

# **Western Wayne School District**

## **Elementary Student/Parent Handbook**

**2023-2024**



**EverGreen Elementary School  
Mr. Justin Pidgeon, Principal**

**Robert D. Wilson Elementary School  
Mrs. Maria Miller, Principal**

**Mrs. Kerrie Fitzsimmons, Elementary Assistant Principal**

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## **ACADEMIC POLICY, PROCEDURES AND RESOURCES**

### **PRINCIPALS' MESSAGE**

**It is our pleasure to welcome you to our elementary schools.** The teachers and staff join us in saying we are happy to have you as part of the Western Wayne Elementary family. We hope this will be a successful and satisfying year for you. This handbook is intended for use by all those concerned with the well-being of the elementary aged child. It attempts to answer basic questions that often arise during the school year that relate to standard school policies and procedures. Please go through the entire handbook with your child. Feel free to ask your teacher or guidance counselor for additional information on or an explanation of the material in this book. Close cooperation between the home and school is essential to promote the best interests of the child. Parents are encouraged to visit school and to attend scheduled meetings of parents and teachers. Mutual benefits accrue when there is a meaningful exchange of the material in this book. It is our hope that this handbook will be helpful to you and promote understanding.

### **MISSION STATEMENT**

The mission of the Western Wayne School District is to educate and prepare each student in alliance with family and community, to be a confident, life-long learner, to strive for personal excellence, and to be a responsible citizen of a global society.

### **SPECIAL EDUCATION**

The needs of exceptional students are provided for by the School District. The guidance counselor should be contacted for further information.

### **IDEA NOTICE – Chapter 14**

In compliance with state and federal law, notice is hereby given by the Western Wayne School District that ongoing identification activities are conducted as part of its school program for the purpose of identifying students who may be in need of special education and related services (*eligible students*). If your child is identified by the District as possibly in need of such services, you will be notified of applicable procedures. Individualized services and programs are available for children who are determined to need specially designed instruction due to the following conditions:

1. Autism/pervasive development disorder
2. Blindness or visual impairment
3. Deafness or hearing impairment
4. Developmental delay
5. Mentally gifted
6. Intellectually disabled
7. Multi-handicapped
8. Neurological impairment
9. Other health impairments
10. Physical disability
11. Serious emotional disturbance
12. Specific learning disability
13. Speech and language impairment

If you believe that your child (age 3-21) may need special education services and related programs, screening and evaluation processes designed to assess the needs of the child and his/her eligibility are available to you at no cost, upon written request. You may request screening and evaluation at any time, whether or not your child is enrolled in the District's public school program. Requests for evaluation and screening are to be made in writing to the Director of Special Education, Ms. Jennifer DeNike at 1-800-321-9973 option 6.

### **Chapter 15 – Annual Notice to Parent/Guardians**

In compliance with state and federal law, the Western Wayne School District will provide to each protected handicapped student without discrimination or cost to the student or family, those related aids, services, or accommodations which are needed to provide equal opportunity to participate in and obtain the benefits of the school program and extracurricular activities to the maximum extent appropriate to the student's abilities. In order to qualify as a protected handicapped student, the child must be of school age with a physical or mental disability which substantially limits or prohibits participation in or access to an aspect of the school program. These services and protections for "*protected handicapped students*" are distinct from those applicable to all eligible or exceptional students enrolled (*or seeking enrollment*) in special education programs.

## **Chapter 15 – Annual Notice to Parent/Guardians**

For further information on the rights of parent/guardians and children, provision of services, evaluation and screening (including purpose, time, and location), and rights to due process procedures, you may contact, in writing, the Director of Special Education, Ms. Jennifer DeNike at 1-800-321-9973 option 6.

Confidentiality: All information gathered about your child is subject to the confidentiality provisions contained in federal and state law. The District has policies and procedures in effect governing the collection, maintenance, destruction and disclosure to third parties of this information. For information about these policies and procedures, as well as rights of confidentiality and access to education records, you may contact in writing the person named above or any building principal.

## **GIFTED STUDENTS**

Students who have been identified as academically gifted may elect to participate in the gifted program. For further information, contact a guidance counselor.

## **FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT**

Western Wayne School District is an equal opportunity educational institution and will not discriminate on the basis of race, color, nation origin, sex, age, or disability in its activities, programs or employment practices as required by Title VI, Title VII, Title IX, and Section 504. The Family Education Rights and Privacy Act (FERPA) afford parents certain rights with respect to their children's records. They are:

- The right to inspect and review the student's education records.
- The right to request the amendment of the student's education records to ensure that they are not inaccurate, misleading, or otherwise in violation of the student's privacy or other rights.
- The right to consent to disclosures of personally identifiable information contained in the student's education records except to the extent that FERPA authorizes disclosure without consent.
- The right to file with the U.S. Department of Education a complaint concerning alleged failures by the Western Wayne School District to comply with the requirements of FERPA
- The right to obtain a copy of the Western Wayne School District's student records policy. You can obtain a copy of the policy from the Principal's office in each school within the District.

If you have any further questions, please contact Ms. Jennifer DeNike, director of special Education, Western Wayne School District at 1-800-321-9973, option 6.

## **CURRICULUM**

The curriculum of the Western Wayne Elementary Schools is designed to offer a wide variety of experiences to your child. Included in these experiences are the fundamental processes needed by all children to promote their development in terms of their own potentialities and to provide the resources that will enable them to prepare for a future. It is for this reason that the curriculum of the elementary schools requires constant revision, change and improvement. Feel free to contact the office regarding curriculum.

## **REPORT CARDS**

Report cards will be sent out every forty-five school days in grades first through fifth. Pre-kindergarten and kindergarten report cards will be provided at the completion of each semester.

## **HOMEWORK**

Nightly homework assignments are left to the discretion of individual teachers. The majority of our staff does not give weekend assignments. No homework is ever given over a holiday. If your child is unable to attend school due to an illness and you would like to pick up his/her work or have it sent home with a sibling, please call early in the morning so the teacher has ample time to gather everything needed. **All students, Pre-K to grade 5, are required to read or be read to 15-30 minutes each evening.**

## **ELEMENTARY COUNSELING PROGRAM**

School counseling services are a part of the educational program of the school. The purpose of school counseling is to help children achieve in school and in life. The elementary counseling program is designed to help children as they grow and develop. Students may receive counseling services through direct counselor contact or indirectly, through parents, guardians, or faculty referral. For further information about counseling services, please contact your child's school.

