

### **Pest Management**

Columbia School District will provide a program for students, staff and members of the community who use school properties. We will utilize customary and effective methods to control structural, nuisance, and land-use pests. The District will manage pests by using biological, cultural, physical and chemical control methods that minimize economic, health and environmental risks. Non-chemical pest management methods will be implemented whenever possible. The use of pesticides, including herbicides, will be limited. Efforts will be made to schedule applications after school hours. A notice will be posted in the vicinity where the application has been made. The application of pesticides is only performed while school is in session. Parents, guardians and the community will be informed prior to the application. The most effective pesticide in the presence of the pest will be used in accordance with the manufacturer's label. Insecticide, Fungicide and Rodenticide use is in accordance with District policy, the Environmental Protection Agency, Occupational Safety and Health regulations, and state and local regulations.

### **Review Teacher Qualifications**

Parents and guardians have the right to know information about their child's classroom. They have the right to know if the state of Washington has licensed or qualified the teacher and subjects he or she teaches; the grade level; whether the teacher has a degree and, if so, the subject(s) of the degree.

Parents and guardians also have the right to know if the teacher's aides or similar Para-educators provide services to their child and, if so, the qualifications.

Parents and guardians would like to receive any of this information, please contact the district office at 509-547-

### **Child-Find Notice**

Does your child have a documented history of a physical, mental or developmental impairment or a disability that has a major impact on learning, walking, seeing, hearing, breathing, working, self-care, performing manual tasks, learning, reading, writing thinking, concentrating, sleeping and/or interacting with others? Even if your child does not have a disability, does your child possess characteristics that would somehow cause others to treat him or her as if they did have a disability?

If you answered yes to the above questions, your child may be eligible for special education related services and/or specialized education accommodations under Section 504.

The regulations to determine eligibility are the Individual with Disabilities Educational Act and Section 504 of the Rehabilitation Act of 1973.

If you would like to refer your child for consideration for special accommodations, such as preferred seating, extra time to complete assignments, or specially designed instruction please contact your child's principal. Children from birth to age 21 may be eligible for Special Education Programs.

### **Equal Opportunity Employer**

Columbia School District complies with all federal and state rules and regulations and does not discriminate on the basis of race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. This holds true for all employment, activities, and/or extra curricular activities. Inquiries regarding compliance procedures may be directed to the school district's Title IX Officer, Margo Roberts and/or the ADA/Section 504 Coordinator at 509-547-2136.

### **Highly Capable Program**

The Columbia School District offers learning opportunities for students identified as Highly Capable. According to WAC 392-162, individual plans are developed to help highly capable students excel. The District also offers enrichment activities for students in kindergarten through grade 8 and honors/advanced classes at the high school level.

Please contact the principal at your child's school if you believe he or she may qualify to be part of the district's Highly Capable and/or Enrichment Programs.

### **AHERA (Asbestos Hazard Emergency Response Act) Environmental Protection Agency (EPA) 40 CFR**

The above mentioned referenced regulation requires school districts to provide notification to all employees of compliance with regulations, tests, evaluations and management plans for all known or suspected asbestos-containing materials in school buildings. All work involving asbestos-containing materials in the Columbia School District have been completed by contractors who are EPA certified. Asbestos that is being managed. The results of inspection and management plans may be found in the district files and are available for inspection by any interested party.

The Columbia School District buildings include recorded surveillance, inspection, maintenance and custodial staff training and records of all asbestos related activity.

The middle school gym and locker rooms contain asbestos in the insulation. The areas are in good condition and are well maintained and regularly inspected in accordance with EPA regulations. Our other sites, Columbia Middle School, Columbia Elementary School, the union building, Vo-Tech building and the union building are asbestos free. This page is being used to convey the required notification to residents of the Columbia School District.

# ANNUAL LEGAL NOTICES

August 1, 201

## Sexual Harassment

committed to providing a positive and productive working and educational environment free from discrimination, including sexual harassment. School District prohibits sexual harassment of students, employees and others involved in District activities. Sexual harassment occurs when: submitting to the harasser's sexual demands is a state or implied condition of obtaining an education or work opportunity or other benefit; omission to or rejection of sexual demands is a factor in an academic, work or other school-related decision affecting an individual; or welcome sexual or gender-directed conduct or communication interferes with an individual's performance or creates an intimidating, hostile environment.

ment can occur between an adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male

take prompt, equitable and remedial action within its authority on reports, complaints and grievances alleging sexual harassment. Allegations will be reported to law enforcement and suspected child abuse will be reported to law enforcement and/or Child Protective Services (CPS). Persons subjected to sexual harassment will have appropriate school district services made reasonably available to them and adverse consequences will be reviewed and remedied, as appropriate.

Sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff and contractors. Anyone who commits sexual harassment on school property or at school activities will have his or her access to school property and activities restricted, as appropriate. Definition and prevention information will be included in staff, student and volunteer orientations.

## Non Discrimination/Title IX/Sex Equity/American Disabilities Act

School District complies with all federal and state rules and regulations and does not discriminate on the basis of race, color, national origin, sex, or religion for all students who are interested in participation in educational programs and/or extra curricular school activities. Inquiries regarding compliance process may be directed to Margo Roberts, 509-547-2136, the district compliance officer in these matters.

The Educational Rights and Privacy Act (FERPA) affords parents, guardians, and students over 18 years of age certain rights with respect to the student's educational records. They are:

to inspect and review the student's educational records within 45 days of the day the District receives a request for access. Parents, guardians, or eligible students should submit to the school principal and/or director of student services a written request that identifies the records they wish to inspect. The District will make arrangements for access and notify the person requesting of the time and place where the records may be inspected.

to request the amendment of the student's education records that the parent, guardian, or eligible student believes are inaccurate or misleading. Parents or eligible students may ask the school district to amend a record that they believe is inaccurate or misleading. They should write a letter to the school principal, administrator or Student Services Director, clearly identifying the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the requestor, the district will notify them of the decision and advise them of their right to request a hearing. Additional information regarding the hearing procedures will be provided to the parent, guardian or eligible student upon request.

to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA or other law requires disclosure without consent. One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interest. A school official is a person employed by the district as an administrator, supervisor, instructor or support staff member (including health and medical staff and instructional aides); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task, (such as an auditor, legal consultant or therapist); or a parent, guardian, or student serving on an official committee such as a disciplinary or grievance committee. A school official has a legitimate educational interest if the official needs to review an education record in order to perform his or her professional responsibility. Upon request, the District discloses education records without consent to officials of another school district who seek or intends to enroll. (NOTE: FERPA requires a school district to make a reasonable attempt to notify the student of a records request upon request.)

to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name of the Office that administers FERPA is:

Family Policy Compliance Office, US Department of Education, 400 Maryland Avenue, SW, Washington DC 20202-4605