Student/Parent Handbook
2019-2020

We are college bound!

Evergreen Elementary School
1311 172nd Street East
Spanaway, WA 98387
253-683-8200

Jamie Burnett
Principal

Alicia Whitlow
Assistant Principal

Every student, without excuse or exception will be proficient in reading, language and math.
Hello families,

It is with great pleasure that the Evergreen Elementary team welcomes you to the 2019-2020 school year! Our goal is to provide the best possible education for your child. You will soon learn that we have a terrific staff that is highly committed to the overall success of every child.

As a member of the Evergreen community, we hope that you will find our school an inviting place, not only for your child, but for you too. We see your child’s education as a cooperative effort and invite you to take an active role in their learning.

This handbook will acquaint you with our school and its programs and procedures. Please understand that not all of the school’s policies and procedures can be included in a handbook. We invite you to review the information in this booklet. If the answers to your questions cannot be found, please feel free to contact the school to clarify any concerns.

We invite you to participate in our school activities. We are very interested in having parents and community members volunteer as a way to strengthen our program.

Sincerely,

Jamie Burnett Principal

Welcome

The Bethel School District is proud to be a part of your child’s education. Our schools are committed to working with parents and our community to provide an outstanding educational program for Bethel’s young people. As your children go through Bethel schools they will be taught by highly trained and caring teachers. Bethel bus drivers, custodians and food service staff are a vital part of that team, working to create a safe, secure, and healthy setting that supports the learning environment. You will find that the teachers, principals and classified staff in each school work together to provide a quality school for all students.

You are invited to become involved in your child’s school. Each school has a Parent Teacher Association (PTA), which offers parents a way to get to know other families and to take part in many school activities. For parents who wish to become part of the school’s planning process, a membership in the school site council is encouraged. Whether you choose to become active in school activities or to support your child through conversations and help at home, Bethel staff will work with you to ensure that your child is a successful learner.

Thank you for being our partner as we strive to provide the best possible education for all our young people. We appreciate the opportunity to serve you and your children.

Sincerely,

Tom Seigel, Superintendent of Schools
MISSION STATEMENT

Every student, without excuse and without exception will be proficient in reading, language and math.

NO EXCUSES UNIVERSITY

We believe that every child deserves the opportunity to be educated in a way that prepares them for college.

At the No Excuses University at Evergreen Elementary we have high expectations for all students and believe if students work hard they will be successful. In addition, we would like to provide all students at Evergreen with the academic and social skills necessary to be successful in middle school and high school, and be prepared to go to...

CHANGE OF INFORMATION

Parents/guardians are required to inform the school of any changes in address or phone numbers. A change in address requires that proof of residence documentation be provided to the school office. A change of information form can be picked up in the office.

VISITORS

It is wonderful to see parents visiting our school during the day. Our staff cares deeply about the individual well-being of your child and student security is an issue we take very seriously.

All Bethel Schools require visitors to enter through a secure door, which requires you call into the office. Staff will answer the call and ask you to state the reason for your visit and to show identification. Visitors must then check in at the office and get a visitor badge.

Visitors are considered guests that are attending a special event or just dropping something by. Please be aware that while parent involvement is encouraged and very much appreciate, we strive to make sure that the educational process is not disrupted.

IMPORTANT PHONE NUMBERS

<table>
<thead>
<tr>
<th>Office</th>
<th>683-8200</th>
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<tr>
<td>Health</td>
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<td>Attendance</td>
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<td>Social Worker</td>
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<td>Food Services</td>
<td>683-8294</td>
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<td>Bethel Emergency Line</td>
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<td>Transportation</td>
<td>683-5900</td>
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<tr>
<td>Bethel Recreation</td>
<td>683-7751</td>
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<td>PTA</td>
<td>683-8200</td>
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SCHOOL HOURS

| Breakfast:   | 8:45    |
| First Bell:  | 9:05    |
| School begins:| 9:15    |
| School dismissal:| 3:45   |
| Early dismissal: | 11:50  |
| Late arrival: | 11:15   |
ATTENDANCE

To report an absence:
- Call the attendance office: 253-683-8293
- Email Cathryn Maine: cmaine@bethelsd.org
- Send a note when your child returns to school.
- Log onto Family Access and enter an absence request

If no notification is received for the absence, an automated message system will call and notify the family that the child is listed as unexcused. You must notify the office each day your child is absent.

