, regulations, and policies necessary to protect the government and health of pupils in the School District, the Board of Education of the Fremont Public School District has determined that the possession or use by pupils of tobacco, alcohol, narcotics, or other dangerous drugs (including marijuana), shall be prohibited:

1. During the school day,
2. On the school grounds,
3. By a participant in school activities, and
4. As a spectator at school activities involving Fremont participants.

Pupils who possess or use tobacco or tobacco products, alcohol, or narcotics, or other dangerous drugs (including marijuana) during the school day, on the school grounds, or while participating in or attending school activities, shall be subject to disciplinary sanctions, including, but not limited to, suspension or expulsion.

Adopted: November 9, 1987
Revised: November 15, 1999

Administrative Regulation

54D.16

USE/POSSESSION OF HEALTH ENDANGERING SUBSTANCES

***Drug:** *Any illegal substance, including alcohol, which, when taken internally or smoked, may cause a change in a person's behavior.*

The Board of Education views its responsibility for providing a safe and secure educational environment a serious commitment to the community. It affirms its belief that the possession and/or use of drugs constitutes a serious danger to students. Illegal drugs, including alcohol, have no place on school property. The decision to use and abuse drugs is a personal one which the Board of Education cannot make. However, let it be known that the Board of Education will do everything within its legal rights to make the possession, use, and abuse of drugs high risk on school property and at school activities.

In addition, the Board of Education reaffirms its commitment to support a curriculum which emphasizes the proper use of medications as well as the deleterious effects of drugs upon our citizenry.

- a. When there is reasonable cause to believe that the student has used, or has in his possession, drugs or alcohol, referral may be made to the proper legal authorities.
- b. Possession or use of drugs or alcohol may be grounds for suspension/expulsion from Fremont Public Schools.
- c. School personnel, with reasonable suspicion, reserve the right to search personal property, lockers, or locker contents.
- d. Any student, in school or at school functions, exhibiting non-acceptable behavior, may be referred to proper agencies for evaluation. Refusal to avail him/herself of this help may be held as grounds for expulsion from school.

FREMONT PUBLIC SCHOOLS
Fremont, Nebraska

REIMBURSEMENT FOR OPTION ENROLLMENT TRANSPORTATION

NEBRASKA DEPARTMENT OF EDUCATION

RULE 19

REGULATIONS REGARDING SCHOOL ENROLLMENT

TITLE 92, NEBRASKA ADMINISTRATIVE CODE, CHAPTER 19

EFFECTIVE DATE:

NOVEMBER 1, 2010 (REVISED)

JULY 21, 2016

79-241. Transportation; fee authorized; reimbursement; when.

(1) Except as otherwise provided in this section, section [79-611](#) does not apply to the transportation of an option student. The parent or legal guardian of the option student shall be responsible for required transportation. A school district may, upon mutual agreement with the parent or legal guardian of an option student, provide transportation to the option student on the same basis as provided for resident students. The school district may charge the parents of each option student transported a fee sufficient to recover the additional costs of such transportation.

(2) Option students who qualify for free lunches shall be eligible for either free transportation or transportation reimbursement as described in section [79-611](#) from the option school district pursuant to policies established by the school district in compliance with this section, except that they shall be reimbursed at the rate of one hundred forty-two and one-half percent of the mandatorily established mileage rate provided in section [81-1176](#) for each mile actually and necessarily traveled on each day of attendance by which the distance traveled one way from the residence of such student to the schoolhouse exceeds three miles.

(3) For open enrollment option students who received free transportation for school year 2016-17 pursuant to subsection (2) of section [79-611](#), the school board of the option school district shall continue to provide free transportation for the duration of the student's status as an open enrollment option student or for the duration of the student's enrollment in a pathway pursuant to subsection (3) of section [79-2110](#) unless the student relocates to a school district that would have prevented the student from qualifying for free transportation for the 2016-17 school year pursuant to subsection (2) of section [79-611](#).

(4) For option students verified as having a disability as defined in section [79-1118.01](#), the transportation services set forth in section [79-1129](#) shall be provided by the resident school district. The State Department of Education shall reimburse the resident school district for the cost of transportation in accordance with section [79-1144](#).