## **STUDENT PROMOTION AND RETENTION**

The Superintendent of Schools has developed procedures for promotion and retention of students which:

- Require the recommendation of the classroom teacher for promotion or retention.
- Require that parents are informed in advance of the possibility of retention of a student at grade level.
- Assure that every effort will be made to remediate the student's difficulties before he/she is retained.
- Assign to the Child Study/RtI Team and Principal the final responsibility for determining the promotion or retention of each student.

## **TITLE I**

Title I of the Elementary and Secondary Education Act is a federally funded program to provide extra help to students who need additional instruction in reading. Our Title I program at EverGreen and Robert D. Wilson Elementary Schools relies on parental involvement to cooperatively develop effective programs for improvement in reading. Children are selected for the program in several ways. These include teacher and parent recommendation; evaluation by reading specialists, testing and school records. If you have any further questions, contact the building principal or Title I Coordinator at 800-321-9971, Option 3.

## **McKinney-Vento Homeless Education Program**

### **MCKINNEY-VENTO HOMELESS ASSISTANCE ACT:**

The Education for Homeless Children and Youth (EHCY) program is authorized under Title VII-B of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11431 et seq.) (McKinney-Vento Act). The McKinney-Vento Act was originally authorized in 1987 and most recently re-authorized in December 2015 by the Every Student Succeeds Act (ESSA). The McKinney-Vento Act is designed to address the challenges that homeless children and youths have faced in enrolling, attending, and succeeding in school.

Under the McKinney-Vento Act, educational agencies must ensure that each homeless child and youth has equal access to the same free education, including a public preschool education, as other children and youths. Homeless children and youths must have access to the educational and related services that they need to enable them to meet the same challenging academic standards to which all students are held. In addition, homeless students may not be separated from the mainstream school environment.

Local Educational Agencies are required to review and undertake steps to revise laws, regulations, practices, or policies that may act as barriers to the identification, enrollment, attendance, or success in school of homeless children and youths.

The law indicates that the LEA liaison shall ensure that all homeless children, youth and families are identified through coordinated activities with other entities.

**DEFINITION OF HOMELESS (MCKINNEY-VENTO ACT SEC. 725 (2); 42 U.S.C. 11435(2)):  
CHILDREN WHO LACK A FIXED, REGULAR, AND ADEQUATE NIGHTTIME RESIDENCE:**

- “Doubled up” – Sharing the housing of others due to the loss of housing, economic hardship, or similar reasons.
- Living in motels, hotels, trailer parks, camping grounds, due to lack of adequate alternative accommodations.
- Living in emergency or transitional shelters.
- Living in a public or private place not designed for humans to live.
- Migratory children living in above circumstances.
- Living in cars, parks, abandoned buildings, substandard housing, bus or train stations, or similar settings
- Unaccompanied Youth – Children or youth who meets the definition of homeless and not in the physical custody of a parent or guardian.

**Residency and Educational Rights:**

**Students who are in temporary, inadequate, and homeless living situations have the following rights:**

- Immediate enrollment in the school they last attended or the school in whose attendance area they are currently staying, even if they do not have all of the documents normally required at the time of enrollment.
- Access to free meals and textbooks, Title I and other educational programs and other comparable services including transportation.
- Attendance in the same classes and activities that students in other living situations also participate in without fear of being separated or treated differently due to their housing situations.

**McKinney-Vento homeless Education Program**

**When a student is identified as being McKinney-Vento eligible, staff will:**

- Assist with enrollment, monitor school attendance and arrange transportation (Pre-K to 8 students)
- Provide school supplies and other school related materials as needed
- Advocate for and support students and families through school and home visits
- Set clear expectations for student behavior, attendance and academic performance
- Assist students/families access with community services
- Assist students/families with access to tutoring, special education, and English language learner resources
- Assist students so they can participate in sports, field trips, and school activities regardless of their ability to pay or to provide their own transportation.

**When a student is identified possible homeless:**

**The parent(s)/guardian(s) shall communicate with a Western Wayne School District Administrator and/or the Western Wayne School District Social Worker to determine the status of the child, to expedite services. For additional information, please contact the Western Wayne Homeless Liaison, Kerrie Fitzsimmons, at 800-321-9973, Option #3.**

## ATTENDANCE POLICY

Western Wayne School District requires that school age students enrolled in district schools attend school regularly, in accordance with state laws. The educational program offered by the district is predicated upon the presence of the student and requires continuity of instruction and classroom participation for students to achieve standards and consistent educational progress.

### DEFINITIONS

Compulsory school age shall mean the period of a child's life from the time the child's parents/guardians elect to have the child enter school, and which shall be no later than six (6) years of age until the child reaches eighteen (18) years of age. The term does not include a child who holds a certificate of graduation from a regularly accredited, licensed, registered or approved high school.

**Tuant** shall mean having incurred three (3) or more school days of unexcused absences during the current school year by a child subject to compulsory school attendance.

**Habitually truant** shall mean six (6) or more school days of unexcused absences during the current school year by a child subject to compulsory school attendance.

**Unlawful absence** shall refer to an unexcused absence for all students under the age of 17; this includes all elementary students.

**Unexcused absence** shall refer to an absence for all students over the age of 17.

### School Attendance Improvement Plan (SAIP)

“School districts shall coordinate a School and Family Attendance Conference (SAIC) to discuss the cause of the child's truancy and develop a mutually agreed upon plan to resolve truant behavior. Issues to be reviewed at the conference include the appropriateness of the child's educational environment, current academic difficulties, physical or behavioral health issues, and family/environment concerns. At the end of the conference all parties should sign a comprehensive School Attendance Improvement Plan (SAIP) that is agreed to by the school representative, the child, and the parents and/or family. The plan could include accessing academic and social/health supports from the school and community organizations, an outline of family/parent and student responsibilities, and levels of performance monitoring that include rewards and consequences.

### STUDENT ABSENCE

1. After an absence, students must return a written excuse or a doctor's note to the office within three (3) school days. If an excuse is not returned within three (3) days, it is unlawful. Parents and guardians are encouraged to contact the school if your child is absent for the day; however, this will not serve as an excuse for the absence.
2. **Excused absences** for the student include the following reasons:
  - a. Illness
  - b. Quarantine
  - c. Death in the immediate family
  - d. Family emergency
  - e. Inclement weather
  - f. Required court appearance
  - g. Pre-approved observance of religious holidays; pre-approved family/educational trips.

