

JOINT INDIAN EDUCATION COMMITTEE

-Partnership Members-

Santa Rosa Rancheria Lemoore Union High School District
Central Union Elementary School District

YOU ARE INVITED TO ATTEND and PARTICIPATE

Date: Tuesday, October 15, 2019

Place: Santa Rosa Rancheria (SRR) Education Department

Time: 12:30pm - Lunch is Provided

MEETING AGENDA ITEMS

Uniform Complaint Procedure

The purpose of the UCP is to have a formal process in place to investigate and resolve complaints alleging violations of federal or state laws or regulations governing specific educational programs.

Johnson-O-Malley Funding for Native American Students

The purpose of the funding is to promote culture, language, academics, and school connectedness. The JOM budget is designed and monitored with input from the IEC committee.

Title VI Funding for Native American Students

The purpose of the funding is to support the Native American students in meeting the same challenging academic achievement standards as all students.

Indian Education Policies and Procedures

Review and discussion of CUESD and LUHSD IPP

IEC Bylaws

Current Bylaws discussed, reviewed, and approved.

Joint Indian Education Committee Reports

Members provide academic, activities, and events updates.

Guests

All invited to attend and share information and ideas.

Presentation Gadgil Lab Team

The Gadgil Lab Team will share with the IEC the partnership research study on alternative solutions for removing ground-water arsenic, and introduce the upcoming project at Central.

Parents and public input

Input is encouraged and welcomed

Joint Indian Education Committee
Santa Rosa Rancheria,
Lemoore Union High School District, & Central Union Elementary School District
Agenda for October 15, 2019

1. **Call to Order**
 - a. Time
 - b. Roll-Call (Sign-In sheet)
 - c. Establish a Quorum of Members
Members: 3 Parents of Indian Students
 1 Alternate Parent (Non-Voting Participant)
 2 Indian Students (1 Middle School & 1 High School)
 1 Site Administrator
 1 School Employee/Teacher
 1 Director of the SRR Education Department
 1 Employee of the SRR Education Department
 1 District Representative (Non-Voting Participant)

2. **Additions, Deletions, and Approval of Agenda**
(A motion was made by _____ and seconded by _____.)
(All approve. Motion by saying "I".)

3. **Approval of the Minutes from the Previous IEC Meeting**
(A motion was made by _____ and seconded by _____.)
(All approve. Motion by saying "I".)

4. **Introductions of Guests**

5. **Guest Reports or Communications**
 - a. **Presentation from Gadgil Lab Team**
The Gadgil Lab Team will share with the IEC the partnership research study on alternative solutions for removing ground-water arsenic, and introduce the up-coming project at Central.

6. **Indian Policy and Procedures**
 - a. **Central Union Indian Policy and Procedure**
Review, discuss, and vote.
(A motion was made by _____ and seconded by _____.)
(All approve. Motion by saying "I".)

a. **LUHS Indian Ed Policy and Procedure**
Review, discuss, and vote.
(A motion was made by _____ and seconded by _____.)
(All approve. Motion by saying "I".)

7. **Uniform Complaint Procedure**
 - a. Review the Process

11. **Bylaws**
 - a. Review, discuss, and vote.
(A motion was made by _____ and seconded by _____.)
(All approve. Motion by saying "I".)

12. **Johnson-O-Malley (JOM) Funding**
Business and Reporting (Budget To Be Provided)
 - a. CUESD - Indian Education Policy and Procedures -Discussion and Voting
(A motion was made by _____ and seconded by _____.)
(All approve. Motion by saying "I".)
 - b. Report given by CUESD Representative
 - c. Budget - Review, discuss, and approval as needed

13. **Title VI Funding**
Business and Reporting (Budget to Be Provided)

- a. Report given by Lemoore High School District Representative
- b. Review, discuss, and approve as needed

14. Education Committee Reports (Current Month & One More)

- a. Santa Rosa Rancheria (SRR)
- b. Lemoore Union High School District (LHS & Jamison)
- c. Central Union Elementary School District (Central & Stratford)

15. Parent/Public Input

16. Adjournment

(Motion was made by _____ to adjourn the meeting at _____,pm.)
(All approve. Motion by saying "I".)

Revised: 09-19

Joint Indian Education Committee
Santa Rosa Rancheria,
Lemoore Union High School District, & Central Union Elementary School District
Minutes for September 17, 2019

1. Call to Order

- Meeting was called to order at 12:40pm
- The following individuals were in attendance: *Luis Diaz, Danny Llamas, Erin Ferreira, Isidro Varela, Noah Ignacio, Hyaali Sisco, Chuck Gent, John Raven, Christina Gonzales, Anne Gonzales, Rhonda Garfield, Genevieve LeMaster, Lizette Cabrera, Richard Parra, Melissa Garza, Dena Morris, Michelle King, Valerie Botelho, Dolores Ventura, Elizabethe Lozano,*
- Establish a Quorum of Members
Members: 3 Parents Indian Students
2 Indian Students (1 Middle School & 1 High School)
1 Site Administrator
1 School Employee/Teacher
2 Tribal Employees of the SRR Education Department
1 District Representative (Non-Voting Participant)

2. Additions, Deletions, and Approval of Agenda

A motion was made by Erin Ferreira to approve the September 2019 agenda and seconded by Danny Llamas. All approved and the motion carried.

3. Approval of the Minutes from the Previous IEC Meeting

A motion was made by Erin Ferreira to approve the May 2019 minutes and seconded by Luis Diaz. All approved and the motion carried.

4. Introductions of Guests

All members introduced themselves

5. Guest Reports or Communications

N/A

6. Election of Members and for 2019/20 & Election of Officers

- Danny Llamas nominated Rhonda Garfield as a Native American parent and she accepted. A motion was made by Erin Ferreira to approve Rhonda Garfield and Luis Diaz seconded it. All approved and the motion carried.
- Danny Llamas nominated Noah Ignacio as a Native American parent and he accepted. A motion was made by Erin Ferreira to approve Noah Ignacio and Luis Diaz seconded it. All approved and the motion carried.
- Danny Llamas nominated Isidro Varela as a Native American parent and he accepted. A motion was made by Erin Ferreira to approve Isidro Varela and Luis Diaz seconded it. All approved and the motion carried.
- Erin Ferreira nominated Hyaali Sisco as the middle school Native American student representative and she accepted. Danny Llamas made a motion to approve Hyaali Sisco and Luis Diaz seconded it. All approved and the motion carried.
- Erin Ferreira nominated Ana Atwell as the high school Native American student representative and she accepted. Danny Llamas made a motion to approve Ana Atwell and Luis Diaz seconded it. All approved and the motion carried.
- Danny Llamas nominated Erin Ferreira as the secretary and school employee and she accepted. Luis Diaz made a motion to approve Erin Ferreira and Danny Llamas seconded it. All approved and the motion carried.

- Danny Llamas nominated John Raven as the Central Union representative and he accepted. Luis Diaz made a motion to approve John Raven and Erin Ferreira seconded it. All approved and the motion carried.
- Danny Llamas nominated Luis Diaz as the Chairperson and he accepted. Erin Ferreira made a motion to approve Luis Diaz and Danny Llamas seconded it. All approved and the motion carried.
- Luis Diaz nominated Danny Llamas as the Vice Chairperson and he accepted. Erin Ferreira made a motion to approve Danny Llamas and Isidro Varela seconded it. All approved and the motion carried.
- Chuck Gent was nominated as the Site Administrator and he accepted. Danny Llamas made a motion to approve Chuck Gent and Luis Diaz seconded it. All approved and the motion carried.

7. Indian Education Policies & Procedures

- Elizabeth Lozano discussed the policy and the process of approving the policy. The committee also examined the policy and did not have any changes at this time. Danny Llamas made a motion to approve the 2019/20 policy as is and Luis Daiz seconded it. All approved and the motion carried. This policy will be sent out for parent input and then the board will be notified.

8. Student Activity Data

- Elizabeth Lozano reviewed the data from the 2018/19 school year and discussed strengths and weaknesses. There are some changes already in the works and new data will be discussed at the next trimester.

9. Yearly MOU's Presented- Central School and SRR Education & Recreation Department

- Christina Gonzales discussed the memo of Stratford's MOU and the partnership with the Santa Rosa Rancheria Education Department.
- Anne Gonzales discussed Central MOU and the partnership with the Santa Rosa Rancheria Education Department and Recreation Department.
- Danny Llamas made a motion to approve Stratford and Central's MOU's that were presented and Luis Diaz seconded them. All approved and the motion carried.