At Evergreen Elementary School, we expect all students to attend class daily. Learning at Evergreen is designed to take place in class. We recognize a direct correlation between attendance and achievement. Daily attendance is one of the keys to a student’s educational success. Every subject taught requires a student’s active and continuous involvement in order to develop skills and knowledge of the particular subject. Most classroom experiences cannot be duplicated on an individual basis; an absent student loses the experience of lecture, discussion, group work, and participation.

Evergreen Elementary attendance policies and procedures are in accordance with Bethel School District policies. They are summarized below. Full language of the policies is available upon request.

Included in this handbook is a calendar of the first/last days of school and all scheduled breaks. Please use this calendar to make plans for your family’s activities during the school year. With this advance communication for the coming year, we hope that you will help us by scheduling medical appointments, vacations, etc. when school is not in session.

TARDIES

Students not in the classroom by 9:15 am will be marked tardy. After the third tardy within a month, students will receive Recess Reflection for each additional tardy they receive in the same month.

EXCUSED ABSENCES-DISTRICT POLICY 3122

The following are valid excuses for absences:
- Illness, health condition, or medical appointment: A doctor’s note is required for more than 3 days missed in a row due to illness.
- Appointments: If possible, try to make medical, dental, and eye appointments at the beginning or end of the day. A note from your health care provider is required when appointments take place during school hours to excuse the absence.
- Family Emergencies: Including but not limited to a death or illness in the family. While we understand that family emergencies do occur occasionally, excessive emergencies will not be excused.
- Religious or cultural purposes: Including observance of religious or cultural holidays or participation in religious or cultural instruction.
- Court or judicial proceeding: A note from the court verifying the date(s) must be returned to school to excuse the absence.
- Absence resulting from disciplinary action (short- or long-term suspension, emergency expulsion)
- School and district approved activities
- Absences due to student safety concerns including threats, bullying, or assaults.
- Absences due to a student’s migrant status.

UNEXCUSED ABSENCES

Any absence from school for more than 50% of an average school day is unexcused unless it meets one of the criteria listed for an excused absence. An attendance conference will be scheduled with families who have missed three or more days in thirty school days or ten or more in a year.

PREARRANGED ABSENCE

Students whose parents pre-approve their absence for three or more days need to fill out a pre-arranged Absence Form. Administration may deny excusal of the absence if the absence does not meet the above criteria. The following are steps for a pre-arranged absence:
1. Bring a note from the parent or guardian.
2. Get a Planned Absence Form from the attendance clerk.
3. Turn the signed form into the attendance clerk at least 3 days prior to the leave.
4. Students will make up all work and assessments as determined by the teacher.
5. It is the student’s responsibility to check with their teacher about work that is to be made up and when the work is to be turned in.
**BUILDING-WIDE DISCIPLINE SYSTEM**

All staff will enforce a Progressive Discipline System. Discipline will be maintained on a building-wide basis, as well as in the classroom. Building and classroom rules will be reviewed with the students at the beginning of the school year and reviewed throughout the year.

**Processing** – The student will be sent to a buddy room for a time to reflect on his or her actions and make a written plan for better choices in the future. Parent communication will be made in writing, by e-mail, or through a phone call.

**Recess Reflection** – The student will spend his or her recess in recess reflection. Parent communication will be made in writing, by e-mail, or through a phone call.

**Thursday Before-School Detention** – Students are expected to be dropped off at school at 8am on the morning of their detention. If students fail to show up for their assigned before school detention they will have additional consequences.

**In/Out of school suspension** – Parents will be contacted by a school administrator prior to the suspension.

**STUDENT RECOGNITION**

Students deserve recognition for improvement and achievement. At Evergreen, we have a number of programs designed to recognize our students.

**Semester Assemblies**

These assemblies recognize students for both academics and character success in and out of the classroom.

**Self-Managers**

Students are recognized monthly in the classroom for being self-managers. Self-managers receive special benefits in and out of the classroom.

**Character Trait Awards**

One student is chosen from each classroom monthly to receive the character trait award. The student gets a special lunch with the principal.

**Perfect Attendance**

Students who do not miss any days of school in a month, will receive an award.

**HEALTH SERVICES**

Student health services are provided by our school nurse and health clerk. Periodic screening tests are conducted for identification of possible problems regarding vision, hearing, or speech. Parents are notified and advised when referral to a physician might be indicated by the screening tests.

