

*Michelle L. Johnstone*  
*Superintendent*

*Dennis J. Engle*  
*Assistant*  
*Superintendent*

*2015-16*  
*Board of Directors*

*Michael Blanchard*

*Michael Bollman*

*Lu Ann Meyer*

*Matt Posey*

*Jon Woods*

**Board Secretary**  
**Debbie Green**

Please join us at our  
school board meetings.  
Unless otherwise  
scheduled the board  
meets the second and  
fourth Mondays  
of the month.

**District Office**  
**Board Room**  
**6:30 p.m.**

**Mission Statement**  
**Working Together for**  
**all Students to Achieve**  
**High Levels of**  
**Learning**

**Dallas School District**  
**111 SW Ash Street**  
**Dallas OR 97338**

**503.623.5594 ph**  
**503.623.5597 fax**

**Agenda**  
**Board Meeting**  
**August 24, 2015**  
**6:30 p.m.**

- 1.0 Welcome/Pledge of Allegiance**
- 2.0 Approval of the Agenda**
- 3.0 Good News**
  - 3.1 Successful fall sports registration, the teams are excited to get back to the fields/courts!
  - 3.2 Jump Start Summer Program – Todd Baughman & Caleb Harris
  - 3.3 \$1500 donation to Lyle's Reading Room from Capitol Toyota
  - 3.4 Network Upgrade
  - 3.5 STEM Conference
- 4.0 Announcements**
  - 4.1 September Calendar 71
  - 4.2 Next Board Meeting September 14, 2015
  - 4.3 Next Citizens Oversight Committee Meeting  
September 21, 2015
  - 4.4 Back to School Breakfast, September 3 at 7:30 a.m. (DHS)
  - 4.5 New Teacher Luncheon, August 28 at noon
  - 4.6 OSBA Annual Convention November 12-15, 2015 (Portland)
- 5.0 Public Comment**
- 6.0 Consent Agenda**
  - 6.1 Approval of August 10, 2015, board minutes 72
  - 6.2 Staffing Recommendation 75
  - 6.3 Administrative Hiring Process
- 7.0 Policies – First Reading**
  - 7.1 GBK/JFCG/KGC – Prohibited Use, Possession, Distribution or  
Sale of Tobacco Products and Inhalant Delivery Systems 76
  - 7.2 JFCB/JFCH/JFCI – Use of Tobacco Products, Alcohol, Drugs,  
or Inhalant Delivery Systems 79
- 8.0 Policies – Second Reading**
  - 8.1 AC – Nondiscrimination 81
- 9.0 Construction Excise Tax – Discussion**
- 10.0 Board Goals & Superintendent Evaluation Process – Discussion**

**11.0 Executive Session per ORS 192.660**

- (e) to Confer with Persons Designated by the Board to Negotiate  
Regarding Real Property Transactions

**12.0 Adjourn**



*Working together for all students to achieve high levels of learning*

### **Public Participation in Board Meetings**

During each school board meeting, the agenda has been set to include an item titled “public comment.” It is during this portion of the agenda the public can comment on any item that is or is not on the agenda.

Because of the nature of the Board’s work, it is typical that the Board will hear from a patron. Public participation is a time for the Board to listen, not a time for discussion or responding to questions, as the Board needs adequate time to process the information received to ensure proper steps are taken going forward. The Board may direct questions to district administrative staff to respond to after the meeting. If input is given related to an action item later in the agenda, the Board will use the input during their discussion or deliberation of that specific item.

The Board cannot hear complaints about specific school personnel during an open meeting. If a patron has a specific complaint against district personnel, the board chair or the superintendent can direct the patron to the appropriate complaint process governed by board policy.

If you wish to address the Board, please fill out the request for public comment form available outside the board room. If the meeting has started and you decide you would like to provide public comment, please alert the administrator who was the greeter or the board secretary with your request by simply handing them the public participation form. This will be directed to the board chair.

Thank you for taking an interest in student education.