10. Johnson -O-Malley (JOM) Funding

- John Raven discussed the budget of \$6,139.00 for usage of 19/20 school year
 - The following monies are allocated to the following areas: \$3000 for conferences, \$1639.00 for presenters, \$500.00 for school supplies, and \$1000.00 college visits
- Danny Llamas motioned to approve the budget as presented and Erin Ferreira seconded it. All approved and motion carried.

11. Title VI Funding

- Mr. Gent reviewed the 19/20 budget of \$58065
 - Mr. Gent proposed that the committee decrease the indirect cost from \$2898 to \$2319, increase the supply monies from \$7916 to \$8405, and increase personnel from \$30250 to \$30441
- Elizabeth Lozano and Anne Gonzales discussed Mr. Furtado math costs of \$15,600 and they will examine other curriculums that provide systematic and direct instruction for student interventions for Central.
- Danny made a motion to approve the budget as presented with the changes and Erin Ferreira seconded it. All approved and the motion carried.

12. Education Committee Reports

Santa Rosa Rancheria (SRR)

- Encourage students to attend after school
- IEP workshop- targeting early interventions
- Sept 20th 8-12th Native American day at CSU Fresno
- Sept 26th California Walk of Pride

LHS

- Native American playing sports
- Clubs
- Saturday School Schedule, Tutoring Schedule, Bulletin
- Big Brother and Big Sister application attached- 9th -11th graders needed for 15 kids
- Sept 18th Meet the Counselor Night at 6pm

Jamison

- Friday end of grading period
- Hello activities making kids feel welcomed
- Oct 1st financial aid opens
- Trimester ends Nov. 1st
- Clean up Kings River this Saturday
- Middle College can participate in athletics

Central Union Elementary School District (Central & Stratford)

- September Attendance Awareness month
- Saturday Schools are beginning
- Sept 24th Federal Surveys are out and due Sept 25th
- Sept. 25th Picture Day
- Oct. is Anti Bullying Initiative Month- Theme weeks
- Oct. 23rd is Unity Day
- Oct. 2nd- 4th 6th graders are attending Outdoor Education

Stratford

- Attendance Awareness Month- 98.4% attendance
- American Pride show
- Oct. 2nd -4th Outdoor Ed
- Fire Prevention Week K-2nd grade students
- Great American Shakeout 10/17
- Oct. 21st Red Ribbon Week

13. Parent/Public Input

Danny Llamas discussed with the committee that he was looking for some extra support services for students. Christina Gonzales, Anne Gonzales, Valeria Botelho, and Chuck Gent all discussed what the schools were using and services that are available. The committee will continue to look at resources.

14. Adjournment

Erin Ferreira made a motion to adjourn the meeting at 1:51 pm and seconded by Luis Diaz. All approved and the motion carried.

Respectfully submitted by,
Erin Ferreira

Next IEC Meeting:
October 15, 2019
12:30pm @ SRR Education Department

JOINT INDIAN EDUCATION COMMITTEE

**Santa Rosa Rancheria Lemoore Union High School District
Central Union Elementary School District**

**IEC Meeting Sign-In Sheet
Members and Guests**

Meeting Date: October 15th, 2019

*** Voting Members**

Printed Name	IEC Position	Site Representation	Signature
Luis Diaz	*Chairperson		
Danny Llamas	*Vice Chairperson		
Erin Ferreira	*Secretary		
Rhonda Garfield	*Parent		
Isidro Varela	*Parent		
Noah Ignacio	*Parent		
TBA	*Alternate Parent (voting member when other parent member absent)		
Hyaali Sisco	*Student Representative		
Ana Atwell	*Student Representative		
Danny Llamas	*SRR Ed Department Director Tribal Employee		
Luis Diaz	*SRR Ed Department Tribal Employee		
Erin Ferreira	*School Employee		
Charles Gent	*Site Administrator		
John Raven	*CUESD District Employee (Non Voting Member)		
	Guest		
	Guest		
	Guest		
	Guest		

Indian Policies And Procedures

It is the intent of the Central Union Elementary School District that all students of school age in the District have equal access to all programs, services and activities offered. To this end, the Central Union Elementary School District will consult with local tribal officials and parents of Indian children to ensure that the planning and development of the Indian Policies and Procedures (IPPs), ensure that Indian Children have equal access to general education programs, and activities.

These policies and procedures will be reviewed annually and revisions will be made within 90 days of the determination that requirements are not being adequately met.

The Central Union Elementary School District attests that it has established IPPs as required in Section 7004 of the Impact Aid law for any children who reside on eligible Indian lands. The IPPs have been adequately disseminated to the tribes and parents of children residing on eligible Indian lands. A copy of the current policies and procedures are attached to the current fiscal year Impact Aid application.

The Central Union Elementary School District attests that it has provided a copy of written responses to comments, concerns and recommendations received from tribal leaders and parents of Indian children as outlined in the IPP consultation process and disseminated these responses consistent with the process of communication as addressed in the IPP prior to the submission of the current fiscal year Impact Aid application.

The Tachi-Yokut Tribal leadership has established the Santa Rosa Rancheria (SRR) Indian Education Department as the Tribe's designee and liaison for communication and connection with the Central Union Elementary School District. The administrator of the SRR Education Department acts on behalf of and is responsible to the Tribal council and officials for education related matters.

The following policies and procedures are implemented to reflect the current practice of communication with the Tachi-Yokut Tribe.

1. The Central Union Elementary School District will disseminate relevant applications, evaluations, program plans and information related to the education program and activities with sufficient advance notice to allow the Tachi-Yokut Tribe and parents of Indian children the opportunity to review and make recommendations. [34CFR222.94(a)(1)].

a. The Central Union Elementary School District will disseminate information and seek timely input regarding the following programs on its educational programs in which Indian children participate (including, but not limited to, as appropriate): Title I, Part A; Title I, Part C; Title I, Part D; Title II, Part A; Title III, Part A; Title IV, Part A; Title IV, Part B; Title V, Part B subpart 2; Title VI, Part A, subpart 1; Title VII-Impact Aid programs; Johnson O'Malley programming.

b. The Central Union Elementary School District will discuss relevant applications, evaluations, and program planning during scheduled meetings of the Indian Education Council (IEC). The IEC, which is open to all members of the community, is comprised of nine (9) standing/voting council members, and one (1) nonvoting District representative.

i. Three (3) voting members in at large seats and one (1) alternate for parents of Indian Children

1. The alternate will serve in the capacity of the regular member in case of absence or termination of IEC

voting member

ii. Two (2) Indian students

iii. One (1) school site administrator

iv. One (1) school employee/teacher

v. Two (2) tribal employees of the SRR Education Department

vi. One (1) District representative (nonvoting participant)

c. Agendas for the IEC meetings are posted at the Central Union Elementary School Site, the Lemoore High School District Office, and the SRR Education Department. These notices are posted 72 hours in advance. In addition, the IEC notice of meetings are posted on school websites, and a global phone message is sent to all parents of Indian students in advance of the IEC meeting.

d. A summary of the relevant information will be made available to parents of Indian children, Tribal officials, and the IEC. The summary will be posted on the school website and an automated phone messaging system will be delivered to the respective groups listed above. The summary of relevant information will be prepared one week in advance of IEC Meetings held in September and October.

e. Parents of Indian children, tribal officials, IEC and any other interested persons can review assessment data and services regarding participation of Indian students on an equal basis in the district in order to help develop or modify educational programs.

f. Minutes from the IEC meetings will be posted on the District's website for all community members, parents of Indian children, and Tribal officials to review. This will allow for ongoing dissemination of information.