**ACCIDENTS AND ILLNESS**

Parents of children who become ill or injured while at school shall be notified. **It is imperative that parents list emergency numbers with the school.** Please contact the school office when you change your home or work telephone numbers.
PLAYGROUND RULES & EXPECTATIONS
Students will show respect for others and follow instructions given by staff.
- Keep hands and feet to yourself at all times.
- Students are not to bring toys, trading cards, balls etc. from home.
- Play appropriate games and activities (i.e. wall ball, tetherball, four squares, jump rope, basketball, soccer and the big toy are some of the approved activities.)
- The following should not be played at school: tag, rough play, piling on games, or karate type games.
- Use equipment properly.
- There is to be no profanity, put downs, teasing, or harassment.
- Remain outside unless you’ve been given permission by an adult and have a pass.
- When the bell rings, stop what you’re doing and walk quickly and quietly to your class line.
- Students will show pride in their school by keeping the building and grounds free of litter.
- Students will not throw rocks, bark, sticks or snowballs.
- Food and/or drinks are not allowed on the playground.

LUNCHROOM EXPECTATIONS
- Students will use a whisper voice when talking.
- Students will keep hands and feet to themselves at all times.
- Use good manners.
- Students will stay in their seats and raise their hands to get help or seek

HALLWAY EXPECTATIONS
- Use a zero voice when in the hallway.
- Go quickly to your destination, do not wander.
- Walk in a straight, single file line.

STUDENT BREAKFAST AND LUNCH PROGRAM
Evergreen operates a breakfast and lunch program on a daily basis. Students are encouraged to purchase meals for at least a week at a time. The money sent with your student goes onto an account and gets debited daily. The price of breakfast and lunch includes milk. Students bringing their lunch may purchase milk. Please mark lunchboxes and sacks with your child’s name.

We strongly encourage you to pay for your child’s meals through the Parent Account Management System (PAMS) by logging onto www.PayPAMS.com website. See our front office for easy instructions on how to use this method. When sending money from home, please place the money in an envelope and write your child’s first and last name, teacher’s name, and the amount enclosed.

Please note on late start days NO breakfast will be served. On half days only breakfast will be served, NO lunch.

FREE AND REDUCED BREAKFAST AND LUNCH
Free and reduced lunch prices are available through federally funded programs. The necessary forms are available at the school office. You may complete the application online at https://emealapps.bethelsd.org. For questions about the Bethel School District Child Nutrition, please call 253-683-6910. You must reapply each school year.

MEAL PRICES
Breakfast: $1.75
Lunch: $2.75
Milk: $.60
EVERGREEN PTA

PTA is made up of many people who donate their time throughout the school year. Please consider becoming part of this team! We have a variety of ways for parents and families to get involved. Contact the office for more information about the PTA.

GENERAL INFORMATION

CURRICULUM

The Common Core State Standards are our curriculum. Students demonstrate their knowledge of these standards when taking the Smarter Balanced Assessment during their third through fifth grade years. Exceptional educational program offerings at Evergreen include: music, band, orchestra physical education, library, computers, art, services supporting learning disabilities, speech, occupational and physical therapy, and after school clubs. Identified gifted students in grades 1-5 have the opportunity to participate in Challenge. Additionally, opportunities are provided for students to develop leadership skills and become involved in the following school activities:
- EAST Team
- Homework club
- Choir
- Talent Show

Cell Phones/Smart Watches

Students who bring cell phones or smart watches to school must keep them in their backpacks and on silent during school hours. Students who have phones/watches out during school hours will be given a warning the first offense. If a second offense occurs, the teacher will hold the cell phone for the day and return it to the student at the end of the day. The third offense will result in the phone being kept in the office until a parent or guardian can pick it up.

Technology/iPad

Students and parents/guardians will sign a technology contract prior to students being allowed to use iPads in the classroom. Students who do not appropriately use the device will lose technology privileges.

VOLUNTEERS

Evergreen Elementary offers many opportunities for parents to volunteer their time and talents in aiding in the operation of the school and in enriching the educational experience of students. The Evergreen staff appreciates the many hours of service provided by volunteers each school year. Some of the opportunities for volunteering include assisting in the library, assisting teachers with their educational programs such as reading, writing, math, and computer technology and assisting in preparing materials for the teachers to use in the classroom. Please talk to your child’s teacher to arrange a time to volunteer. You must have a current volunteer form on file. Please be sure to fill out a new volunteer form EVERY year.