## **ATTENDANCE POLICY**

A maximum of ten (10) days of cumulative lawful absences verified by parental notification shall be permitted during a school year. All absences beyond ten (10) cumulative days shall require an excuse from a licensed practitioner of the healing arts. The district may limit the number and duration of non-school sponsored education tours or trips.

3. **Unlawful absences** for the student include, but is not limited to, absence for such reasons as the following:
  - a. Absence due to parental neglect
  - b. Car troubles
  - c. Shopping
  - d. Parent/Child overslept
  - e. Parent illness

## **UNLAWFUL ABSENCE**

The school district will notify parents/caregivers after each unlawful absence by letter.

### **First Unlawful Absence - Notification/Action**

- Communication sent to parent/guardian outlining Pennsylvania School Code Provisions for school attendance and the Western Wayne School District attendance policy.

### **Third Unlawful Absence - Notification/Action**

Pursuant to the BEC 24 P.S. 13-1327, schools are required to notify the parent/guardian regarding the need for a joint conference upon the third unlawful student absence. The school-family conference engages all participants involved in the student's life to explore possible solutions to increase the student's school attendance. Maintaining open communication between the student and adults will facilitate positive outcomes.

- Certified letter sent home to parent/guardian informing them of Pennsylvania School Code/Western Wayne School District Attendance Policy and SAIP procedures.
- Parent/guardian is contacted to attend a Student Attendance Improvement Conference (SAIC) with the goal of cooperatively developing a Student Attendance Improvement Plan (SAIP).
  - For all IEP/504/Gifted student, a formal invitation will be sent.
  - Phone conferences are acceptable and will be properly documented.

### **Fifth Unlawful absence - Notification/Action**

- A letter is sent and phone call to parent/guardian informing them of Pennsylvania School Code/Western Wayne Attendance Policy violation and potential consequences of continued unlawful absences.

### **Sixth Unlawful Absence – Notification/Action**

- Citation may be filed with magistrate for truancy.
- Copy to be provided to Wayne County Children and Youth Services, the Student Concerns Team is notified.

### **Every 3 Subsequent Unlawful Absences**

- A complaint may be filed with the magistrate.

## **ATTENDANCE POLICY**

### **REFERRAL TO COUNTY CHILDREN AND YOUTH AGENCY**

#### **Children Under 15 Years of Age:**

Any child who has not attained the age of 15, who fails to comply with the compulsory attendance requirements and is habitually truant, shall be referred by the school district to the local county children and youth agency for services, which may include addressing family issues that may be responsible for the child's truant behavior, or possible adjudication as a "dependent" child under the Juvenile Act. The referral to the county children and youth agency may be in addition to proceedings against the parent/caregiver with the appropriate magisterial district judge. The school may decide to refer a family to the local county children and youth agency instead of sending a citation to the appropriate magisterial district judge.

### **CUMULATIVE LAWFUL ABSENCES**

**Medically excused and school approved absences do not count towards the 10 cumulative absences regarding truancy; however, they do count towards a student's total attendance record. Notice of cumulative absences will be sent home after 10, 15, 20 and 30 days of accrued absence. Notice will include the student's attendance record, and legal penalties established by law for violation of compulsory attendance requirements. In addition, doctor's notes are required for absences beyond 10 accrued days of absence. School nurses have the authority to contact a student's doctor to clarify any medical needs.**

After ten (10) absences:

- a) Student may be referred to Student Concerns.
- b) School counselor will be notified.

After fifteen (15) absences:

- a) The name and telephone number of the School Social Worker will be provided.
- b) A School Attendance Improvement Plan, (SAIP) may be developed.

After twenty (20) absences:

- a) The name and telephone number of the School Social Worker, requiring the parent/caregiver to review or develop a Student Attendance Improvement Plan (SAIP).
- b) Student will be referred to Student Concerns/SAP team.

After thirty days (30) absences:

- a) The name and telephone number of the Superintendent's Office, requiring the parent/caregiver to review the Student Attendance Improvement Plan (SAIP).
- b) Student will be referred to Student Concerns and the IMPACT/SAP team.

**\*Once a doctor's note is required, any absence after, that does not have a doctor's note, is unlawful.** Pennsylvania Department of Education. (2015). School Attendance Improvement and Truancy Reduction, 21-25.

**TARDINESS** – All students are expected to be on time. Excessive tardiness could result in court action according to state law.

## STUDENT TRANSPORTATION

**It is understood that parents assume the responsibility of supervision prior to the time when their children board school provided transportation in the morning and when children return at the conclusion of the school day. Arrive at your assigned stop 5 minutes prior to scheduled pick-up/departure times. Students may only board/depart the bus/van at approved stops unless alternate arrangements have been made with school personnel. Western Wayne buses are equipped with video and audio surveillance.**

## SCHOOL VEHICLE REGULATIONS

Each pupil transported on a school vehicle under contract with Western Wayne School District shall comply with the following regulations:

- 1. NO MEDICATIONS WILL BE TRANSPORTED ON DISRICT BUSES, WAGONS OR VANS. Students requiring use of an inhaler or EpiPen may carry this medication provided a physician's order is on file with the school nurse.**
2. The pupil shall always sit in the seat assigned by the school bus/van driver and shall not leave that seat while the vehicle is in motion.
3. The pupil shall not at any time use foul, loud or offensive language, or be involved in rude, discourteous, or annoying conduct.
4. The pupil shall promptly observe instructions given by the school bus/van driver.
5. The pupil shall wait for the school bus/van to come to a full stop before boarding the vehicle and shall then immediately proceed to his/her assigned seat.
6. The pupil shall not project any part of his/her body out of the school bus/van window nor throw any object from the vehicle.
7. Throwing any object inside the school vehicle is prohibited.
8. The pupil shall not at any time place books, musical instruments, or other obstructions in the school bus aisle. The pupils shall not bring articles aboard the school bus/van of an injurious or objectionable nature.
9. No pets or animals on the bus/van.
10. The pupil shall not interfere or tamper with any equipment on or off the school bus/van or destroy any property on the school bus/van.
11. The pupil shall always observe accepted standards of health and cleanliness and shall assist the school bus/van driver in keeping the school vehicle neat and orderly.
12. The pupil shall not at any time fight, push or engage in any form of horseplay.
13. **THE STUDENT IS NOT AT ANY TIME TO LIGHT A MATCH OR USE TOBACCO PRODUCTS OR SMOKE ON THE BUS/VAN INCLUDING VAPE PRODUCTS. ALCOHOLIC BEVERAGES OR CONTROLLED SUBSTANCES ARE NOT PERMITTED.**
14. The pupil shall observe behavior suitable to the safety and well-being of others and shall also show respect for others.
15. Water guns or pistols are prohibited.
16. Bus/van drivers are not obligated to wait for a student who habitually runs to the bus/van at the last minute.
17. Students are to refrain from eating or drinking on the bus/van.
18. Students are expected to meet proper standards of behavior while at the bus/van stop. They are to wait in an orderly manner and refrain from running or horseplay.
19. Students who want to temporarily ride a bus other than their assigned bus must request permission to do so. Written parent/guardian request indicating the reason should be given to the homeroom teacher one day in advance. The principal will review the request. Permission may be denied based on bus capacity, urgency of reason, etc.
20. Students 15 years old or under need a note to be dropped off without an adult.
21. No elementary students are to be left alone.