# September 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3 All-District Welcome Back Breakfast/Meeting 7:30 a.m. DHS Forum/Auditorium	4	5
6	7 Labor Day	8 First Day of School  Lyle PTC, 6:30 p.m.	9	10	11 Football—hosting Ashland	12
13	14 Board Meeting 6:30 p.m.	15	16	17	18	19
20	21	22	23	24	25 Football—hosting Central	26
27	28 Board Meeting 6:30 p.m.	29	30			

To see the entire Dallas School District Athletics and Upcoming Events go to:  
[www.dsd2.org](http://www.dsd2.org)



**Minutes  
Board Meeting  
August 10, 2015  
6:30 p.m.  
District Office Board Room**

**Present:** Lu Ann Meyer, Matt Posey, Mike Blanchard, Mike Bollman, Michelle Johnstone, Dennis Engle, Debbie Green, Tami Montague, Steve Martinelli, Caleb Harris, Jon Woods, Kevin Montague, Jamie Richardson

**Visitors:** Stephen Travis, Paul Trahan, Michelle Nelson, Jolene Guzman, Josh Wilson, Maddie Blanchard, Gene Henshaw

**1.0 Welcome/Pledge of Allegiance**

**2.0 Approval of the Agenda**

Mike Bollman moved to approve the agenda as presented, seconded by Mike Blanchard. The motion passed unanimously.

**3.0 Good News**

- 3.1 Summerfest Update
- 3.2 Voluntary Water Reduction
- 3.3 *Chicago* performance – Jeff Baer
- 3.4 Dallas/Polk County Fair

**4.0 Announcements**

- 4.1 August/September Calendars
- 4.2 Next Board Meeting August 24, 2015
- 4.3 Next Citizens Oversight Committee Meeting August 17, 2015 (DHS)
- 4.4 Back to School Breakfast, September 3 at 7:30 a.m. (DHS)
- 4.5 New Teacher Luncheon, August 28 at noon
- 4.6 OSBA Annual Convention November 12-15, 2015 (Portland)

**5.0 Financial Report – Tami Montague**

Tami Montague, director of fiscal services, shared the financial report for July 2015.

**6.0 Consent Agenda**

- 6.1 Approval of July 20, 2015, board minutes
- 6.2 GBM – Staff Complaints
- 6.3 Delete JFG – Search and Seizure
- 6.4 JFG – Student Searches

- 6.5 Staffing Recommendation
- 6.6 Leave of Absence Request for Judy Stuck  
Superintendent recommends the request be denied based on contract language of not providing three months notice. Move this item to follow 14.0 Board Goals.
- 6.7 Recommendation of Steve Martinelli for Director of Instructional Services
- 6.8 Revised Annual Business Procedures
- 6.9 Revised Designation of Confidential and Supervisory Employees

Mike Blanchard moved to approve the consent agenda with the correction to the minutes and the movement of 6.6 to the end of the agenda. The motion passed unanimously.

## **7.0 Policies – First Reading**

- 7.1 AC – Nondiscrimination

## **8.0 Administrative Rule (Information Only)**

- 8.1 AC-AR - Discrimination Complaint/Grievance Procedure
- 8.2 Delete KL-AR – Public Complaint Procedure
- 8.3 New KL-AR – Public Complaint Procedure

## **9.0 Construction Excise Tax – Discussion**

Tami Montague and Dennis Engle reviewed that the legislature in 2007 provided a tool for school districts to raise money for capital improvements. This was also known as a school system development charge. They reviewed the system development fees throughout communities in Oregon. Every biennium the Department of Education/Revenue sets a new tax limit rate and currently 60 out of 198 Oregon school districts are collecting this type of tax in their communities. This is a permanent tax if implemented and the board can also revoke such tax by a vote at a future date. Individual districts can determine the rates between a range and determine what types of construction to be taxed, e.g. new construction, remodel, etc.

## **10.0 Public Comment**

Paul Trahan, 1116 SE Barberry, Dallas, OR

He pointed out that the system development charge (SDC) cost goes to the home builder not the developer.

Gene Henshaw, 2424 SW Oakwood Dr., Dallas, OR

Public Policy Committee of Dallas Chamber – most always they support Dallas School District and education in general. With regard to the SDC, some of the members have not been enthusiastic about the small number of folks who would be paying this for the entire district. Only new construction and not the entire community. The public may not want to

approve another bond or levy if this is put into place. Other concerns is that it can deter economic development.

Jim Williams, 1187 SE Barberry, Dallas, OR

He has participated in public policy in various ways for the last 30 years. In his estimation, the trend over the last 30 years, impact fees/system development fees are the path of least resistance for new revenue for principalities or districts. They burden a very small segment of society for the benefit of a larger society. He indicated that the growth rate can decline with these impact fees. This only adds to the cost of housing, the developer and builder will add this cost on to the purchaser. First time home buyer carries the burden.