CONFERENCES

Though report cards serve as a good means of communication, they may not always be sufficient for some individual situations. Parents, as well as teachers, are urged to initiate a conference to clarify concerns and solve problems. All conferences should be scheduled for a mutually agreed time either before or after school hours.

Formal parent-teacher conferences occur twice a year and are a very important part of the school program. Taking the time and making the effort to know the teacher will contribute to your child’s security in recognizing the cooperative spirit of good parent-teacher and home-school relationships.
HEALTH SERVICES
Student health services are provided by our school nurse and health clerk. Periodic screening tests are conducted for identification of possible problems regarding vision, hearing, or speech. Parents are notified and advised when referral to a physician might be indicated by the screening tests.

ACCIDENTS AND ILLNESS
Parents of children who become ill or injured while at school shall be notified. It is imperative that parents list emergency numbers with the school. Please contact the school office when you change your home or work telephone numbers.

STUDENT SAFETY AND WELFARE

FIREARMS
It is unlawful for any student to carry onto any school premises, school provided transportation, or areas with facilities being used exclusively by public school any firearm or weapon.

Students who violate the firearm policy will be expelled from school for a minimum of one calendar year in accordance with RCW 28A.600.420. Parents must be notified of the imposition of the expulsion and their right to hearing and appeal. The principal or designee shall notify appropriate law enforcement personnel of known or suspected violations of the firearms policy (Board Policy #3249)

STUDENT BUS TRANSPORTATION
School bus transportation is a service provided for students who live outside of the walking zone.

Good behavior is a necessity at the bus stops and while riding the bus. Progressive Discipline will be followed with students who misbehave. Habitual misbehavior may require a student to forfeit their privilege to ride the

STUDENTS GOING HOME WITH FRIENDS
Any arrangements for a child to go home with another child shall be made at home by both parents who are involved. A note, to this effect, needs to be sent to the teacher or office. Whenever a child is to leave school other than the usual manner, the school needs to be notified in writing.

STUDENTS TRANSPORTED BY AUTOMOBILE
Please enter the school parking lot on 14th avenue from 168th and wait in the pick-up line. Please be sure to pull all the way forward and your student will be sent to your car. Students are not allowed to load in cars behind the

WALKING TO SCHOOL
Students in grades 2-5 may walk to and from school. Students should use the crosswalk on 14th Avenue.

BIKE RIDERS
Students in grades 4 and 5 may ride a bike to school. A parent permission note must be submitted to the office. Students must wear an approved helmet and walk their bikes on school grounds. Evergreen Elementary is not responsible for damaged or stolen bikes.
INCLEMENT WEATHER SCHOOL CLOSING
The closing of school due to snow is authorized by the Superintendent’s office. This information is given over the local TV and radio stations. Announcements by radio and TV stations are to be considered official. Channel 4 (KOMO), 5 (KING) and 7 (KIRO) are three local stations that report school closings. Families are asked to prepare a family emergency plan should such conditions require schools to close.

STUDENTS AT SCHOOL BEFORE AND AFTER HOURS
Students should not arrive at school in the morning before the scheduled arrival time or remain at school after the dismissal time (8:45 AM-3:45 PM) unless a supervised activity is planned. Parents will be informed if there is a planned activity. Students are asked not to play on the sidewalks or around the buildings after school hours. Skateboarding is prohibited on school property. Parents are asked to remind their children of the need to protect our school from potential vandalism and abuse.

GUIDANCE/COUNSELING
Evergreen uses adopted guidance/counseling materials as a basis for age appropriate topics in grades K-5. Fifth grade students receive additional instruction in selected human growth and development topics. Our social worker also provides individual/group-counseling services to students.

REPORT CARDS
Report cards are issued two times a year. Detailed information regarding levels of achievement are noted on the report card each grading period.

FIELD TRIPS
Field trips may be taken and are an extension of classroom instruction. Parents who wish to volunteer must check with the classroom teacher and must have a current volunteer application on file.

HOMEWORK
The purpose of homework is to build on skills that have been taught in class and to teach independent study habits. Bringing in completed homework assignments on time is extremely important.