## **STUDENT TRANSPORTATION**

### **STUDENT DISCIPLINE**

When one or more of the regulations are violated, the following procedures will be followed:

1. For minor infractions, the bus/van driver will do the following in sequence:
  - a. warn the student
  - b. change the student's seat, if possible-file misconduct report
2. For major infractions, the bus/van driver will turn the offense in to the principal immediately. In keeping with the school discipline code, the principal will handle each case accordingly. If action is to be taken, the principal will notify the parent/guardian by phone and mail a copy of the misconduct report to the student's parent or guardian.
3. If any incident is a major infraction, a student's privilege of riding the bus/van may be withheld.
4. During any suspension of bus/van privileges, it will be the parent/guardian's responsibility to transport the children to and from school.

### **PARENTS TRANSPORTING STUDENTS**

**Parents transporting students to and from school must escort the children in and out of the building. Children must be signed in and out at the office.** If you must pick up your child before regular dismissal time, please send a note in with your child in the morning. In the event of an emergency, please call the school before coming.

### **STUDENT CONDUCT: PRIDE**

The elementary school years are formative in nature and all experiences should be considered in that perspective. PRIDE is a proactive approach to teaching behavioral expectations. It is based on a model which teaches school appropriate behaviors, reinforces and recognizes students who can model these behaviors, and has systems in place to support students who have a difficult time or may present with more challenging behaviors. It is our expectation that students conduct themselves in a manner that is conducive to learning.

**Prepared: Students demonstrate a readiness to participate in their learning.**

**Respect: Students demonstrate honor for self, peers and to school.**

**Integrity: Students demonstrate honesty and reliability in their actions.**

**Dedicated: Students demonstrate commitment to learning and a kind learning environment.**

**Extraordinary: Students demonstrate the above strengths during times of learning, fun and emergency.**

### **DISCIPLINE**

If a student chooses to break a rule, incremental consequences will be enforced. In an effort to correct minor misbehaviors, consequences will be dealt with in the Social Skills Room. The purpose of the Social Skills Room is to practice, model and discuss appropriate behavior. Reprimands may include the withholding of recess and/or privileges. Major violations of conduct warrant intervention by administration. Reprimands may include loss of privileges, including but not limited to those events planned to reward students' appropriate school behavior.

Students exhibiting frequent behavior problems will be dealt with on an individual basis by the appropriate teacher, school counselor and building principal. Parents will be notified in writing and may be requested to attend a conference to develop a behavior management plan for the student. Reprimands may include the withholding of recess and/or privileges.

## **SEARCHES**

School officials generally have the authority to lawfully search students or their belongings, including lockers, electronic devices, purses, backpacks, clothing, and other possessions, without a warrant, when in school, on school grounds or when otherwise under school supervision, if there is a reasonable suspicion that the place or thing to be searched contains prohibited contraband, material that would pose a threat to the health, safety and welfare of the school population, or evidence that there has been a violation of the law, board policy, or school rules. The scope and extent of searches must be reasonable in relation to the nature of the suspected evidence, contraband, or dangerous material and to the grounds for suspecting that it may be found in the place or thing being searched.

## **DETENTION**

Fourth and fifth grade students who do not obey building rules may be assigned before or after-school detention as recommended by teacher(s) and assigned by the building principal.

## **ABUSE OF SCHOOL PROPERTY**

Anyone apprehended willfully causing damage to school or school related property will be subject to disciplinary action, which may include restitution.

## **TERRORISTIC THREAT**

A threat to commit violence communicated with the intent to terrorize another, cause evacuation of a building, or to cause serious public inconvenience will not be tolerated at any level. The student will be subject to disciplinary action which may include suspension, report of student to law enforcement officials, and possible expulsion.

## **FIGHTING, WEAPONS, SEXUAL HARASSMENT, & HAZING**

**FIGHTING**, resulting in physical harm/injury to another can result in suspension from school. This includes biting, spitting, and any physical harm to another.

**WEAPONS** and toys resembling weapons are absolutely forbidden on school property. All items covered under this heading will be confiscated, and the parents will be notified. In cases of actual weapons due process will be followed as set down by school board policy, state, and federal law.

**SEXUAL HARASSMENT** will not be tolerated at any level and will be subject to disciplinary action as set down by school board policy, state, and federal law.

**HAZING** is inconsistent with the educational goals of the District and is prohibited at all times. The Principal will recommend appropriate discipline in accordance with school board policy, state, and federal law.

## **BULLYING/CYBER-BULLYING**

**The Board is committed to providing a safe, positive learning environment for district students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by district students. Bullying can occur inside and/outside a school setting.**

Bullying is intentional and unwelcome, repeated harmful behavior that is severe, persistent, or pervasive and has the effect of doing any of the following: 1) Substantial interference with a student's education. 2) Creation of a threatening environment. 3) Substantial disruption of the orderly operation of the school.

Bullying can be carried out by a single individual or by a group. The target/victim of bullying can also be a single individual or a group. Bullying includes a wide variety of behaviors and generally involves the intent to harm, embarrass or humiliate the other person. Bullying, as defined in this policy, includes the following types of behaviors:

## **BULLYING/CYBER-BULLYING**

- **Physical** – includes, but is not limited to, the following actions, or threats to do such actions: hitting, kicking, spitting, pushing, restraining, and taking or damaging personal belongings.
- **Verbal** – includes, but is not limited to, taunting, malicious teasing, name-calling and making threats.
- **Psychological or Relational** – includes, but is not limited to, spreading rumors, manipulating social relationships, intentionally excluding someone from a group, engaging in social exclusion or intimidations, and any behaviors that can undermine or destroy relationships. These behaviors can be either physical and/or psychological in nature.
- **Cyber-bullying** – forms of verbal and psychological or relational bullying may also occur using electronic device mediums such as, but not limited to, computers, cell phones, and pagers. Cyber-bullying includes but is not limited to the following misuses of electronic devices: harassing, teasing, intimidating, threatening, or terrorizing another student, teacher, or employee of the District through e-mail, instant messaging, posting comments or pictures on blogs or websites, and text messaging. All forms of cyber-bullying are unacceptable and, to the extent that such actions are disruptive of the educational process of the district, offenders shall be the subject of appropriate school discipline, as well as legal and/or police proceedings.