2. The Central Union Elementary School District will provide an opportunity for the Tachi-Yokut Tribe and parents of Indian children to provide their views on the District's educational program and activities, including recommendations on the needs of their children and on how the District may help those children realize the benefits of the educational programs and activities. [34CFR222.94(a)(2)]

a. The IEC of Central Union Elementary School District will meet a minimum of seven (7) times (Sept, Oct, Nov, February, March, April, May) during the school calendar year for the purpose of addressing comments and concerns of parents of Indian children regarding the District's educational programs and activities. Additional meetings will be scheduled as needed in order to review data and comments for consideration of educational programs and activities.

b. The meeting agendas are posted and all meetings are open to the public, to afford tribal officials, representatives of the IEC who are appointed to carry out the desires of the Tribal Officials in educational affairs, as well as parents of Indian children, the opportunity to give comments and recommendations for consideration relative to educational programs and activities.

c. The District Superintendent or designee, will participate as a non-voting member of the IEC. This District representation provides for discussion and communication regarding educational program offerings to students, as well as allows for dialogue between the District and the IEC representative body.

d. Monthly, during regularly scheduled school board meetings, District reports and information are provided from District Administration to the School Board. During these regular agenda items, the District Superintendent or designee, may advise the Board in a public forum regarding District educational programs

and activities for Indian students as appropriate.

e. In addition, at each of the monthly school board meetings, a section of time is set aside for public comments. This is a time in which members of the public can bring forth comments and suggestions regarding programming for all students.

f. The SRR Education Department officials maintain regular contact with parents of Indian children. This is accomplished through SRR tribal employees who are assigned as liaisons to monitor and work with Indian students. The SRR Education Department Liaisons oversee all tribal students and provide parents of Indian students with weekly updates on student's grades, attendance, school behavior and social needs. Each SRR Liaison is closely associated with the Indian student and family. The SRR Liaison attends all meetings scheduled for the Indian student in which educational program decisions may be made. Through this regular contact, the SRR Liaison serves as a conduit for gathering suggestions, preferred methods of communication as well as ways to maximize participation from parents of Indian children. This information is shared with the SRR Education Department Officials and translated into discussion items, which are shared during regularly IEC meetings. Through this intricate system of support for the Indian student, the SRR Education Department operates a model program for other tribes. Input from these connections will also be utilized as a method of During the of gathering input from parents of Indian children and incorporated into policy changes as appropriate. (See Exhibit 5136).

g. Information will be included in student handbooks/enrollment packets regarding opportunities to provide input to the District.

3. The Central Union Elementary School District will annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education program and activities. [34CFR222.94(a)(3)], share relevant information related to Indian children's participation in the District's education programs and activities; and allow tribes and parents of Indian children the opportunity and time to review and comment on whether Indian children participate on an equal basis with non-Indian children.

The Central Union Elementary School District will take the following measures to annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education program and activities.

a. Throughout the school year, the Central Union Elementary School District will monitor Indian student participation in all academic and co-curricular activities. The IEC will review the comprehensive analysis of the yearlong data during the April meeting with the intent to provide the opportunity for consultation and/or recommendation on program participation and modification.

b. School district officials will review school data to assess the extent of Indian children's participation in the District's educational programs on an equal basis. This information will be regularly presented following each trimester of the Central Union School Year (November, March, and May).

c. The Central Union Elementary School District will share its assessment of Indian student participation; related academic achievements and other relevant data during regular meetings of the IEC and with the SRR Education Department. Comments and/or suggestions brought forth from these conversations will become part of the Council's approved minutes

d. Participation rates of students in educational activities is collected annually for all students, inclusion of percentage rates of Indian students will be added to this report to review the equality of Indian children's participation with other children

e. Copies of annual reports will be provided to the SRR Education Department for distribution among tribal

officials, and will be included in the school websites.

f. Parents of Indian children or tribal officials may comment on the results at scheduled IEC meetings, during the public comment section of any regularly scheduled school board meetings, or directly to the school district (by phone, email, writing, etc.).

g. In addition, parents of Indian children and tribal officials may comment in the spring semester through the District's annual Local Control Accountability Plan (LCAP) parent survey. The LCAP parent survey is used to develop District short and long term goals associated with District educational plans.

h. If it is determined that there are gaps in Indian participation in the educational program or activities, the Central Union Elementary School Board with consultation from the IEC and SRR Education Department will recommend modifications to the education program in such a way as to improve Indian participation.

4. The Central Union Elementary School District will modify the IPPs if necessary, based upon the results of any assessment or input described in this document. [34CRF222.94(a)(4)]

a. During the Fall (September) meeting of the IEC, the IPPs will be reviewed and revised as necessary.

b. The IEC shall serve as the group to review the meaningfulness of Indian input, to review the extent of opportunity for Indian input and to review the District's response to Indian commentary. The IEC will review the effectiveness of the District's methods of gathering the input of Indian parents and Tribal members; calculate the number of Indian suggestions, which were actually implemented; permit Indian parents and Tribal officials to suggest more effective ways of communicating their views.

c. If necessary, the IEC shall make recommendations to the Board to modify the District's IPPs.

d. Once this has occurred, the IPPs will be forwarded to the Central Union Elementary School Board for review and consideration of adoption during a regularly scheduled Board Meeting (no later than November).

e. If necessary, the IEC may suggest revisions at other times of the year as appropriate.

f. Notification of any updates which are acted upon and approved by the Central Union School Board will be sent to the SRR Education Department for distribution among tribal officials and parents of Indian children.

g. Following any review or modification of the IPPs, the Central Union School District shall post updates on the District website.

5. The Central Union Elementary School District will respond at least annually in writing to any comments and recommendations made by the Tachi-Yokut tribe or parents of Indian children, and disseminate the responses to the tribe and parents of Indian children prior to the submission of the IPPs by the LEA. [34CRF222 .94(a)(5)]

a. The Central Union Elementary School District will at least annually respond in writing to comments and recommendations made by the IEC, tribal officials, or parents of Indian children. In the event community responses, the District will disseminate the reply to the SRR Education Department. As the acting Liaison between the Central Union School District, and the Tachi-Yokut Tribe, the SRR Education Department will submit the District responses to the tribal officials. Additionally, the District will post the District responses on the school website and will send notification of this posting to all parents via the Districts automated telephone notification system.

6. The Central Union Elementary School District will annually provide a copy of the IPPs to the affected

Tachi-Yokut tribe by posting on the District website, providing a copy to the SRR Education Department for distribution to the tribal offices, and through inclusion in the District's annual notice packets which are distributed to all parents at the beginning of each school year. [34CR F222.94(a)(6)]

Reference: Public Law No: 114-95 (Every Student Succeeds Act of 2015)

Policy CENTRAL UNION ELEMENTARY SCHOOL DISTRICT

adopted: May 9, 1988 Lemoore, California

revised: July 18, 1988

revised: May 10, 2004

revised: August 11, 2008

revised: August 10, 2009

revised: September 13, 2010

revised: November 14, 2011

revised: November 19, 2012

revised: October 21, 2013

revised: November 17, 2014

revised: November 16, 2015

revised: November 14, 2016

revised: November 13, 2017

revised: November 19, 2018

revised: June 10, 2019

Uniform Complaint Procedures

The Board of Trustees recognizes that the district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. The Board encourages early resolution of complaints whenever possible. To resolve complaints which may require a more formal process, the Board adopts the uniform system of complaint processes specified in 5 CCR 4600-4670 and the accompanying administrative regulation.

Complaints Subject to the UCP

The district's uniform complaint procedures (UCP) shall be used to investigate and resolve the following complaints:

1. Any complaint alleging district violation of applicable state or federal law or regulations governing adult education programs, After School Education and Safety programs, agricultural vocational education, American Indian education centers and early childhood education program assessments, bilingual education, peer assistance and review programs for teachers, career technical and technical education and training programs, child care and development programs, child nutrition programs, compensatory education, consolidated categorical aid programs, Economic Impact Aid, English learner programs, federal education programs in Title I-VII, migrant education, Regional Occupational Centers and Programs, school safety plans, special education programs, State Preschool Programs, Tobacco-Use Prevention Education programs, and any other district-implemented program which is listed in Education Code 64000

(cf. 3553 - Free and Reduced Price Meals)

(cf. 3555 - Nutrition Program Compliance)

(cf. 5131.62 - Tobacco)

(cf. 5148 - Child Care and Development)

(cf. 5148.2 - Before/After School Programs)

(cf. 5148.3 - Preschool/Early Childhood Education)

(cf. 6159 - Individualized Education Program)

(cf. 6171 - Title I Programs)

(cf. 6174 - Education for English Learners)

(cf. 6175 - Migrant Education Program)

(cf. 6178 - Career Technical Education)

(cf. 6178.1 - Work-Based Learning)

(cf. 6178.2 - Regional Occupational Center/Program)

(cf. 6200 - Adult Education)

2. Any complaint alleging the occurrence of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) against any student, employee, or other person participating in district programs and activities, including, but not limited to, those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on the person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, immigration status, ethnic group identification, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55, or based on his/her association with a person or group with one or more of these actual or perceived characteristics (5 CCR 4610)

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

3. Any complaint alleging district noncompliance with the requirement to provide reasonable accommodation to a lactating student on school campus to express breast milk, breastfeed an infant child, or address other breastfeeding-related needs of the student (Education Code 222)