HOMEWORK TIPS FOR PARENTS TO SHARE WITH THEIR CHILD
• Set aside a time to do homework everyday.
• If possible, provide a quiet area for your child to work.
• Help set up this area so there is good lighting and materials to work with (pencils, ruler, and dictionary).
• Let your child work on his/her own, but let him/her know you are available for help.
• Be aware that there is a difference between being a resource and consultant, and hovering over a child with constant advice.
• Be available to check work if needed and to check whether the assignment has been completed.
• If possible, help your child see how this particular assignment or skill relates to everyday life and/or life skills.
• Remember, nothing can help like a hug, smile, and a word of approval. Be encouraging and supportive!
• If you need support in helping your child with homework, please let us know.
Uniform Policy

**Tops**
- White
- Grey
- Navy Blue
- Black
- Forest Green

**Approved Styles**
Solid Color Collared shirts
- Polos,
- Button-down
- Sweaters
- Cardigans
- Evergreen Wear (any day)
- College Gear (Fridays only)

*All clothing worn in the building (including jackets and lining) must be uniform colors. Logos must be no larger than a postage stamp.*

*Jackets worn for recess do not have to be uniform colors.*

*Solid color headbands and bows with no large embellishments.*

**Why Does Evergreen Have Uniforms?**
- Uniforms tend to be less expensive than trendy clothing.
- Uniforms instill a sense of pride and unity throughout the school.
- Uniforms tend to reduce peer pressure and bullying.

**Uniform Resources**
- Walmart
- Goodwill
- Evergreen Uniform Exchange Closet
- Fred Meyer
- Old Navy
- Wear-it-Out Clothing

**Bottoms**
- Grey
- Black
- Navy Blue
- Khaki

**Approved Styles**
- Slacks
- Capris
- Walking Shorts
- Cargo Pants
- Skirts/Skorts
- Jumpers

*All tights and socks that are visible must be SOLID uniform color. No patterns, sequins, fur, or glitter.*

*No holes in pants or tights, or cutoffs.*

*Shorts and skirts need to be longer than extended fingertips to sides.*

*Shoes: Closed-toed at all times.*

NO JEANS, SWEATS, OR LEGGINGS.
HARASSMENT, BULLYING, OR SEXUAL HARASSMENT (Policy 3206 and 3207)

The district is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and patrons that is free from harassment, intimidation or bullying. “Harassment, intimidation or bullying” means any intentional written message or image – including those that are electronically transmitted – verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, mental or physical disability, or other distinguishing characteristics, when an act:

- physically harms a student or damages the student's property; or
- has the effect of substantially interfering with a student's education; or
- is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- has the effect of substantially disrupting the orderly operation of the school?

Sexual Harassment—Students and staff are protected against sexual harassment by anyone in any school program or activity, including on the school campus, on the school bus, or off-campus, such as at school-sponsored field trips.

Sexual harassment is unwelcome behavior or communication that is sexual in nature when:

- a student or employee is led to believe that he or she must submit to unwelcome sexual conduct or communications in order to gain something in return, such as a grade, a promotion, a place on a sports team, or any educational or employment decision, or
- the conduct substantially interferes with a student’s educational performance, or creates an intimidating or hostile educational or employment environment.

Sexual harassment as defined below includes conduct and communication of a sexual nature. Sexual harassment is unacceptable and will not be tolerated. It is a violation of district policy for a student to harass any other student, employee, volunteer, or agent of the district. Violations will be subject to discipline. (Policy 3206)

Student to Staff Sexual Harassment—Sexually harassing behaviors may include, but are not limited to, the following actions: remarks to or about a person with a sexual or demeaning implication, spreading sexual rumors, cornering or blocking a person's movement, using the telephone to harass, following, stalking, or any other conduct that creates a hostile environment for staff. Violations will be subject to discipline. (Policy 3206)

Student to Student Sexual Harassment—Student to student sexual harassment is defined as any unwanted sexual behavior, such as sexually explicit gestures with hands or through body movements, sexual teasing or jokes, pressure for dates, sexually demeaning comments, deliberate touching or pinching, cornering or blocking a student's movement, pulling at clothing, attempts to fondle or kiss, pressure for sex or any other conduct designed to embarrass or to intimidate whenever such harassment occurs on school property or at a school-sponsored event. Sexual assault and/or rape is also a form of sexual harassment and is a criminal act that will be reported to law enforcement immediately for investigation and possible prosecution. Violations will be subject to discipline. (Policy 3206)