Bullying is not mutual confrontation or mutual teasing between two persons or groups of persons. The terms bullying, in particular cyber-bullying, shall not be interpreted to infringe upon a student's right to engage in legally protected speech or conduct.

## **CONSEQUENCES**

**A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include: Counseling within the school, parental conference, loss of school privileges, transfer to another school building, classroom or school bus, exclusion from school-sponsored activities, detention, suspension, expulsion and referral to law enforcement officials.**

## **USE AND POSSESSION OF TOBACCO PRODUCTS**

Considering School Board Policy, 222 Smoke Free Environment, the Board recognizes that smoking presents a health hazard which can have serious consequences both for the smoker and the non-smoker and is therefore, of concern to the Board. The Board has declared a smoke-free environment in all district facilities for district employees and the public; which shall include all school sponsored activities, during and after school. No student, administrator, professional staff, nonprofessional staff, or school visitor is permitted to smoke, inhale, or dip or chew tobacco at any time, including non-school hours. For the purposes of this policy, "smoking" shall mean all uses of tobacco, e-cigarettes and vapor pens.

Students are subject to the provision of State Law SB 1315 which defines tobacco as a lighted or unlighted cigarette, cigar, pipe or other lighted smoking product and smokeless tobacco in any form. The provisions of existing policies that address the use and possession of drugs shall apply to all tobacco products.

## **USE AND POSSESSION OF DRUGS AND/OR ALCOHOL**

Pupils are prohibited from the use or possession of any unauthorized drugs, controlled substance and/or alcoholic beverages in school buildings or on school property. This includes "look-alikes". The prohibition includes all school events on or off school grounds, as well as in route to or from school. Violation of the Wayne County District Drug and Alcohol Policy, District Policy will result in suspension, notification of civil authorities within 24-hour, board hearing, and possible exclusion.

## **BREAKFAST AND LUNCH PROGRAM**

Western Wayne School District participates in the Community Eligibility Provision program which allows schools to provide breakfast and lunch at no cost to enrolled students without having to fill out a household application. The current meal program does not cover the cost of "milk only" purchases for those students supplementing a home lunch. Milk may be purchased during lunch for \$0.50. The lunch menu is sent home monthly. Available breakfast items are listed on the lunch menu. Children may bring a nutritious snack to eat while breakfast is offered in their classroom.

## **BREAKFAST AND LUNCH PROGRAM**

On days when there is a two-hour delay breakfast will not be served. Morning pre-kindergarten students will have the opportunity to select breakfast. Pre-kindergarten students in both the morning and afternoon session will have an opportunity to select a school lunch.

Families are encouraged to set up an account with Food Service to cover the cost of milk only purchases or a la carte items. Food Service accepts checks and cash in an envelope marked with your child's name, homeroom, and student ID number. If you prefer you have the option to make online payments through the website [www.myschoolaccount.com](http://www.myschoolaccount.com). Please note a transaction fee will be charged by the company.

Low and Negative Balance Notification Procedures: Parents are strongly encouraged to enroll in [www.myschoolaccount.com](http://www.myschoolaccount.com) to set up notification alerts and view their child's account. Emails will be sent to notify a low or negative balance. It is recommended to be set at \$5.00. There is no charge for this service.

If a child's account falls into the negative, a balance notification alert via email, text, or phone call will be sent directly to the parent through our blackboard connect system. A letter will be sent to the household if no payment is made towards the negative account by the Food Service Director. If there is a non-response to the Food Service Direction, the Business Manager will be informed, and additional collection measures will be pursued.

Insufficient Funds Fee: There is a \$20.00 charge for checks returned for insufficient funds.

## **HEALTH SERVICES**

Students will receive all health services required by Pennsylvania State Law.

Services include annual screenings in weight, height, and vision. The children's hearing will be checked in grades kindergarten through third, with dental screenings completed in kindergarten and third grades. A physical exam is required during kindergarten year but may be completed in pre-kindergarten by your private physician. School physicals are available at no cost to you.

First Aid treatment is provided in case of injury at school. However, we do not provide over-the-counter medication such as Tylenol. In case of an emergency, the school nurse or administrator follows the information in Gradebook. It is essential that the parent portal be up to date to ensure our ability to contact you or your designee in the event your child becomes sick or injured. **Please contact the office if you require assistance in updating information.**

We prefer that you administer any medication your child might need. If this is impossible, the school nurse, the principal or their designee will assist the student in self-administering the medication. All medication given in school must be accompanied by the prescription container, along with a completed medical form signed by the attending physician (available in school nurse's office or on Western Wayne website). **NO MEDICATIONS ARE TO BE TRANSPORTED ON DISTRICT BUSES OR VANS! Students requiring use of an inhaler or EpiPen may carry this medication providing a physician's order is on file with the school nurse.**

Students suspected or diagnosed with a communicable disease will be excluded from school pursuant to the Pennsylvania State Department of health recommendation.

Students are to brush their teeth at home. If a dentist deems it necessary for a student to brush at school, a written request is required from the orthodontist/dentist.

## **HOMEBOUND INSTRUCTION**

Students who have been certified by a physician as being unable to attend school for at least two weeks are eligible for homebound instruction. Requests by parents for this service should be directed to the building principal. It is mandatory that re-certification is provided by the student's physician in the event homebound services are requested for a period to exceed sixty (60) days.

## **TECHNOLOGY POLICY**

### **ACCEPTABLE USE OF COMPUTERS AND TECHNOLOGY**

#### **PURPOSE**

The Board supports the use of the internet and other computer networks in the district's instructional and operational programs to facilitate learning, teaching, and daily operations through interpersonal communications and access to information, research, and collaboration. For instructional purposes, the use of network facilities shall be consistent with the curriculum adopted by the school district as well as the varied instructional needs, learning styles, abilities, and development levels of students.