(cf. 5146 - Married/Pregnant/Parenting Students)

4. Any complaint alleging district noncompliance with the prohibition against requiring students to pay fees, deposits, or other charges for participation in educational activities (5 CCR 4610)

(cf. 3260 - Fees and Charges)

(cf. 3320 - Claims and Actions Against the District)

5. Any complaint alleging district noncompliance with legal requirements related to the implementation of the local control and accountability plan (Education Code 52075)

(cf. 0460 - Local Control and Accountability Plan)

6. Any complaint, by or on behalf of any student who is a foster youth, alleging district noncompliance with any legal requirement applicable to the student regarding placement decisions, the responsibilities of the district's educational liaison to the student, the award of credit for coursework satisfactorily completed in another school or district, school transfer, or the grant of an exemption from Board-imposed graduation requirements (Education Code 48853, 48853.5, 49069.5, 51225.1, 51225.2)

(cf. 6173.1 - Education for Foster Youth)

7. Any complaint alleging district noncompliance with the physical education instructional minutes requirement for students in elementary school (Education Code 51210, 51223)

(cf. 6142.7 - Physical Education and Activity)

8. Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy

9. Any other complaint as specified in a district policy

The Board recognizes that alternative dispute resolution (ADR) can, depending on the nature of the allegations, offer a process to reach a resolution to the complaint that is acceptable to all parties. ADR such as mediation may be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. The Superintendent or designee shall ensure that the use of ADR is consistent with state and federal laws and regulations.

The district shall protect all complainants from retaliation. In investigating complaints, the confidentiality of the parties involved shall be protected as required by law. For any complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the Superintendent or designee shall keep the identity of the complainant, and/or the subject of the complaint if he/she is different from the complainant, confidential when appropriate and as long as the integrity of the complaint process is maintained.

(cf. 4119.23/4219.23/4319.23 - Unauthorized Release of Confidential/Privileged Information)

(cf. 5125 - Student Records)

(cf. 9011 - Disclosure of Confidential/Privileged Information)

When an allegation that is not subject to the UCP is included in a UCP complaint, the district shall refer the non-UCP allegation to the appropriate staff or agency and shall investigate and, if appropriate, resolve the UCP-related allegation(s) through the district's UCP.

The Superintendent or designee shall provide training to district staff to ensure awareness and knowledge of current law and related requirements, including the steps and timelines specified in this policy and the accompanying administrative regulation.

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

(cf. 4331 - Staff Development)

The Superintendent or designee shall maintain records of all UCP complaints and the investigations of those complaints in accordance with applicable law and district policy.

(cf. 3580 - District Records)

Non-UCP Complaints

The following complaints shall not be subject to the district's UCP but shall be referred to the specified agency: (5 CCR 4611)

1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services, the County Protective Services Division, and the appropriate law enforcement agency.

(cf. 5141.4 - Child Abuse Prevention and Reporting)

2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services and shall, for licensing-exempt facilities, be referred to the appropriate Child Development regional administrator.

3. Any complaint alleging fraud shall be referred to the Legal, Audits and Compliance Branch of the California Department of Education.

Any complaint alleging employment discrimination or harassment shall be investigated and resolved by the district in accordance with the procedures specified in AR 4030 - Nondiscrimination in Employment.

Any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments shall be investigated and resolved in accordance with the procedures in AR 1312.4 - Williams Uniform Complaint Procedures. (Education Code 35186)

(cf. 1312.4 - Williams Uniform Complaint Procedures)

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination

222 Reasonable accommodations; lactating students

8200-8498 Child care and development programs

8500-8538 Adult basic education

18100-18203 School libraries

32280-32289 School safety plan, uniform complaint procedures

33380-33384 California Indian Education Centers

35186 Williams uniform complaint procedures

44500-44508 California Peer Assistance and Review Program for Teachers

48853-48853.5 Foster youth

48985 Notices in language other than English

49010-49013 Student fees

49060-49079 Student records

49069.5 Rights of parents

49490-49590 Child nutrition programs

49701 Interstate Compact on Educational Opportunity for Military Children

51210 Courses of study grades 1-6

51223 Physical education, elementary schools

51225.1-51225.2 Foster youth, homeless children, former juvenile court school students, and military-connected students; course credits; graduation requirements

51226-51226.1 Career technical education

51228.1-51228.3 Course periods without educational content

52060-52077 Local control and accountability plan, especially:

52075 Complaint for lack of compliance with local control and accountability plan requirements

52160-52178 Bilingual education programs

52300-52462 Career technical education

52500-52616.24 Adult schools

54000-54029 Economic Impact Aid

54400-54425 Compensatory education programs

54440-54445 Migrant education

54460-54529 Compensatory education programs

56000- 56865 Special education programs

59000-59300 Special schools and centers

64000-64001 Consolidated application process

GOVERNMENT CODE

11135 Nondiscrimination in programs or activities funded by state

12900-12996 Fair Employment and Housing Act

HEALTH AND SAFETY CODE

104420 Tobacco-Use Prevention Education

PENAL CODE

422.55 Hate crime; definition

422.6 Interference with constitutional right or privilege

CODE OF REGULATIONS, TITLE 2

11023 Harassment and discrimination prevention and correction

CODE OF REGULATIONS, TITLE 5

3080 Application of section

4600-4687 Uniform complaint procedures

4900-4965 Nondiscrimination in elementary and secondary education programs

UNITED STATES CODE, TITLE 20

1221 Application of laws

1232g Family Educational Rights and Privacy Act

1681-1688 Title IX of the Education Amendments of 1972

6301-6576 Title I basic programs

6801-7014 Title III language instruction for limited English proficient and immigrant students

7101-7184 Safe and Drug-Free Schools and Communities Act

7201-7283g Title V promoting informed parental choice and innovative programs

7301-7372 Title V rural and low-income school programs

12101-12213 Title II equal opportunity for individuals with disabilities

UNITED STATES CODE, TITLE 29

794 Section 504 of Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

2000d-2000e-17 Title VI and Title VII Civil Rights Act of 1964, as amended

2000h-2-2000h-6 Title IX of the Civil Rights Act of 1964

6101-6107 Age Discrimination Act of 1975

CODE OF FEDERAL REGULATIONS, TITLE 28

35.107 Nondiscrimination on basis of disability; complaints

CODE OF FEDERAL REGULATIONS, TITLE 34

99.1-99.67 Family Educational Rights and Privacy Act

100.3 Prohibition of discrimination on basis of race, color or national origin

104.7 Designation of responsible employee for Section 504

CODE OF FEDERAL REGULATIONS, TITLE 34

106.8 Designation of responsible employee for Title IX

106.9 Notification of nondiscrimination on basis of sex

110.25 Notification of nondiscrimination on the basis of age

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Sample UCP Board Policies and Procedures

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Dear Colleague Letter: Title IX Coordinators, April 2015

Dear Colleague Letter: Bullying of Students with Disabilities, August 2013

Dear Colleague Letter: Harassment and Bullying, October 2010

Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001

U.S. DEPARTMENT OF JUSTICE PUBLICATIONS

Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 2002

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Family Policy Compliance Office: <http://familypolicy.ed.gov>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/ocr>

U.S. Department of Justice: <http://www.justice.gov>

Policy CENTRAL UNION ELEMENTARY SCHOOL DISTRICT

adopted: June 10, 2019 Lemoore, California

Uniform Complaint Procedures

Except as the Board of Trustees may otherwise specifically provide in other district policies, these uniform complaint procedures (UCP) shall be used to investigate and resolve only the complaints specified in BP 1312.3.

(cf. 1312.1 - Complaints Concerning District Employees)

(cf. 1312.2 - Complaints Concerning Instructional Materials)

(cf. 1312.4 - Williams Uniform Complaint Procedures)

(cf. 4030 - Nondiscrimination in Employment)

Compliance Officers

The district designates the individual(s) identified below as the employee(s) responsible for coordinating the district's response to complaints and for complying with state and federal civil rights laws. The individual(s) also serve as the compliance officer(s) specified in AR 5145.3 - Nondiscrimination/Harassment as the responsible employee(s) to handle complaints regarding unlawful discrimination (such as discriminatory harassment, intimidation, or bullying). The individual(s) shall receive and coordinate the investigation of complaints and shall ensure district compliance with law.

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

Assistant Superintendent, Education Services

15783 18th Avenue, Lemoore

(559) 924-3405

The compliance officer who receives a complaint may assign another compliance officer to investigate and resolve the complaint. The compliance officer shall promptly notify the complainant and respondent, if applicable, if another compliance officer is assigned to the complaint.