#### **11.0 Real Estate Agreement Option A – Discussion**

Dennis Engle, assistant superintendent, indicated that Option A refers to an area of land known as the Drive-In and is part of the land owned by the developer LLC, Meadows Investment. They were required to plan an area for schools or public parks as part of their development and provided the district with two options in their Real Estate Agreement. Superintendent Michelle Johnstone recommends that the district opt out of Option A.

Mike Blanchard moved that Dallas School District (DSD) decline the first right to purchase Property A as described in the Real Estate Option Agreement between Dallas Drive-In, LLC, Meadows Investment, LLC, Dallas School District, and the City of Dallas, seconded by Jon Woods. The motion passed unanimously.

#### **12.0 Admin Retreat**

Michelle Johnstone indicated that the group had a very productive retreat where they focused on board goals and increasing their instructional leadership in determining how best to help students learn and achieve. They will be using three books to help guide their work and a series of building walk-throughs and discussions to keep improving throughout the year.

#### **13.0 Board Goals**

The board reviewed the goals and will take action at the next meeting after the public has a chance for more input. These revised goals include administrative feedback. The admin team would like the board to visit the buildings on the first meeting of each month from October through April. Additionally, Board Chair Lu Ann Meyer handed out an information sheet on the process for superintendent evaluation. This will be reviewed at the next meeting.



**14.0 Judy Stuck Leave of Absence Request (moved from consent agenda)**

As a result of untimely notice, Mike Blanchard moved to deny the leave of absence request, seconded by Matt Posey. The motion passed unanimously.

**Lu Ann Meyer, board chair, read in a statement adjourning the board into Executive Session.**

**15.0 Executive Session per ORS 162.660**

(e) to Confer with Persons Designated by the Board to Negotiate  
Regarding Real Property Transactions

(h) to Confer with Legal Counsel Regarding Pending Litigation or Litigation  
Likely to be filed

**The board returned to open session.**

**16.0 Adjourn at 8:15 p.m.**

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**Board Chair/Lu Ann Meyer**

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**Date**

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**Board Secretary/Debbie Green**

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**Date**



**August 24, 2015**

**ITEM:** Staffing Recommendation for 2015-2016

**INFORMATION:** The following teachers and administrator are being recommended for employment for the 2015-16 school year.

**Dallas High School**

Kendra Steele	SpEd Teacher	1.0 FTE
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**Morrison**

Charlotte Vidrio	Language Arts Teacher	1.0 FTE
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**Whitworth**

Darlene Geddes	Principal	1.0 FTE
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**Dr. Michelle Johnstone**, Superintendent • **Dennis Engle**, Assistant Superintendent

Board of Directors: Michael Blanchard • Michael Bollman • Lu Ann Meyer • Matt Posey • Jonathan Woods

## Dallas School District 2

Code: GBK/JFCG/KGC  
Adopted: 9/15/09  
Readopted: 4/11/11; 7/13/11

### **Tobacco-Free Environment** **Prohibited Use, Possession, Distribution or Sale of Tobacco Products and Inhalant Delivery Systems**

The board recognizes its responsibility to promote the health, welfare and safety of students, staff and others on district property and at school-sponsored activities. ~~In light of scientific evidence that use of tobacco is hazardous to health, and to be consistent with district curriculum and Oregon law, it is the intent of the Board to establish a tobacco-free environment.~~ **The board wishes to establish a school and working environment that is free of smoke, aerosols, and vapors containing inhalants.** Consequently, ~~Student possession, use, distribution, or sale of tobacco~~ **products or inhalant delivery systems,** including any smoking **or use of an inhalant delivery** device, on district premises, at school-sponsored activities on or off district premises, in district-owned, rented or leased vehicles, **on all district grounds, including parking lots** or otherwise, while the ~~a~~ student is under the jurisdiction of the school **district** is prohibited.

~~Tobacco~~ **Use, distribution or sale of tobacco products or inhalant delivery systems** by staff on district property **including parking lots,** at district sponsored events, in district owned, rented or leased vehicles or otherwise, while on duty on or off district premises is prohibited. ~~Tobacco~~ **Use, distribution or sale of tobacco products or inhalant delivery systems** by others on district property, in district vehicles or at district-sponsored events, on or off district premises, **on all district grounds, including parking lots,** is also-prohibited. Staff and/or all others authorized to use **any** private vehicles to transport district students to school-sponsored activities are prohibited from using tobacco **products or inhalant delivery systems** in those vehicles while students are under their care.