### **ACCEPTABLE USE OF COMPUTERS AND TECHNOLOGY**

#### **AUTHORITY**

The electronic information available to students and staff does not imply endorsement by the district of the content, nor does the district guarantee the accuracy of information received. The district shall not be responsible for any information that may be lost, damaged, or unavailable when using the network or for any information that is retrieved via the internet. **The district reserves the right to log network use and to monitor fileserver space utilization by district users, while respecting the privacy rights of both district users and outside users.**

The Board establishes that network use is a privilege, not a right; inappropriate, unauthorized, and illegal use will result in suspension of those privileges and appropriate disciplinary action. The Board establishes that the following materials, in addition to those stated in law, are inappropriate for access by minors:

- Sexually oriented chat rooms, instant messages, and email exchanges.
- Visuals, texts, and sounds that are sexually oriented, obscene, pornographic, or extremely violent.

### **DELEGATION OF RESPONSIBILITY**

The district shall make every effort to ensure that this resource is used responsibly by students and staff. Administrators, teachers, and staff have a professional responsibility to work together to help students develop the intellectual skills necessary to discriminate among information sources, to identify information appropriate to their age and developmental levels, and to evaluate and use the information to meet their educational goals. Students and staff have the responsibility to respect and protect the rights of every other user in the district and on the internet. The building administrator shall have the authority to determine what inappropriate use is. The superintendent or designee shall be responsible for implementing technology and procedures to determine whether the district's computers are being used for purposes prohibited by law or for accessing sexually explicit materials. The procedure shall include, but not be limited to:

- Utilizing a technology protection measure that blocks or filters internet access for minors and adults to certain visual depictions that are obscene, child pornography, harmful to minors with respect to use by minors, or determined inappropriate for use by minors by the board.
- Monitoring online activities of minors.

# TECHNOLOGY POLICY

## GUIDELINES

Network accounts shall be used only by the authorized owner of the account and for its approved purpose. All communications and information accessible via the network should be assumed to be private property and shall not be disclosed. Network users shall respect the privacy of other users on the system.

## PROHIBITIONS

Students and staff are expected to act in a responsible, ethical, and legal manner in accordance with district policy, accepted rules of network etiquette, and federal and state law. Specifically, the following uses are prohibited:

1. Illegal activity
2. Commercial or for-profit purposes
3. Non-work or non-school related work
4. Product advertisement or political lobbying
5. Hate mail, discriminatory remarks, and offensive or inflammatory communication
6. Unauthorized or illegal installation, distribution, reproduction, or use of copyrighted materials
7. Access to obscene or pornographic material or child pornography
8. Access by students and minors to material that is harmful to minors or is determined inappropriate for minors in accordance with board policy
9. Inappropriate language or profanity
10. Transmission of material likely to be offensive or objectionable to recipients
11. Intentional obtaining or modifying of files, passwords, and data belonging to other users
12. Impersonation of another user, anonymity, and pseudonyms
13. Fraudulent copying, communications, or modification of materials in violation of copyright laws
14. Disruption of the work of other users
15. Destruction, modification, abuse, or unauthorized access to network hardware, software, and files
16. Quoting of personal communications in a public forum without the original author's prior consent

## SECURITY

System security is protected using passwords. Failure to adequately protect or update passwords could result in unauthorized access to personal or district files. To protect the integrity of the system, the following guidelines shall be followed:

- Employees and students shall not reveal their passwords to another individual.
- Users are not to use a computer that has been logged in under another student's or employee's name.
- Any user identified as a security risk or having a history of problems with other computer systems may be denied access to the network.

## CONSEQUENCES for INAPPROPRIATE USE

The network user shall be responsible for damages to the equipment, systems, and software resulting from deliberate or willful acts. Illegal use of the network; intentional deletion or damage to files of data belonging to others; copyright violations; and theft of services will be reported to the appropriate legal authorities for possible prosecution. General rules for behavior and communications apply when using the internet, in addition to the stipulations of this policy. Loss of access and other disciplinary actions shall be consequences for inappropriate use. Vandalism will result in cancellation of access privileges. Vandalism is defined as any malicious attempt to harm or destroy data of another user, internet, or other networks; this includes, but is not limited to, uploading, or creating computer viruses.

### Fee Schedule for Replacement Parts:

Screen - \$60	Keyboard - \$60
Screen Assembly Cover - \$60	Screen Bezel - \$7
Eggshell Case - \$17	Bottom Assembly - \$13
Power Adapter - \$44	Track Pad - \$21
Daughter Board (USB Ports) - \$23	Full Replacement - \$713.50

## **TECHNOLOGY POLICY**

### **COPYRIGHT**

The illegal use of copyrighted software by students and staff is prohibited. Any data uploaded to or downloaded from the network shall be subject to fair use guidelines.

### **SAFETY**

To the greatest extent possible, users of the network will be protected from harassment and unwanted or unsolicited communication. Any network user who receives threatening or unwelcome communications shall report such immediately to a teacher or administrator. Network users shall not reveal personal information to other users on the network, including chat rooms, instant messaging, e-mail, internet, etc.

Internet safety measures shall effectively address the following:

- Control of access by minors to inappropriate matter on the internet and World Wide Web
- Safety and security of minors when using electronic mail, chat rooms, instant messaging, and other forms of direct electronic communications
- Prevention of unauthorized online access by minors, including “hacking” and other unlawful activities
- Unauthorized disclosure, use, or dissemination of personal information regarding minors
- Restriction of minor’s access to materials harmful to them

## **GENERAL OPERATING PROCEDURES**

### **POLICY ADOPTION and NOTIFICATION**

During the academic year, Western Wayne School Board Policy is reviewed, adjusted, and adopted in accordance with guidance from the Pennsylvania Department of Education and various State and Federal Agencies. Changes impacting the governance of District schools will be shared with parents via written or electronic communication from the building principal.

### **VISITING THE SCHOOL**

Upon entering one of our school buildings, you must register in the office. Visitors will have to supply a valid driver’s license and wear a visitor’s badge generated for a one-time stay.

### **VOLUNTEER PROGRAM**

Today’s schools embrace a most precious and valuable resource, our students. Preparing them for their future is a complex and sometimes overwhelming task. The extent of our students’ needs differs from a generation ago and has necessitated a change in the relationship between the school and the community. With your help and the collaboration of our efforts, we can enhance the lives of

our students, while providing a richer educational experience. This approach will provide a mutually rewarding experience for everyone concerned.