Source: Laws 1989, LB 183, § 10; Laws 1990, LB 843, § 10; Laws 1991, LB 207, § 7; Laws 1992, LB 1001, § 40; Laws 1993, LB 838, § 2; Laws 1993, LB 348, § 69; R.S.1943, (1994), § 79-3410; Laws 1996, LB 900, § 45; Laws 1997, LB 346, § 3; Laws 1998, Spec. Sess., LB 1, § 8; Laws 2013, LB410, § 5; Laws 2016, LB1067, § 18.

Fremont Board Policy, Article 5

5602

NALOXONE IN SCHOOL

The Board hereby permits the storage, administration, and implementation of naloxone (also known as Narcan) in school, so long as such storage, administration, and implementation complies with all legal requirements and the best interests of student health.

The Superintendent is hereby delegated the authority to develop rules and regulations to handle and administer naloxone in the event of a suspect opioid overdose, or in other emergency situations that require prompt attention.

Legal Reference: Neb. Rev. Stat. § 28-470

Date of Adoption: July 10, 2023

ELECTRONIC COMMUNICATION DEVICES AND CELL PHONES

All students are prohibited from accessing or using an electronic communication device while on school property or attending a school instructional function, unless:

1. When required by a student's Individualized Education Program or 504 Plan;
2. When authorized by the District for educational purposes during instructional time;
3. In the case of an emergency or perceived threat of danger;
4. When necessary to monitor or manage a student's health care; or
5. When determined appropriate by the Board of Education, the Superintendent, or the Superintendent's designee.

All exceptions listed herein must be approved in advance by Building Administration. Building Administration may rescind exceptions (except exceptions 1-4) when determined to be in the best interests of an individual student or a group of students.

The intention of the Board of Education is not to prohibit cell phone use during passing time, lunch time, extracurricular activities, and times school is not in session (before and after the school day, summertime, etc.), when building appropriate as deemed by school administration.

Any student who violates this Policy may be subject to discipline under the District's Student Discipline Policy.

Legal Reference: LB 140 (2025)

Date of Adoption: July 14, 2025

FIREARM POLICY

It shall be the policy of the Fremont Public School District to undertake all reasonable efforts to prohibit the unlawful possession, the knowingly and intentionally selling, attempting to sell, providing, loaning, delivering, or in any other way transferring the possession of a firearm to a juvenile, and to prevent the unlawful possession of a firearm, including concealed firearms, in a school, on school grounds, in a school owned vehicle, or at a school sponsored activity or athletic event. This policy shall not apply to the issuance of firearms to or possession by members of the Armed Services of the United States, active or reserve, National Guard of the State, or Reserve Officers' Training Corps, peace officers, or qualified law enforcement officers or qualified retired law enforcement officers, as defined by and pursuant to state and federal law. Further, nothing in this policy shall be construed to require school action when a firearm is lawfully possessed by a person receiving instruction, or instruction under the immediate supervision of an adult instructor, or as to firearms contained within a private vehicle operated by someone other than a minor or prohibited person, as defined by law, and are enclosed in a case or inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, other than an autocycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area.

Any unlawful use or possession of a firearm, including concealed firearms, as described in this policy and as described by statute shall as soon as is reasonably possible be reported to an appropriate peace officer. Nothing in this policy shall be construed to prevent the district from carrying out regular disciplinary procedures as have been adopted by the Board of Education or as otherwise authorized by law.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04

Date of Adoption: June 10, 2024

Student Google Apps Permission Form

Fremont Public School District

Fremont Public Schools has the ability to create accounts for all students to allow for collaborative sharing using Google Apps for Education. These accounts will be used for school related projects. Students Grades K through 12 will be assigned an account after signing their student handbook. The rules governing proper electronic communications by students are included in the Internet Acceptable Use Policy that is part of the Student Code of Conduct. Once accounts are assigned, students gain access to the wealth of collaborative tools available through Google Apps.

Students Kindergarten through Grade 2 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar and website authoring tools. This will allow your student to collaborate with teachers and other students.

Students Grade 3 through Grade 8 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar, email (internal with other fpsmail.org users only) and website authoring tools. This will allow your student to collaborate and learn proper email use with teachers and other students.