In no instance shall a compliance officer be assigned to a complaint in which he/she has a bias or conflict of interest that would prohibit him/her from fairly investigating or resolving the complaint. Any complaint against a compliance officer or that raises a concern about the compliance officer's ability to investigate the complaint fairly and without bias shall be filed with the Superintendent or designee who shall determine how the complaint will be investigated.

The Superintendent or designee shall ensure that employees assigned to investigate and resolve complaints receive training and are knowledgeable about the laws and programs at issue in the complaints to which they are assigned. Training provided to such employees shall cover current state and federal laws and regulations governing the program, applicable processes for investigating and resolving complaints, including those alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), applicable standards for reaching decisions on complaints, and appropriate corrective measures.

Assigned employees may have access to legal counsel as determined by the Superintendent or designee.

(cf. 4331 - Staff Development)

(cf. 9124 - Attorney)

The compliance officer or, if necessary, any appropriate administrator shall determine whether interim measures are necessary during and pending the result of an investigation. If interim measures are determined to be necessary, the compliance officer or the administrator shall consult with the Superintendent, the Superintendent's designee, or, if appropriate, the site principal to implement one or more interim measures. The interim measures shall remain in place until the compliance officer determines that they are no longer necessary or until the district issues its final written decision, whichever occurs first.

Notifications

The district's UCP policy and administrative regulation shall be posted in all district schools and offices, including staff lounges and student government meeting rooms. (Education Code 234.1)

The Superintendent or designee shall annually provide written notification of the district's UCP to students, employees, parents/guardians of district students, district advisory committee members, school advisory committee members, appropriate private school officials or representatives, and other interested parties. The notification shall include information regarding the prohibition of discrimination, harassment, intimidation, and bullying; unlawful student fees; local control and accountability plan (LCAP) requirements; and requirements related to the educational rights of foster youth, homeless students, former juvenile court school students, and children of military families. (Education Code 262.3, 48853, 48853.5, 49010-49013, 49069.5, 51225.1, 51225.2, 52075; 5 CCR 4622)

(cf. 0420 - School Plans/Site Councils)

(cf. 0460 - Local Control and Accountability Plan)

(cf. 1220 - Citizen Advisory Committees)

(cf. 3260 - Fees and Charges)

(cf. 4112.9/4212.9/4312.9 - Employee Notifications)

(cf. 5145.6 - Parental Notifications)

(cf. 6173 - Education for Homeless Children)

(cf. 6173.1 - Education for Foster Youth)

(cf. 6173.2 - Education of Children of Military Families)

(cf. 6173.3 - Education for Juvenile Court School Students)

The notice shall:

1. Identify the person(s), position(s), or unit(s) responsible for receiving complaints

2. Advise the complainant of any civil law remedies that may be available to him/her under state or federal antidiscrimination laws, if applicable

3. Advise the complainant of the appeal process, including, if applicable, the complainant's right to take a complaint directly to the California Department of Education (CDE) or to pursue remedies before civil courts or other public agencies, such as the U.S. Department of Education's Office for Civil Rights (OCR) in cases involving unlawful discrimination (such as discriminatory harassment, intimidation, or bullying).

4. Include statements that:

- a. The district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs.
- b. The complaint review shall be completed within 60 calendar days from the date of receipt of the complaint unless the complainant agrees in writing to an extension of the timeline.
- c. A complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) must be filed not later than six months from the date it occurred, or six months from the date the complainant first obtained knowledge of the facts of the alleged unlawful discrimination. The time for filing may be extended for up to 90 days by the Superintendent or designee for good cause upon written request by the complainant setting forth the reasons for the extension.
- d. Complaints should be filed in writing and signed by the complainant. If a complainant is unable to put his/her complaint in writing, for example, due to conditions such as a disability or illiteracy, district staff shall assist him/her in the filing of the complaint.
- e. If a complaint is not filed in writing but the district receives notice of any allegation that is subject to the UCP, the district shall take affirmative steps to investigate and address the allegations, in a manner appropriate to the particular circumstances.

If the allegation involves retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) and the investigation confirms that discrimination has occurred, the district will take steps to prevent recurrence of discrimination and correct its discriminatory effects on the complainant, and on others, if appropriate.

- f. A student enrolled in a public school shall not be required to pay a fee for his/her participation in an educational activity that constitutes an integral fundamental part of the district's educational program, including curricular and extracurricular activities.
- g. The Board is required to adopt and annually update the LCAP in a manner that includes meaningful engagement of parents/guardians, students, and other stakeholders in the development and/or review of the LCAP.
- h. A foster youth shall receive information about educational rights related to his/her educational placement, enrollment in and checkout from school, as well as the responsibilities of the district liaison for foster youth to ensure and facilitate these requirements and to assist the student in ensuring proper transfer of his/her credits, records, and grades when he/she transfers between schools or between the district and another district.
- i. A foster youth, homeless student, former juvenile court school student, or child of a military family who transfers into a district high school or between district high schools as applicable shall be notified of the district's responsibility to:

(1) Accept any coursework or part of the coursework that the student has satisfactorily completed in another public school, juvenile court school, or a nonpublic, nonsectarian school or agency, and to issue full or partial

credit for the coursework completed

(2) Not require the student to retake any course or a portion of a course which he/she has satisfactorily completed in another public school, juvenile court school, or a nonpublic, nonsectarian school or agency

(3) If the student has completed his/her second year of high school before the transfer, provide the student information about district-adopted coursework and Board-imposed graduation requirements from which he/she may be exempted pursuant to Education Code 51225.1

j. The complainant has a right to appeal the district's decision to CDE by filing a written appeal within 15 calendar days of receiving the district's decision.

In any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the respondent also shall have the right to file an appeal with CDE in the same manner as the complainant, if he/she is dissatisfied with the district's decision.

k. The appeal to CDE must include a copy of the complaint filed with the district and a copy of the district's decision.

l. Copies of the district's UCP are available free of charge.

The annual notification, complete contact information of the compliance officer(s), and information related to Title IX as required pursuant to Education Code 221.61 shall be posted on the district web site and may be provided through district-supported social media, if available.

(cf. 1113 - District and School Web Sites)

(cf. 1114 - District-Sponsored Social Media)

The Superintendent or designee shall ensure that all students and parents/guardians, including students and parents/guardians with limited English proficiency, have access to the relevant information provided in the district's policy, regulation, forms, and notices concerning the UCP.

If 15 percent or more of students enrolled in a particular district school speak a single primary language other than English, the district's policy, regulation, forms, and notices concerning the UCP shall be translated into that language, in accordance with Education Code 234.1 and 48985. In all other instances, the district shall ensure meaningful access to all relevant UCP information for parents/guardians with limited English proficiency.

District Responsibilities

All UCP-related complaints shall be investigated and resolved within 60 calendar days of the district's receipt of the complaint unless the complainant agrees in writing to an extension of the timeline. (5 CCR 4631)

For complaints alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the district shall inform the respondent when the complainant agrees to an extension of the timeline for investigating and resolving the complaint.

The compliance officer shall maintain a record of each complaint and subsequent related actions, including steps taken during the investigation and all information required for compliance with 5 CCR 4631 and 4633.

All parties involved in the allegations shall be notified when a complaint is filed and when a decision or

ruling is made. However, the compliance officer shall keep all complaints or allegations of retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) confidential except when disclosure is necessary to carry out the investigation, take subsequent corrective action, conduct ongoing monitoring, or maintain the integrity of the process. (5 CCR 4630, 4964)

All complainants shall be protected from retaliation.

Filing of Complaints

The complaint shall be presented to the compliance officer who shall maintain a log of complaints received, providing each with a code number and a date stamp.