The invaluable gift of time offered by those of you willing and able to share it, is welcomed, appreciated, and needed in our schools. The presence of community volunteers has a positive, fundamental impact on the welfare of our students. A volunteer sometimes provides an individualized service for a student by being there to listen to him/her read or enlightens a large group with experiences in a tradition different from his/her own. The lesson that is never lost on anyone is the modeling of true generosity through the gift of oneself. A wide range of volunteer activities have been identified, with new areas of interest coming to our attention regularly. The support and guidance of the school community will be appropriate and continuous. It is our ultimate hope that through the volunteer program there will be a concerted effort to make education more effective and ensure the bright future our students deserve. Please contact the building administration for details regarding volunteer opportunities and security clearances.

## **CUSTODY**

It is essential that the school be aware of custody arrangements and changes in custody. In order to best serve all concerned parties, please provide a current copy of any custody papers.

## **STUDENT DRESS**

Student dress is the responsibility of students and their parents except in those few cases where a student's clothing or appearance is judged by the principal to be a distraction to the educational process or a safety or health hazard to the student or to others. Student clothing is to be properly fitted, clean and in good repair. The school believes that there is a direct relationship between a student's dress and grooming habits and behavior in school. Footwear is always required; going barefoot is prohibited as a health hazard. Parents will be called for notification of improper student dress and may be asked to provide appropriate attire.

### **Items not permitted:**

- Pajamas and slippers
- Torn/ripped (whether intentional or not) or slashed jeans
- Tank tops, muscle shirts, spaghetti straps, tube tops, or halter tops
- Half shirts or cutoff shirts, clothing must not expose the midriff, navel or cleavage
- Flip flops or beach thongs, slide sandals
- Clothing depicting drug, alcohol, or tobacco messages
- Clothing with violent messages or insignia related to gangs, racist, or hate groups
- No hats, caps, bandanas, or head covering allowed in the building

### **Permitted Items:**

- Tee shirts, sweatshirts, polo shirts, turtlenecks, sweaters, jerseys
- Shorts, dresses, and skirts with a length equal to fingertips, while arms are resting at side
- Pants, skirts, and jeans must be secured at the waist
- Clothing should be made of material that is not sheer or see through (No undergarments should be visible)
- Head covering specific to religious purpose

## **OPEN HOUSE AND PARENT/TEACHER CONFERENCES**

During the month of September each building will sponsor an open house. This is a time for parents and teachers to meet in a large group and discuss the year's expectations. Parent/teacher conferences are scheduled during the year. As a legal guardian you may request a conference whenever you feel there is a need. Please allow the teacher a reasonable amount of time to make the necessary arrangements.

## **EMERGENCY SCHOOL CLOSINGS**

When it becomes necessary to close school due to an emergency, such as inclement weather, local radio and television stations will broadcast all pertinent information. District notification systems will be employed. These systems use data from Gradebook. It is imperative to provide, and maintain, current and accurate parent contact information to your child's school.

## **FAMILIES MOVING OUT OF THE DISTRICT**

In order for you to enroll your child in another school district, you must first obtain a transfer card as well as an immunization card from the building office. Academic and health records will be mailed directly to the new school.

## **ADDRESS CHANGE**

Change of address, telephone number or name **must** be reported to the secretary in the office.

## **INTRAMURALS**

These activities will be scheduled throughout the school year and begin following building dismissal. Building principals will send home to parents, special bulletins listing activities, dates, times, and places. Boys and girls are encouraged to participate in all programs. Additional programs will be offered in areas of student interest as recommended by building principals and district athletic director.

## **LOST AND FOUND**

A container for “lost and found” articles is in the administrative office area. Children should be encouraged to check for missing items. It is helpful if coats, hats, boots, and other items of clothing are labeled with your child’s name. Proper identification should also be placed in book and lunch bags.

## **PTA**

PTA is always looking for new members to assist in making our school extra special. Parent school organizations have open membership for all interested parents. Bulletins are sent home with the students announcing meetings and program activities.

## **RECESS PARTICIPATION**

Recess periods provide time for students to exercise, socialize and relax from the ordinary classroom routine. Most recesses are outside, and students are required to be outside during these times unless unable to do so because of illness. Any student able to attend school but unable to participate in outside recess due to illness must have a note from home requesting that he/she is allowed to remain indoors during recess. A doctor’s note may be required if the request is for a period over three days. Students should dress according to weather conditions.

## **TOYS/EQUIPMENT**

Children are not allowed any types of toys, equipment or multi-media devices which include cell phones and handheld gaming systems in school. Toys and equipment are provided by the school district for children’s use. A warning will be issued for a first violation. Subsequent violations will result in items being held by the building principal for parent retrieval.

## **BEVERAGES FROM HOME**

Students are encouraged to use a water bottle to keep cool water accessible in the classroom. Carbonated drinks and energy drinks are not permitted in the classroom or with lunch.

## **SCHOOL INSURANCE**

Insurance may be purchased at a reasonable rate and is available on a school day basis or a twenty-four-hour coverage.

## **SCHOOL MATERIALS CARE**

Textbooks, library books and other school materials used by students should be treated with care and respect. Students are responsible for books or materials which are damaged or lost while in their care and assessment will be made to cover the cost of repair or replacement.

## **STUDENT PICTURES**

A professional photography company comes into the school once a year to take the children’s pictures. Please do not feel obligated to purchase any of these photos. The companies require payment prior to pictures being taken. Even if you choose not to purchase any pictures, your child’s picture will be taken for school records.

## **BIRTHDAY CELEBRATIONS/INVITATIONS**

Birthdays are deserving of special attention. To honor a birthday a student may provide a special treat to classmates. Food items must be sent in their original packaging. Homemade items are not permissible due to allergy concerns. Students may distribute birthday invitations to classmates, provided all students are invited or all girls or all boys are invited.

## **TEXTBOOKS/SCHOOL MATERIALS**

The school provides books to all students. It is our hope that this major investment will be properly safeguarded. Reasonable depreciation is expected because of daily use. Unreasonable damage to textbooks or other school issued materials will result in a fine. Students will be held financially responsible for lost textbooks or other school issued materials. Value is based on replacement costs. A receipt for payment will be provided. Students in need will receive a second copy.

## **MEDIA**

Students participate in classroom and school sponsored activities during the school year. Certain classes and activities may be photographed, video recorded, and/or audio recorded via electronic, digital, and/or printed media (“Media”), and used in district publications, including but not limited to the district website and social media accounts. The district may also disseminate the Media to the news media, including television, radio, and newspapers, to promote district activities and achievements. Likewise, live images may be relayed via cable or satellite connections to other districts or to other classrooms within our district to allow for live interactions between students and teachers at separate locations. Media may also be used by district personnel to educate others about

distance learning at seminars and other public places. Any photographing, video recording, and/or audio recording of students by the district must be approved in advance by the administration, and shall be subject to governing law, including but not limited to any

eligible student/parent/guardian opt out pursuant to the Family Educational Rights and Privacy Act.