For the purposes of this policy, “tobacco **products**” is defined to include, **but not limited to,** any lighted or unlighted cigarette, cigar, pipe, bidi, clove cigarette, and any other smoking product, spit tobacco, also known as smokeless, dip, chew, **or** snuff, in any form. ~~nicotine or nicotine delivering devices, chemicals or devices that produce the physical effect of nicotine substances or any other tobacco substitute (e.g., e-cigarettes).~~ This does not include FDA approved nicotine replacement therapy products used for the purpose of cessation.

**For the purpose of this policy “inhalant delivery system” means a device that can be used to deliver nicotine or cannabinoids in the form of a vapor or aerosol to a person inhaling from the device or a component of a device; or a substance in any form sold for the purpose of being vaporized or aerosolized by a device whether the component or substance is sold or not sold separately. This does not include USFDA-approved tobacco products or other therapy products marked and sold solely for the approved purpose.**

~~Tobacco-Free Environment~~ **Prohibited Use, Possession, Distribution or Sale of Tobacco Products and Inhalant Delivery Systems – KGC/GBK/JFCG**



Clothing, bags, hats and other personal items used by staff and students to display, promote or advertise tobacco or inhalant delivery system products are prohibited on all district grounds including parking lots, at school-sponsored activities or in district vehicles. ~~Tobacco~~ Advertising is prohibited in all school-sponsored publications, in all school buildings, on district grounds, including parking lots, and at all school-sponsored events. District acceptance of gifts or funds from the tobacco products and inhalant delivery system industry ~~ies~~ is similarly prohibited. The district will not contract with other public or private alternative schools that allow student use of tobacco products or inhalant delivery systems ~~use~~ on campus.

Student violations of this policy will lead to disciplinary action up to and including expulsion. Students may also be subject to removal from any or all extracurricular activities and/or denial or forfeiture of school honors or privileges (e.g., valedictorian, salutatorian, student body, class or club office positions, field trips, senior trip, prom, etc.). School and/or community service may be required. A referral to law enforcement may be made. Parents shall be notified of all violations involving their student and action taken by the school.

~~Staff violations of this policy will lead to disciplinary action up to and including dismissal. When considering disciplinary action for a child with disabilities, the district must follow the requirements of board policy JGDA/JGEA - Discipline of Students with Disabilities, including those involving functional behavioral assessment, change of placement, manifestation determination, and an interim alternative educational setting. Violations by others will result in appropriate sanctions as determined and imposed by the superintendent or board.~~

**Staff violations of this policy will lead to disciplinary action up to and including dismissal.**

**Violations by others will result in appropriate sanctions as determined and imposed by the superintendent or the board.**

Information about community resources and/or cessation programs to help staff and students ~~overcome tobacco use~~ will be provided.

The district will promote cessation resources and other positive alternatives to discipline. Tobacco use cessation programs may be established at district schools. Attendance or completion of tobacco use cessation programs by students may be allowed as a substitute to, or as a part of student discipline for possession, use, distribution or sale of tobacco products or inhalant delivery systems at the discretion of the building principal. Attendance at cessation programs not offered by the district is voluntary and related costs are the individual responsibility of the staff member, student and his/her parent and private health-care system.

As part of the district's tobacco use prevention activities, the superintendent shall ensure that tobacco use instructional programs as recommended by the Oregon Department of Human Services, Health Services, Tobacco Prevention and Education Program and the Oregon Department of Education, are an integral part of its drug and alcohol prevention curriculum. Programs must be integrated within the health education program and age- and developmentally-appropriate instruction provided at every level, pre-kindergarten through grade 12, with particular emphasis on grades six through eight. It is the expectation of the board



that ~~tobacco~~-use prevention concepts will be integrated into the instruction of other subject areas as practicable.

Staff responsible for teaching ~~tobacco~~-use prevention will be encouraged to collaborate with agencies and groups that conduct ~~tobacco~~-use prevention education and to participate in ongoing professional development activities that provide basic knowledge about the effects of use of tobacco products, and use, effective instructional techniques and program-specific activities.

The superintendent shall consult with local officials to promote enforcement of law that prohibits the use or possession of tobacco products or inhalant delivery systems by minors on or off district grounds.

This policy shall be enforced at all times. The superintendent will develop administrative regulations as necessary to implement this policy, including provisions for notification of the district's policy, through such means as student/parent and staff handbooks, newsletters, inclusion on school event programs, signs at appropriate locations; disciplinary consequences; and procedures for filing and handling complaints about violations of the district's policy.

The superintendent shall ensure that the district's ~~tobacco~~-use prevention program, policies, curricula, training and cessation programs are evaluated at regular intervals. The input of students, staff, parents and others from the community will be encouraged.