All complaints shall be filed in writing and signed by the complainant. If a complainant is unable to put a complaint in writing due to conditions such as a disability or illiteracy, district staff shall assist him/her in the filing of the complaint. (5 CCR 4600)

Complaints shall also be filed in accordance with the following rules, as applicable:

1. A complaint alleging district violation of applicable state or federal law or regulations governing the programs specified in the accompanying Board policy (item #1 of the section "Complaints Subject to the UCP") may be filed by any individual, public agency, or organization. (5 CCR 4630)
2. Any complaint alleging noncompliance with law regarding the prohibition against requiring students to pay student fees, deposits, and charges or any requirement related to the LCAP may be filed anonymously if the complaint provides evidence, or information leading to evidence, to support an allegation of noncompliance. A complaint about a violation of the prohibition against the charging of unlawful student fees may be filed with the principal of the school or with the Superintendent or designee. However, any such complaint shall be filed no later than one year from the date the alleged violation occurred. (Education Code 49013, 52075; 5 CCR 4630)
3. A complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) may be filed only by a person who alleges that he/she personally suffered the unlawful discrimination or by a person who believes that an individual or any specific class of individuals has been subjected to it. The complaint shall be initiated no later than six months from the date when the alleged unlawful discrimination occurred, or six months from the date when the complainant first obtained knowledge of the facts of the alleged unlawful discrimination. The time for filing may be extended for up to 90 days by the Superintendent or designee for good cause upon written request by the complainant setting forth the reasons for the extension. (5 CCR 4630)
4. When a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) is filed anonymously, the compliance officer shall pursue an investigation or other response as appropriate, depending on the specificity and reliability of the information provided and the seriousness of the allegation.
5. When the complainant of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) or the alleged victim, when he/she is not the complainant, requests confidentiality, the compliance officer shall inform him/her that the request may limit the district's ability to investigate the conduct or take other necessary action. When honoring a request for confidentiality, the district shall nevertheless take all reasonable steps to investigate and resolve/respond to the complaint consistent with the request.

Investigation of Complaint

Within 10 business days after the compliance officer receives the complaint, the compliance officer shall begin an investigation into the complaint.

Within one business day of initiating the investigation, the compliance officer shall provide the complainant and/or his/her representative with the opportunity to present the information contained in the complaint to the compliance officer and shall notify the complainant and/or his/her representative of the opportunity to present the compliance officer with any evidence, or information leading to evidence, to support the allegations in the complaint. Such evidence or information may be presented at any time during the investigation.

In conducting the investigation, the compliance officer shall collect all available documents and review all available records, notes, or statements related to the complaint, including any additional evidence or information received from the parties during the course of the investigation. He/she shall individually interview all available witnesses with information pertinent to the complaint, and may visit any reasonably accessible location where the relevant actions are alleged to have taken place. At appropriate intervals, the compliance officer shall inform both parties of the status of the investigation.

To investigate a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer shall interview the alleged victim(s), any alleged offenders, and other relevant witnesses privately, separately, and in a confidential manner. As necessary, additional staff or legal counsel may conduct or support the investigation.

A complainant's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in the dismissal of the complaint because of a lack of evidence to support the allegation. Similarly, a respondent's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in a finding, based on evidence collected, that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR 4631)

In accordance with law, the district shall provide the investigator with access to records and other information related to the allegation in the complaint and shall not in any way obstruct the investigation. Failure or refusal of the district to cooperate in the investigation may result in a finding based on evidence collected that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR 4631)

The compliance officer shall apply a "preponderance of the evidence" standard in determining the veracity of the factual allegations in a complaint. This standard is met if the allegation is more likely to be true than not.

Report of Findings

Unless extended by written agreement with the complainant, a final decision shall be sent to the complainant within 60 calendar days of the district's receipt of the complaint. Within 30 calendar days of receiving the complaint, the compliance officer shall prepare and send to the complainant a written report, as described in the section "Final Written Decision" below. If the complainant is dissatisfied with the compliance officer's decision, he/she may, within five business days, file his/her complaint in writing with the Board.

The Board may consider the matter at its next regular Board meeting or at a special Board meeting convened in order to meet the 60-day time limit within which the complaint must be answered. When required by law, the matter shall be considered in closed session. The Board may decide not to hear the complaint, in which case the compliance officer's decision shall be final.

If the Board hears the complaint, the compliance officer shall send the Board's decision to the complainant

within 60 calendar days of the district's initial receipt of the complaint or within the time period that has been specified in a written agreement with the complainant. (5 CCR 4631)

In resolving any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), the respondent also shall be sent the district's decision and, in the same manner as the complainant, may file a complaint with the Board if dissatisfied with the decision.

Final Written Decision

The district's decision on how it will resolve the complaint shall be in writing and shall be sent to the complainant and respondent. (5 CCR 4631)

In consultation with district legal counsel, information about the relevant part of a decision may be communicated to a victim who is not the complainant and to other parties who may be involved in implementing the decision or are affected by the complaint, as long as the privacy of the parties is protected. In a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), notice of the district's decision to the alleged victim shall include information about any sanction to be imposed upon the respondent that relates directly to the alleged victim.

If the complaint involves a limited-English-proficient student or parent/guardian and the student involved attends a school at which 15 percent or more of the students speak a single primary language other than English, then the decision shall also be translated into that language. In all other instances, the district shall ensure meaningful access to all relevant information for parents/guardians with limited English proficiency.

For all complaints, the decision shall include: (5 CCR 4631)

1. The findings of fact based on the evidence gathered. In reaching a factual determination, the following factors may be taken into account:
 - a. Statements made by any witnesses
 - b. The relative credibility of the individuals involved
 - c. How the complaining individual reacted to the incident
 - d. Any documentary or other evidence relating to the alleged conduct
 - e. Past instances of similar conduct by any alleged offenders
 - f. Past false allegations made by the complainant
2. The conclusion(s) of law
3. Disposition of the complaint
4. Rationale for such disposition

For complaints of retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the disposition of the complaint shall include a determination for each allegation as to whether retaliation or unlawful discrimination has occurred.

The determination of whether a hostile environment exists may involve consideration of the following:

- a. The manner in which the misconduct affected one or more students' education
- b. The type, frequency, and duration of the misconduct
- c. The relationship between the alleged victim(s) and offender(s)
- d. The number of persons engaged in the conduct and at whom the conduct was directed
- e. The size of the school, location of the incidents, and context in which they occurred
- f. Other incidents at the school involving different individuals

5. Corrective action(s), including any actions that have been taken or will be taken to address the allegations in the complaint and including, with respect to a student fees complaint, a remedy that comports with Education Code 49013 and 5 CCR 4600

For complaints of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the decision may, as required by law, include:

- a. The corrective actions imposed on the respondent
- b. Individual remedies offered or provided to the complainant or another person who was the subject of the complaint, but this information should not be shared with the respondent.
- c. Systemic measures the school has taken to eliminate a hostile environment and prevent recurrence

6. Notice of the complainant's and respondent's right to appeal the district's decision to CDE within 15 calendar days, and procedures to be followed for initiating such an appeal

The decision may also include follow-up procedures to prevent recurrence or retaliation and for reporting any subsequent problems.

For complaints alleging unlawful discrimination based on state law (such as discriminatory harassment, intimidation, and bullying), the decision shall also include a notice to the complainant that:

1. He/she may pursue available civil law remedies outside of the district's complaint procedures, including seeking assistance from mediation centers or public/private interest attorneys, 60 calendar days after the filing of an appeal with CDE. (Education Code 262.3)
2. The 60 days moratorium does not apply to complaints seeking injunctive relief in state courts or to discrimination complaints based on federal law. (Education Code 262.3)
3. Complaints alleging discrimination based on race, color, national origin, sex, gender, disability, or age may also be filed with the U.S. Department of Education, Office for Civil Rights at www.ed.gov/ocr within 180 days of the alleged discrimination.

Corrective Actions

When a complaint is found to have merit, the compliance officer shall adopt any appropriate corrective action permitted by law. Appropriate corrective actions that focus on the larger school or district environment may include, but are not limited to, actions to reinforce district policies; training for faculty, staff, and students; updates to school policies; or school climate surveys.

For complaints involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate remedies that may be offered to the victim but not communicated to the respondent may include, but are not limited to, the following:

1. Counseling
2. Academic support
3. Health services
4. Assignment of an escort to allow the victim to move safely about campus
5. Information regarding available resources and how to report similar incidents or retaliation
6. Separation of the victim from any other individuals involved, provided the separation does not penalize the victim
7. Restorative justice
8. Follow-up inquiries to ensure that the conduct has stopped and there has been no retaliation
9. Determination of whether any past actions of the victim that resulted in discipline were related to the treatment the victim received and described in the complaint

For complaints involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate corrective actions that focus on a student offender may include, but are not limited to, the following:

1. Transfer from a class or school as permitted by law
2. Parent/guardian conference
3. Education regarding the impact of the conduct on others
4. Positive behavior support
5. Referral to a student success team
6. Denial of participation in extracurricular or co-curricular activities or other privileges as permitted by law
7. Disciplinary action, such as suspension or expulsion, as permitted by law

When an employee is found to have committed retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

The district may also consider training and other interventions for the larger school community to ensure that students, staff, and parents/guardians understand the types of behavior that constitute unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), that the district does not tolerate it, and how to report and respond to it.