Students Grade 9 through Grade 12 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar, email (internal and external users) and website authoring tools. This will allow your student to collaborate with teachers, other students and other Internet users.

Official Email Address: Students will be assigned a *fpsmail.org* student email account. This account will be considered the student's official Fremont Public Schools email address until such time as the student is no longer enrolled in Fremont Public Schools. The naming convention will be:

Graduation Year.First_Name.Last_Name@fpsmail.org.

Conduct: Students are responsible for good behavior just as they are in a traditional school building.

- It is illegal to use obscene, profane, threatening, or disrespectful language.
- Communication with others should always be course related.
- Students should never say anything via email that they wouldn't mind seeing on the school bulletin board or in the local newspaper.
- Students should notify the teacher of anything inappropriate or that makes them uncomfortable.
- Bullying will not be tolerated and the privacy of others should be respected at all times.

Access Restriction: Access to and use of Google Apps for Education is considered a privilege accorded at the discretion of Fremont Public Schools. The District maintains the right to immediately withdraw the access and use of the account when there is reason to believe that violations of law or School Board policies have occurred. In such cases, the alleged violation will be referred to the Principal for further investigation and application of necessary consequences as indicated in the Student Code of Conduct.

Security: Fremont Public Schools cannot and does not guarantee the security of electronic files located on Google systems. Although Google does have a powerful content filter in place, the School Board cannot assure that users will not be exposed to non-educational material.

Privacy: The School Board reserves the right to access and review content in the Google Apps for Education system at any time. The School Board complies with all state and federal privacy laws.

As with any educational endeavor, we feel that a strong partnership with families is essential to a successful experience. Therefore, we are asking your permission to provide a Google Apps account to your child.

Fremont Public Schools, Fremont, NE



Chromebook Terms of Use Agreement School Year 2025-2026

One Chromebook and charger are being loaned to the Student/Borrower and are in good working order. It is Student/Borrower's responsibility to care for the equipment and ensure that it is retained in a safe environment. This agreement also applies to any Chromebook borrowed to the Student/Borrower in the case of repair or any Chromebook issued to the Student/Borrower in the case of replacement.

This equipment is, and at all time remains, the property of Fremont Public Schools of Fremont, NE ("District"), and is herewith lent to the Student/Borrower for educational purposes only.

Student/Borrower may not deface or destroy this property in any way. Inappropriate use of the Chromebook may result in the Student/Borrower losing his/her right to use this Chromebook. The equipment will be returned to the school when requested by Fremont Public Schools, or sooner, if the Student/Borrower withdraws from Fremont Public Schools.

The District Property may be used by Student/Borrower only for non-commercial purposes, in accordance with the District's policies and rules, the District's Code of Conduct, as well as, local, state, and federal statutes.

Student/Borrower may not install or use any software other than software owned or approved by the District and made available to Student/Borrower in accordance with this Receipt and Agreement.

A Google Apps for Education account is available for each Student/Borrower to use for appropriate academic communication with other students and staff members. This user account with specific privileges and capabilities has been set up for the exclusive use of the Student/Borrower to which the Chromebook has been assigned. The Student/Borrower agrees to make no attempts to change or allow others to change the privileges and capabilities of this user account.

The Student/Borrower agrees to make no attempts to add, delete, access, or modify other user accounts on the Chromebook and on any school-owned computer.

The Fremont Public Schools network is provided for the academic use of all students and staff. The Student/Borrower agrees to take no action that would interfere with the efficient, academic use of the network.

Identification and inventory labels/tags have been placed on the Chromebook. These labels/tags are not to be removed or modified. If they become damaged or missing, contact tech support for replacements. Additional stickers, labels, tags, or markings are not to be added to the Chromebook.

Nebraska statute allows the District to obtain reimbursement from, or on behalf of, students for any damage to, loss of, or failure to return school property. Student/Borrower acknowledges and agrees that his/her use of the District Property is a privilege and that by Student/Borrower's agreement to the terms hereof, Student/Borrower acknowledges his/her responsibility to protect and safeguard the District Property and to return the same in good condition and repair upon request by Fremont Public Schools.