Racial Harassment—Slurs are the most common form of discrimination. A slur is defined as an insulting or disparaging remark or innuendo such as a word, phrase, or joke directed at or to any individual or group(s) which is based on perceived differences within our diverse population. Students should be taught to appreciate individual differences and staff should model appropriate behaviors. It is appropriate for public schools to teach these values not only as part of the curriculum but also by precluding slurs which demean others. Slurs, in the context of a school setting, constitute a disruptive influence and students or staff who make a slur shall be subject to appropriate disciplinary action. (Policy 5013)

How do I report harassment or sexual harassment? You can report harassment or sexual harassment to any school staff member or to the district Title IX Compliance Officer- Bryan Strzelecki, Director of Athletics & Security at 253-683-6056 or bstreleski@bethelsd.org
Section 504 of the Rehabilitation Act of 1973, commonly called “Section 504,” is a federal law that protects students from discrimination based on disability. Section 504 assures that students with disabilities have educational opportunities and benefits equal to those provided to students without disabilities. To be eligible, a student must have a physical or mental impairment that substantially limits one or more major life activity.

Under Section 504, your child has the right to:

- Receive a free and appropriate public education.
- Participate in and benefit from the district’s educational programs without discrimination.
- Be provided an equal opportunity to participate in the district’s nonacademic and extracurricular activities.
- Be educated with students who do not have disabilities to the maximum extent appropriate.
- Be educated in facilities and receive services that are comparable to those provided to students without disabilities.
- Receive accommodations and/or related aids and services to allow your child an equal opportunity to participate in school activities.
- Receive educational and related aids and services without cost, except for those fees imposed on the parents of children without disabilities.
- Receive special education services if needed.

Under Section 504, parent/guardian has the right to:

- Review your child’s educational records and to receive copies at a reasonable cost. You will not be charged if the cost would keep you from reviewing the records.
- Ask the district to change your child’s education records if you believe that they are wrong, misleading, or are otherwise in violation of your child’s privacy rights. If the district refuses this request, you have the right to challenge the refusal by requesting an impartial hearing.
- A response to your reasonable requests for explanations and interpretations of your child’s education records.

The Section 504 Process

Your child has the right to an evaluation before the school determines if he or she is eligible under Section 504. You have the right to:

- Receive notice before the district takes any action regarding the identification, evaluation, and placement of your child.
- Have evaluation and placement decisions made by a group of persons, often called a “504 team”, including persons who know your child, the meaning of the evaluation information, and the placement options available.
- Have evaluation decisions based on a variety of sources, such as aptitude and achievement tests, teacher recommendations, physical conditions, medical records, and parental observations.
- Refuse consent for the initial evaluation and initial placement of your child.

If your child is eligible under Section 504, your child has a right to periodic re-evaluations, including re-evaluations before any significant change is made in your child’s placement.

If you disagree with the district’s decision

If you disagree with the district’s decisions regarding your child’s identification, evaluation, educational program, or placement under Section 504, you may request mediation or an impartial due process hearing. You and your child have the right to take part in the hearing and have an attorney represent you. Hearing requests and other concerns can be made to your district’s Section 504 Coordinator:

Lori Haugen
516 – 176th Street East Spanaway
WA, 98856
[253-683-6920], lhaugen@bethelsd.org

You have the right to file a complaint of discrimination with the U.S. Department of Education’s Office for Civil Rights (OCR), or to file a complaint in federal court. Generally, an OCR complaint may be filed within 180 calendar days of the act that you believe was discriminatory. The regional office is located at 915 Second Ave, Room 3310, Seattle, WA 98174-1099.

Phone: 206-607-1600/TDD: 206-607-1647
Website: www.ed.gov/OCR.
Bethel School District is an Equal Opportunity Employer and complies with all federal rules and regulations, including Title IX, RCW 28A.640, RCW 28A.642 and Section 504. Bethel does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any disability, or use of a trained service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Please contact Title IX officer Bryan Strzelecki, Director of Athletics and Security at 253.683.6055, Section 504 coordinator Lori Haugen, Executive Director of Special Education at 253.683.6920 or Civil Rights coordinator Debbie Carlman, Director of Equity and Achievement at 253.683.6035 with any questions or complaints.

Under the Open Records Act, the public is afforded full access to information concerning the administration and operations of the school district (policy 4040). This information is limited to records not protected by state and federal privacy laws. For more information on access to school district records, call the records custodian Kathryn Kemp at 253.683.6000.