When a complaint is found to have merit, an appropriate remedy shall be provided to the complainant or other affected person.

If a complaint alleging noncompliance with the laws regarding student fees, deposits, and other charges, physical education instructional minutes for students in elementary schools, or any requirement related to the LCAP is found to have merit, the district shall provide a remedy to all affected students and parents/guardians subject to procedures established by regulation of the State Board of Education. (Education Code 49013, 51223, 52075)

For complaints alleging noncompliance with the laws regarding student fees, the district shall attempt in good faith, by engaging in reasonable efforts, to identify and fully reimburse all affected students and parents/guardians who paid the unlawful student fees within one year prior to the filing of the complaint. (Education Code 49013; 5 CCR 4600)

Appeals to the California Department of Education

Any complainant who is dissatisfied with the district's final written decision of a complaint regarding any specified federal or state educational program subject to the UCP may file an appeal in writing with CDE within 15 calendar days of receiving the district's decision. (Education Code 222, 48853, 48853.5, 49013, 49069.5, 51223, 51225.1, 51225.2, 51228.3, 52075; 5 CCR 4632)

When a respondent in any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying) is dissatisfied with the district's final written decision, he/she, in the same manner as the complainant, may file an appeal with CDE.

The complainant or respondent shall specify the basis for the appeal of the decision and how the facts of the district's decision are incorrect and/or the law has been misapplied. The appeal shall be sent to CDE with a copy of the original locally filed complaint and a copy of the district's decision in that complaint. (5 CCR 4632)

Upon notification by CDE that the complainant or respondent has appealed the district's decision, the Superintendent or designee shall forward the following documents to CDE: (5 CCR 4633)

1. A copy of the original complaint
2. A copy of the written decision
3. A summary of the nature and extent of the investigation conducted by the district, if not covered by the decision
4. A copy of the investigation file including, but not limited to, all notes, interviews, and documents submitted by the parties and gathered by the investigator
5. A report of any action taken to resolve the complaint
6. A copy of the district's uniform complaint procedures
7. Other relevant information requested by CDE

Regulation CENTRAL UNION ELEMENTARY SCHOOL DISTRICT

approved: June 10, 2019 Lemoore, California

Bylaws
District Indian Education Advisory Council (IEC)
Santa Rosa Rancheria/Lemoore Union High School District/Central
Union Elementary School

ARTICLE I

Name

The name of this organization shall be the Santa Rosa Rancheria/Lemoore Union High School District/Central Union Elementary School District Indian Education Advisory Council (IEC)

ARTICLE II

Objective

The objective of the IEC shall be to assist the Santa Rosa Rancheria (SRR)/Lemoore Union High School District (LUHSD)/Central Union Elementary School District (CUESD) to bring about cooperation and coordination of community and other resources, such as, the Johnson O'Malley and Title VI Federal funding, which may be of value to the SRR, LUHSD, and CUESD Native American students in regards to student achievement and other projects. In achieving this purpose, the IEC shall accomplish these tasks:

1. To help plan, develop and implement an educational plan for our Native American students
2. To determine organizational structures to accomplish its tasks which would include adoption of bylaws that meet *California Education Code* requirements
3. To establish communication processes with the governing boards of LUHSD and CUESD, local schools within the two districts. SRR, and the local community
4. To establish processes for evaluation.

ARTICLE III

Membership

1. The IEC shall be composed of three **(3) parents of Native American students** who have at least one child at LUHSD or CUESD, plus **(1) Alternate Parent member one (1) Site administrator** from LUHSD or CUESD, **one (1) teacher** from LUHSD or CUESD, **two students (2) CUESD & LUHSD students** (one middle school & one high school) one **(1) Director of the SRR Education Department** **(1) Employee of the SRR Education**

**Department, (1) CUESD District Representative
(Non-Voting Participant)**

2. Those members identified as parents of the school must not employ members of the community.
3. Native American parents, Director of the SRR Education Department, Native American students, SRR employee shall comprise the majority of persons representing the committee.

ARTICLE IV

Officers

Section 1: Officers

The officers of the IEC shall be a chairperson, vice-chairperson, secretary and such other officers, as the IEC may deem desirable.

Section 2: Election and Term of Office

The officers of the IEC shall be elected for a (1) year term. Officers may be elected again the following year. The election will be held during the first regular meeting of each school year.

Section 3: Removal

Any officer elected by the IEC may be removed by a two-thirds vote of all members of the IEC whenever, in the judgment of the IEC, the best interests of the IEC would be served.

Section 4: Vacancy

A vacancy in any office because of death, resignation, removal, disqualification, or any other reason, may be filled by the IEC for the unexpired portion of the term. Parents vote to replace parents, teachers vote to replace teachers, etc.

Section 5: Chairperson

The chairperson shall preside at all meetings of the IEC and may sign all letters, reports and other communications of the IEC. In addition, he/she shall perform all duties incident to the office of chairperson and such other duties as may be prescribed by the IEC.

Section 6: Vice-Chairperson

The duties of the vice-chairperson shall be to represent the chairperson in assigned duties and to substitute for the chairperson during his/her absence. He/she shall also perform such other duties as from time to time may be assigned to him/her by the chairperson or by the IEC.

Section 7: Secretary

The secretary shall keep all minutes of the meetings, both regular and special, and shall promptly transmit them to each member of the IEC and to such other persons the IEC may direct. He/she shall see that all notices are duly given in accordance with the provisions of these by-laws. He/she shall keep a register of the address and phone number of each member

of the IEC and, in general, perform all duties incident to the office of secretary and such other duties as from time to time may be assigned by the chairperson or the IEC.

Section 8: Voting Rights

Each member shall be entitled to one vote and may cast that vote on each matter submitted for a vote to the IEC. Proxy voting and absentee ballots shall not be permitted. Unofficial members and alternate members shall not be allowed to vote except in such cases as when an alternate is declared a voting member for a meeting in which a regular voting member is absent. Alternates can only vote for members of like category (i.e. a teacher for a teacher, a parent for a parent).

Section 9: Termination of Membership

A member shall no longer hold membership should he/she cease to be a resident of the area served by LUHSD and/or CUESD or if he/she terminates his/her relationship with the group for which he/she was selected to represent. Membership will automatically terminate when a member is absent for a period of four consecutive months. The IEC, by affirmative vote of two-thirds of all the members, may suspend or expel a member.

Section 10: Transfer of Membership

Membership on the IEC is not transferable or assignable.

Section 11: Alternates

Alternates may be elected annually when the voting members of the IEC are elected. Alternates may vote in the absence of a voting member according to the restrictions of Section 8. The number of votes received during the annual election will determine first alternate, second alternate, etc. An alternate may become a voting member upon the termination of a voting member.

Section 12: Resignation

Any member may resign by filing a written resignation with the secretary or chairperson.

Section 13: Vacancy

Any vacancy of a member, shall be filled for the remainder of the unexpired term by a member of the same subgroup (i.e. teacher, parent, administrator).

ARTICLE V

Committees

Section 1: Standing and Special Committees

The IEC may establish and abolish such standing or special committees, as it may desire. Each member of a standing or special committee shall be a member of the IEC. No standing or special committee may exercise the authority of the IEC.

Section 2: Membership

Unless otherwise determined by the IEC in its decision to establish a committee, the chairperson of the IEC shall appoint members of a committee.

Section 3: Term of Office

Each member of a committee shall continue as such for the term of his/her appointment and until his/her successor is appointed, unless the committee shall be terminated or abolished or unless such member shall cease to qualify as a member.

Section 4: Rules

Each committee may adopt rules for its own governance not inconsistent with these by-laws.

Section 5: Quorum

A majority of the committee shall constitute a quorum and an act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

Section 6: Vacancies

A vacancy in the membership of any committee may be filled by an appointment made in the same manner as provided in the case of the original appointment.

ARTICLE VI

Meetings of the IEC

Section 1: Regular Meetings

The IEC meetings shall be held as needed, generally the committee will meet monthly during the school year (September- May) on the **third Tuesday** of the month. The month of September shall be utilized for the election of the members of the IEC.

Section 2: Special Meetings

Special meetings may be called by the chairperson or by a majority of the IEC.

Section 3: Place of Meetings

The IEC shall hold its regular meetings in a facility provided by the SRR Education Department.