#### END OF POLICY

#### Legal Reference(s):

ORS 167.400  
ORS 332.107  
ORS 336.222  
ORS 336.227  
ORS 339.240  
ORS 339.250  
ORS 339.883  
ORS 339.840  
ORS 433.835 - 433.990

OAR 581-021-0050 to -0075  
OAR 581-021-0110  
OAR 581-022-0413  
OAR 581-053-0015  
OAR 581-053-0230(9)(s)  
OAR 581-053-0330(1)(m)  
OAR 581-053-0430(12)  
OAR 581-053-0531(11)  
OAR 581-053-0630

Pro-Children Act of 1994, 20 U.S.C. §§ 6081-6084 (2006).

#### Cross Reference(s):

GBK/JFCG/KGC - Tobacco-Free Environment  
 JFCG/KGC/GBK - Tobacco-Free Environment  
 Tobacco-Free Environment

~~Tobacco-Free Environment~~ **Prohibited Use, Possession, Distribution or Sale of Tobacco Products and Inhalant Delivery Systems – KGC/GBK/JFCG**



## Dallas School District 2

Code: JFCG/JFCH/JFCI  
Adopted: 9/9/02  
Readopted: 11/28/05

### Use of Tobacco Products, Alcohol, Drugs, or Inhalant Delivery Systems\*\*

The District believes schools have a major role in helping to create a healthy, safe environment free from the use and/or of possession of drugs, tobacco or alcohol.

The School Board has a responsibility to provide an environment that enhances a healthy, safety and general well-being of all students enrolled in the Dallas Schools while they are in attendance during the school day and during school activities.

1. A District student shall not knowingly manufacture, distribute, dispense, store, possess, be under the influence of, or use alcohol, illegal drugs, including drug paraphernalia, controlled substances, misuse of over-the-counter medications (or medications prescribed by a physician), regardless of quantity. The student shall not possess or use tobacco. This applies to all schools, school facilities, and school grounds.
2. This prohibition applies at any time before, during or after school attendance hours; on school property at any time the school is being used by any school sponsored group; or off school property when attending a school sponsored activity, function or event.

The District will provide annual information to students about the effects of these substances and laws relating to use of such substances. Students shall receive instruction to meet the Health Education Common Curriculum Goals and to help develop positive attitudes and decision-making skills regarding these substances.

The Superintendent is directed to prepare administrative rules to implement this policy.

**Student possession, use, distribution or sale of tobacco products or inhalant delivery systems, alcohol or unlawful drugs, including drug paraphernalia or any substance purported to be an unlawful drug, on or near any district property or grounds, including parking lots, or while participating in school-sponsored activities is prohibited and will result in disciplinary action. If possession, use, distribution or sale occurred near district grounds, disciplinary action may include removal from any or all extracurricular activities and/or denial or forfeiture of any school honors or privileges (e.g., valedictorian, salutatorian, student body, class or club office positions, senior trip, prom, etc.). If possession, use, distribution or sale occurred on district grounds, at school-sponsored activities or otherwise while the student was under the jurisdiction of the school, students will be subject to discipline up to and including expulsion. Denial and/or removal from any or all extracurricular activities and/or forfeiture of any school honors or privileges may also be imposed. A student may be referred to law enforcement officials. Parents will be notified of all violations involving their student and subsequent action taken by the school.**

**A referral to community resources and/or cessation programs designed to help the student overcome tobacco product, inhalant delivery system, alcohol or unlawful drug use may also be made. The cost of such programs are the individual responsibility of the parent and the private health care system.**



Clothing, bags, hats, and other personal items used to display, promote or advertise tobacco products, inhalant delivery systems, alcohol or unlawful drugs are prohibited on all district grounds, including parking lots, at school-sponsored activities and in district vehicles.

Any person under age 18 possessing a tobacco or inhalant delivery system product is in violation of state law and is subject to a court-imposed fine.

Any person who distributes, sells or allows to be sold, tobacco products or any substance sold for the purpose of being smoked, vaporized or aerosolized, in any form, or a tobacco-burning or inhalant delivery system device, to a person under 18 years of age is in violation of state law and is subject to a court-imposed fine.

An unlawful drug is any drug as defined by the Controlled Substances Act including, but not limited to, marijuana, cocaine, opiates, amphetamines and phencyclidine (PCP). As used in this policy, unlawful drug also means possession, use, sale or supply of prescription and nonprescription drugs in violation of board policy and any accompanying administrative regulations.