Version 1.0, 2025 6/4/2025

Chromebook Terms of Use Agreement School Year 2025-2026

PARENT and STUDENT RESPONSIBLE USE AGREEMENT (RUA):

Parent Responsibilities

Your student has been issued a Chromebook to improve and personalize his/her education. It is essential that the following guidelines be followed to ensure the safe, efficient, and ethical operation of this Chromebook.

- I will supervise my son's/daughter's use of the Chromebook while at home.
- I will discuss our family's values and expectations regarding the use of the Internet at home and will supervise my son's/ daughter's use of the Internet.
- I will not attempt to repair the Chromebook.
- I will report to the school any problems with the Chromebook.
- I will make sure that my son/daughter recharges the Chromebook battery nightly.
- I will make sure my son/daughter brings the Chromebook to school every day.
- I agree to make sure that the Chromebook is returned to the school when requested and upon my son's/daughter's withdrawal from Fremont Public School District.
- I understand that my student will not be allowed to bring their personal laptop/Chromebook to school. Only school issued Chromebooks may be used at school.
- Any use deemed irresponsible or inappropriate by the District may result in the loss of student's privilege to possess and/or use the Chromebook and may also result in disciplinary or other action.

Student Responsibilities

Your Chromebook is an important learning tool and is for educational purposes only. In order to take your Chromebook home each day, you must be willing to accept the following responsibilities.

- When using the Chromebook at home, at school, and anywhere else I may take it, I will follow the policies of the Fremont Public Schools - especially the Student Code of Conduct - and abide by all local, state, and federal laws.
- I will treat the Chromebook with care by not dropping it, throwing it, getting it wet, leaving it outdoors, using it with food or drink nearby or damaging the Chromebook in any way.
- My Chromebook is my responsibility and will stay in my possession at all times.
- I will honor my family's values when using the Chromebook.
- I will not release personal information to strangers when using the Chromebook.
- I will bring the Chromebook, battery fully charged, to school every day.
- I will keep all accounts and passwords assigned to me secure and will not share these with any other students.
- I will recharge the Chromebook battery each night.
- I will return the Chromebook when requested and upon my withdrawal from Fremont Public Schools.

NO EXPECTATION OF PRIVACY

Because the District owns the Chromebook, students have no expectation of confidentiality or privacy with respect to the device. District may, without prior notice or consent, log into, view, monitor, and record use of the Chromebook and any corresponding technology tools at any time for any reason related to the operations of the District.

EFFECTIVE AND EXPIRATION DATES

This coverage is effective from the first day participation cost is received by the District through the first day of school of the following school year, or the date Chromebook is returned in good working order to the District.

Version 1.0, 2025 6/4/2025

Johnson Crossing Academic Center Student-Parent Handbook Acknowledgment

The Student-Parent Handbook contains the policies adopted by your school board in regard to standards of conduct, policies, and student activities. Please refer to the Table of Contents to find specific information related to school guidelines and expectations, board policies, and provisions for harassment, discrimination and drug-free schools.

Parents and students: Please sign in the appropriate areas below and return this page to your FIRST teacher of the day.

Required:

As a student at Johnson Crossing Academic Center, I acknowledge that I have received a copy of the JCAC Student-Parent Handbook for 2025-2026. I accept the responsibility for knowing and following procedures and rules outlined in this handbook. I will take this handbook home to share with my parents so they are aware of this information also.

Student Signature _____

Grade and Team _____

Student's Printed Name _____

Date _____

As the parent/guardian of a Johnson Crossing Academic Center student, I acknowledge the following:

_____ I have read the handbook and supplemental appendix and I am aware of the procedures and regulations at JCAC.

_____ I have read the "civility" section of the handbook and understand how to interact positively at school events or when involved in meetings with school staff.

_____ Unless I make contact with an administrator, my student will be allowed access to the Internet for the purpose of school assignments.

Parent/Guardian Signature _____ *Date* _____

Parent/Guardian Printed Name _____

Failure or refusal to sign the acknowledgments above will not relieve the parent/guardian and the student from reading, understanding, or following the policies and provisions of this handbook.