Section 4: Notice of Meetings

Regular and special meetings shall be noticed. All notices shall be in writing and shall state the day, hour, and location of the meeting.

Section 5: Decisions of the IEC

All decisions of the IEC shall be made only after an affirmative vote of a majority of its members in attendance when a quorum is present.

Section 6: Conduct of Meetings

All regular and special meetings of the IEC shall be conducted in accordance with *Robert's Rules of Order* or in accordance with an appropriate adaptation thereof.

Section 7: Meetings Open to School Representatives, SRR, and Parents of Indian Students.
All regular and special meetings of the IEC and of its standing or special committees shall be open at all times to representatives from LUHSD, CUESD, and SRR.

Section 8: Quorum

A majority of the members of the IEC shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the IEC.

ARTICLE VII

Amendments

These bylaws may be amended at any time by a two-thirds affirmative vote of the members of the IEC and with the help of the SRR, LUHSD and/or CUESD, provided that the amendment is to carry out the objectives of the IEC as herein expressed. Any amendments must conform to the laws and regulations of the State of California.

Approved: October 16, 2018

The Native American student assessment data is to be presented during the first semester of each school year. This meeting must be posted in the local newspaper.

The flyer and the agenda are to be posted 72 hours prior to each meeting.

Santa Rosa Rancheira
JOM Budget Proposal
FISCAL YEAR 2019-2020

October 2019

DESCRIPTION	Carry Over	ALLOCATION	BUDGET		
			TENTATIVE	REVISION (+/-)	FINAL
18-19 School Year Carry Over	\$ 3,285.15			\$ 3,285.15	\$ 3,285.15
		\$ 6,193.00		\$ 6,193.00	\$ 6,193.00
Additional Funds Received				\$ 2,797.80	\$ 2,797.80
				\$ -	\$ -
Total Allocation					\$ 12,275.95
2019 Best Out of State Time Conference				\$ (3,054.00)	\$ (3,054.00)
Cal State East Bay College Visit				\$ (231.15)	\$ (231.15)
					\$ -
SUBTOTAL		\$ 6,193.00			\$ 8,990.80
PERSONNEL- Paid by Tribal Council			\$ -	\$ -	\$ -
<i>Fringe Benefits -Paid by Tribal Council</i>			\$ -	\$ -	\$ -
SUBTOTAL			\$ -	\$ -	\$ -
CONTRACTUAL					\$ -
Conference			\$ 3,000.00		\$ 3,000.00
					\$ -
Presenter			\$ 1,639.00		\$ 1,639.00
					\$ -
					\$ -
					\$ -
SUBTOTAL			\$ 4,639.00		\$ 4,639.00
EQUIPMENT					\$ -
SCHOOL SUPPLIES			\$ 3,351.80		\$ 3,351.80
SUBTOTAL			\$ 3,351.80	\$ -	\$ 3,351.80
INCENTIVE					\$ -
COLLEGE VISITS			\$ 1,000.00		\$ 1,000.00
SUBTOTAL			\$ 1,000.00	\$ -	\$ 1,000.00
INDIRECT COST					\$ -
District Administration				\$ -	\$ -
Sequestration				\$ -	\$ -
SUBTOTAL			\$ -	\$ -	\$ -
TOTAL			\$ 8,990.80		\$ 8,990.80

John Raven
Director of Curriculum and Instruction

Danny Llamas
Director- SR Rancheria Ed. Center

CENTRAL ELEMENTARY SCHOOL

15783 18TH AVE
LEMOORE, CA 93245
559-924-7797 (FAX) 924-0919

"HOME OF THE WOLVES"

ANNE GONZALES, PRINCIPAL
CHRISTINA BARBER, ASSISTANT PRINCIPAL



Central School Monthly Highlights and Updates

October Anti Bullying Awareness Month



October is National Bullying Prevention Month. Celebrate Unity Day Wednesday October 23rd- "Together against bullying. UNITED for kindness, acceptance and inclusion". Central Students/Staff Wear Orange! Central's "Dude Be Nice" elective class will be leading Central Weekly Themes for all students.

Central School Weekly Themes:

Week 1	10- 1 to 10- 4	"Go Against Bullying"
Week 2	10- 7 to 10- 11	"Random Acts of Kindness Week"
Week 3	10- 15 to 10- 18	"Be a Leader"
Week 4	10- 21 to 10- 25	"Unity Week – Wear Orange"
Week 5	10-28 to 10-31	"Be Inspirational"

School Activities, Events and Game Days:

1. October 1 Great American Fundraiser Kick Off (Runs thru Friday, October 18th)
2. October 2-4 Outdoor Education at Camp Sugar Pine – 6th Grade Students
3. October 5 Saturday School
4. October 9 Lemoore Chamber Luncheon
Central @ Stratford (2pm – Girls AC/ Boys B)
5. October 11 Island @ Central (1:45pm – Girls AB only)
6. October 15 Bus Evacuation Practice Drill
7. October 16 Parent Teacher Club Meeting @ 3pm
8. October 17 Great American Shake Drill (Drop/Cover)
Central/Stratford SARB
9. October 18 MIQ @ Central (1:45pm – Girls AC/Boys B)
10. October 25 Central @ Reef Sunset (2pm – Girls AC)
11. October 26 Saturday School
12. October 31 Halloween Dress Up and Parade

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Central School Monthly Highlights and Updates

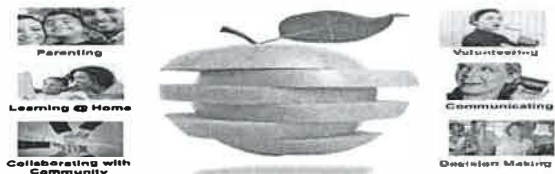
Upcoming in November

November celebrates – "World Kindness Day" – November 13th



Is celebrated annually in November. On this day, participants attempt to make the world a better place by celebrating and promoting good deeds and pledging acts of kindness, either as individuals or as organizations. Activity to be announced.

November celebrates – "National Parental Involvement Day, Nov. 21, 2019!"



Six Slices of Family Involvement

Celebrates the powerful contributions parents and caregivers provide at school and home to support student success. Central staff and students will join in celebrating this day! Activity to be announced.

School Activities, Events and Game Days:

1. November 6 School Site Council Meeting @ 2:30pm
2. November 6 – 7 Outstanding and Perfect Attendance Incentive Reward Day
3. November 8 Student Portfolio Day @ 8:30am
End of Trimester 1
4. November 13 Student Award Assemblies
 - a. 8:15am 6th-8th Academic and Character Awards Assemblies in Homeroom Classes for T1- Teachers Presenting
 - b. 9:00am 2nd-3rd Academic and Character Awards Assemblies
Location: Cafeteria"World Kindness Day Celebration"
5. November 15 Student Award Assemblies
 - a. 1:05pm Kindergarten – 1st Academic and Character Awards Assemblies
Location: Cafeteria
 - b. 1:40pm 4th-5th Academic and Character Awards Assemblies
Location: Cafeteria
6. November 16 Saturday School
7. November 18-22 Parent Coffee Conference Drive Thru Reminder @7:15am
Parent Conference Week (Tuesday thru Friday)
"National Parental Involvement Day Celebration"
8. November 25-29 Thanksgiving Break

Stratford Elementary School October Update

School Events

- October 2-4 Outdoor Education (6th grade students)
- October 5 Saturday School
- October 9 Football (B)/Volleyball (AC) @Stratford vs. Central
- October 10 Fire Department Safety Presentations (K-2)
- October 11 Volleyball (AB) @MIQ
- October 16 Bus Evacuation Drills
- October 17 Great American Shakeout Earthquake Drill
- October 18 Football (A)/Volleyball (AB) @Stratford vs. Parkview
- October 19 Saturday School
- October 21 Bus Evacuation Drills
- October 21-25 Red Ribbon Week
- October 25 Corey the Dribbler, Anti-bullying Presentation
- October 25 Football (AB)/Volleyball (ABC) @Akers
- October 30 Pumpkin Patch & Pumpkin Science Hands-on activities

Upcoming in November

- Nov 1 BMX Anti-bullying Show
- Nov 2 Saturday School
- Nov 8 End of Trimester 1
- Nov 15 Student Awards Assemblies
- Nov 16 Saturday School
- Nov 18 Trimester Attendance Celebration with Crazy Karen
- Nov 18 Stratford Presenting at the District Board Meeting
- Nov 18-22 Parent Conferences
- Nov 25-29 Thanksgiving Break