END OF POLICY

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**Legal Reference(s):**

ORS 153.018  
ORS 161.605  
ORS 161.625  
ORS 163.575  
ORS 167.400  
ORS 332.107  
ORS 336.067  
ORS 336.222  
ORS 336.227

ORS 339.240  
ORS 339.250  
ORS 339.883  
ORS 431.840  
ORS 431.845  
ORS 433.835 - 433.990  
ORS Chapter 475

OAR 581-021-0050 to -0075  
OAR 581-022-0413  
OAR 581-053-0230(9)(s)  
OAR 581-053-0330(1)(m)-(o)  
OAR 581-053-0430(12)-(14)  
OAR 581-053-0531(11)-(13)  
OAR 581-053-0630  
OAR 584-020-0040

Controlled Substances Act, 21 U.S.C. Section 812, Schedules of Controlled Substances, 21 CFR §§ 1308.11-1308.15 (2006).  
 Pro-Children Act of 1994, 20 U.S.C. §§ Sections 6081-6084 (2006).  
 Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§ Sections 7101-7117 (2006).

# Dallas School District 2

Code: AC  
 Adopted: 1/14/08  
 Readopted: 3/09/09; 10/25/10; 3/23/15

## Nondiscrimination

The district ~~shall promote~~**prohibits** nondiscrimination and an environment free of harassment based on on any basis protected by law, including but not limited to, an individual's perceived or actual race, color, religion, sex, sexual orientation<sup>1</sup>, national or ethnic origin, marital status, age, or, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, or mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status of any other persons with whom the individual associates.

In keeping with requirements of federal and state law, ~~the district strives to remove any vestige of~~**prohibits** discrimination **and harassment, including but not limited to, in employment, assignment and promotion of personnel; in educational** opportunities and services offered students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The board encourages staff to improve human relations within the schools, **to respect all individuals** and to establish channels through which citizens can communicate their concerns to the administration and the board.

The superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act of 1990 and Americans with Disabilities Act Amendments Act of 2008 (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues<sup>2</sup>. The district will publish ~~grievance~~**complaint** procedures providing for prompt and equitable resolution of **complaints from** students, ~~and employees~~ **and the public** ~~complaints~~.

~~Federal civil rights laws~~ **The district** prohibits **retaliation and** discrimination against an individual ~~because he/she/who~~ has opposed any discrimination act or practice; ~~or~~ because that person has filed a charge; ~~testified, assisted or participated in an investigation, proceeding or hearing;~~ **and** ~~ADA~~ further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the **any** rights guaranteed under the ~~Act~~**state and federal law**.

END OF POLICY

<sup>1</sup>"Sexual orientation" means an individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

<sup>2</sup>Districts are reminded that the district is required to notify students and employees of the name, office address and telephone number of the employee or employees appointed.



**Legal Reference(s):**

<u>ORS 174.100</u>	<u>ORS 659A.009</u>	<u>ORS 659A.309</u>
<u>ORS 192.630</u>	<u>ORS 659A.029</u>	<u>ORS 659A.321</u>
<u>ORS 326.051(1)(e)</u>	<u>ORS 659A.030</u>	<u>ORS 659A.409</u>
<u><del>ORS 342.934(3)</del></u>	<u>ORS 659A.040</u>	
<u>ORS 659.805</u>	<u>ORS 659A.100 to -145</u>	<u><del>OAR 581-015-0054</del></u>
<u>ORS 659.815</u>	<u><del>ORS 659A.109</del></u>	<u>OAR 581-021-0045</u>
<u>ORS 659.850 to 860</u>	<u><del>ORS 659A.112 to -659A.139</del></u>	<u>OAR 581-021-0046</u>
<u>ORS 659.865</u>	<u><del>ORS 659A.142</del></u>	<u>OAR 581-021-0049</u>
<u>ORS 659.870</u>	<u><del>ORS 659A.145</del></u>	<u>OAR 581-022-1140</u>
<u>ORS 659A.003</u>	<u>ORS 659A.233</u>	<u><del>OAR 839-003-0000</del></u>
<u>ORS 659A.006</u>	<u>ORS 659A.236</u>	

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2006).

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2006); 29 C.F.R Part 1626 (2006).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).

Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2006).

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2006).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2006); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2006).

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2006).

Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).

Americans with Disabilities Act Amendments Act of 2008.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212.

Title II of the Genetic Information Nondiscrimination Act of 2008.

**Cross Reference(s):**

ACA - Americans with Disabilities Act

GBA - Equal Employment Opportunity

JB - Equal Educational Opportunity