## **ARRIVAL/DISMISSAL TIME**

EverGreen Elementary and R. D. Wilson Elementary arrival time is 8:00 A.M. with dismissal at 3:00 P.M.

\*NOTE – Dismissal time may vary. Early dismissal for a holiday and for an in-service will be at 12:00. Please refer to Western Wayne School District Calendar for additional information.

DISTRICT OFFICE  
1970c Easton Turnpike  
Lake Ariel, Pennsylvania 18436



WESTERN WAYNE  
SCHOOL DISTRICT

Western Wayne School District  
Information/Photo/News Release  
2023-2024

Directory information about students may be released by the district without parent/guardian consent, provided annual notification has been given and the school does not have on file written denial to release directory information. Schools do use discretion when they receive requests for directory information and will not release such information if it is the principal's judgment that releasing such information would not be in the best interest of the student.

Examples of general directory information are:

- participation in officially recognized activities and sports
- field of study
- weight and height of athletes
- enrollment status
- degrees and awards received
- dates of attendance
- most recent previous school attended
- grade level

Students participate in classroom and school sponsored activities during the course of a school year. Certain classes and activities may be photographed, video recorded, and/or audio recorded via electronic, digital, and/or printed media ("Media"), and used in district publications, including but not limited to the district website and social media accounts. The district may also disseminate the Media to the news media, including television, radio and newspapers, in order to promote district activities and achievements. Likewise, live images may be relayed via cable or satellite connections to other districts or to other classrooms within our district to allow for live interactions between students and teachers at separate locations. Media may also be used by district personnel to educate others about distance learning at seminars and other public places. Any photographing, video recording, and/or audio recording of students by the district must be approved in advance by the administration, and shall be subject to governing law, including but not limited to any eligible student/parent/guardian opt out pursuant to the Family Educational Rights and Privacy Act.

Parent/guardians have the right to have directory information withheld upon written request. If you prefer to deny release of your student's directory information, please complete the following form on this page and return it to your child's school.

I request that directory information (**including photograph**) for my child:

\_\_\_\_\_ be **withheld** from all agencies and organizations\*      \_\_\_\_\_ be **released** to all agencies and organizations\*

Student Name: \_\_\_\_\_ Parent Signature: \_\_\_\_\_

**\*Organizations include the school yearbook, newspapers, videos, and the Western Wayne website for publicity.**



**Western Wayne School District  
Parent/Guardian/Student Handbook  
2023-2024**

I understand that it is my responsibility to take home the Parent/Guardian/Student Handbook and to review and discuss it with my parent/guardians. This is to be completed the first week of school. By initialing next to each category listed below, I am acknowledging that I have reviewed each item. By signing and dating the form below, I am acknowledging that I understand all of the information that is presented in the Parent/Guardian/Student Handbook and that a copy of this form will be retained in the Principal's office.

1. \_\_\_\_\_ Code of Conduct
2. \_\_\_\_\_ Attendance Policy
3. \_\_\_\_\_ Student Assistance Program
4. \_\_\_\_\_ Discipline Policy
5. \_\_\_\_\_ Bullying/Cyber Bullying
6. \_\_\_\_\_ Transportation/Bus Conduct
7. \_\_\_\_\_ Acceptable Computer & Technology Use

\_\_\_\_\_  
Student Signature Grade

\_\_\_\_\_  
Homeroom Teacher

\_\_\_\_\_  
Parent/Guardian Signature Date

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**2023-2024**

**ADMINISTRATION**

Matthew Barrett, Ed.D., Superintendent  
Cynthia A. LaRosa, Ph.D., Assistant to Superintendent  
Rose E. Emmett, Business Manager/Board Secretary  
Paul B. Gregorski II, High School Principal  
Jennifer Bradley, Middle School Principal  
Justin Pidgeon, EverGreen Principal  
Maria Miller, Robert D. Wilson Principal  
Elizabeth Watson, Principal of STEAM  
Matthew Barr, Middle School Assistant Principal  
Robert Black, High School Assistant Principal  
Kerrie Fitzsimmons, Elementary Assistant Principal  
Jennifer DeNike, Director of Special Education  
Kristin Johnson, School Psychologist (Elementary)  
Katie Shemanski, Psy.D., School Psychologist (Middle/High)  
Elizabeth Gregory, Early Intervention Supervisor  
Maria Liptak, Food Service Director/Transportation Director  
Brian Seaman, Technology Director  
Ron Franks, Director of Building and Grounds  
Tyler Jakes, Athletic Director

**BOARD OF EDUCATION**

Rick Hoch, President  
Joseph Gombita, Vice-President  
Dana DeSiato, Treasurer  
James Collins  
Gary Enslin  
William Gershey  
Jeffrey Gogolski  
Michael Ochlan  
Ethan Wood

## **TITLE IX INFORMATION**

The Western Wayne School District is an Equal Opportunity Educational Institution and will not discriminate on the basis of race, color, national origin, ancestry, genetic information, age, creed, religion, sex, gender, gender identity, sexual orientation, marital status, pregnancy, or non-relevant handicap/disability/differently-abled status in activities, educational/vocational programs, or recruitment/employment practices. Title IX and 34 C.F.R. §106.8 specifically require the district not to discriminate on the basis of sex, to provide educational programs and activities free of sexual harassment and sexual assault, and the Title IX and 34 C.F.R. §106.8 requirements also extend to employment with the district. The district has established personnel to promptly respond to concerns and reports of discrimination, sexual harassment, and sexual assault. All investigations into reports of discrimination, sexual harassment, and sexual assault will be impartial, free of bias and conflicts, and will not prejudge the facts for either side. The district strives to maintain an environment where all students, staff, and the greater community feel safe.

For information regarding civil rights or grievance procedures contact:

Dr. Cynthia A. LaRosa  
Assistant Superintendent/Title IX Coordinator/Compliance Officer  
Western Wayne School District  
1970 Easton Turnpike  
Lake Ariel, PA 18436  
complianceofficer@westernwayne.org  
(800) 321-9973 Option 5

### Relevant Board Policies

- Policy 103 – Nondiscrimination/Title IX Sexual Harassment Affecting Students
- Policy 103.1 – Nondiscrimination – Qualified Students with Disabilities
- Policy 104 – Nondiscrimination/Title IX Sexual Harassment Affecting Staff