

RELIGION IN THE CURRICULUM

As a public entity, the District must comply with the U.S. Constitution's First Amendment requirement that the District neither establish religion in the school nor prohibit students' free exercise of religion according to pertinent interpretation and application of those Constitutional provisions by the Courts. Accordingly, no Board of Education employee will promote religion in the classroom or in the District's curriculum, or compel or pressure any student to participate in devotional exercises. Displays of a religious character must conform with Policy 8800. Instructional activities shall not be permitted to advance or inhibit any particular religion or religion generally. Teachers shall forward requests for religious accommodation in instruction to the Principal.

An understanding of religions and their effects on civilization is essential to the thorough education of young people and to their appreciation of a pluralistic society. To that end, curriculum may be developed to include, as appropriate to the various ages and attainments of the students, instruction about the religions of the world.

The Board acknowledges the degree to which a religious consciousness has permeated the arts, literature, music, and issues of morality. The instructional and resource materials approved for use in the District schools frequently contain religious references or concern moral issues that have traditionally been the focus of religious concern. That such materials may be religious in nature shall not, by itself, bar their use by the District. The Board directs that professional staff members employing such materials be neutral in their approach and avoid using them to advance or inhibit religion in any way.

The Board recognizes that religious traditions vary in their perceptions and doctrines regarding the natural world and its processes. The curriculum is chosen for its place in the education of the District's students, not for its conformity to religious principles. Students should receive unbiased instruction in the schools, so they may privately accept or reject the knowledge thus gained, in accordance with their own religious tenets of any.

~~Accordingly, no student shall be exempted from completion of a required course of study on the grounds that components of the instruction interfere with the free exercise of his/her religion. However,~~ if after careful personal review of the program's lessons and/or materials, a parent indicates to the school that either the content or activities conflict with his/her religious beliefs or value system, the school will honor a written request for his/her child to be excused from particular class periods for specified reasons.

The student will be provided with alternate learning activities during the times of such parent requested absence.

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No classroom teacher shall be prohibited from providing reasonable periods of time for activities of a moral, philosophical, or patriotic theme. No student shall be required to participate in such activities if they are contrary to the religious convictions of the student or his/her parents or guardians.

The District's instructional materials shall not be designed to influence students to accept or reject a particular religious belief or point of view and the District Administrator shall prepare administrative guidelines to that affect.

Complaints by students or the public regarding any such course of study will be handled in accordance with Board Policy 9130.

U.S. Constitutional Amendment 1

FIRST READING:  
SECOND READING:  
APPROVED:

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REDUCTION IN STAFF

It is the responsibility of the Board of Education to provide the staff necessary for the implementation of the educational program of the District and the operation of the schools and to do so efficiently and economically **as possible**.

The Board reserves the right to abolish positions in the District and to reduce the staff ~~whenever reasons of decreased enrollment of students, return to duty of regular professional staff members after leaves of absence, suspension of schools or territorial changes affecting the District, or other~~ **as** circumstances warrant.

The District Administrator shall develop administrative guidelines for the reduction of staff based on the best interest of the District and consistent with the terms of any applicable interdistrict agreements, and applicable law. **Such guidelines shall be approved by the Board and included in the current "Employee Handbook."**

~~Where appropriate, attrition may be used to achieve the necessary number of position reductions.~~

~~Selection of staff for reduction, once positions have been identified, will be based on the following considerations:~~

- ~~\_\_\_\_\_ A. \_\_\_\_\_ qualifications of the employees being considered for reduction~~
- ~~\_\_\_\_\_ B. \_\_\_\_\_ performance of employees, based on performance evaluations~~
- ~~\_\_\_\_\_ C. \_\_\_\_\_ input from direct supervisors~~
- ~~\_\_\_\_\_ D. \_\_\_\_\_ length of service to the District~~

The District Administrator shall ~~determine~~ **recommend to the Board** the appropriate employees for reduction considering all factors ~~that he or she deems important and in the best interests of the District.~~

Any employee reduced under this policy shall have ~~the following benefits for a period of one (1) year:~~ **as described in the current "Employee Handbook" at the time the employee is reduced in status.**

- A. the District will contact the employee in the event a vacancy open up in the same or similar position previously held;
- B. if the employee applies and returns to employment, he or she shall retain all accrued benefits, including any applicable sick leave accumulation and length of service credit accrued at the time of reduction.

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VACANCIES

It shall be the policy of the Board of Education to employ the person best suited to perform the duties of a particular District Vacancy at any level.

The District Administrator shall establish procedures, as described in the current Employee Handbook, to facilitate identification and evaluation of candidates for administrative, supervisory, and other leadership positions as well as all other instructional (professional) and support positions.

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STAFF DRESS AND GROOMING

The Board of Education believes that professional staff members set an example in dress and grooming for their students to follow. A professional staff member who understands **and practices** this percept ~~and adheres to it enlarges~~ **demonstrates** the importance of his/her task, presents an image of dignity, and encourages respect for authority. These factors act in a **positive manner consistent with toward creating** ~~and the maintenance of discipline~~ **a positive student learning atmosphere and climate.**

~~The Board retains the authority to specify the following dress and grooming guidelines for staff that will prevent such matters from having an adverse impact on the education process. When assigned to District duty, all professional staff members shall:~~

- ~~A. — be physically clean, neat, and well groomed;~~
- ~~B. — dress in a manner consistent with their professional responsibilities;~~
- ~~C. — dress in a manner that communicates to students a pride in personal appearance;~~
- ~~D. — dress in a manner that does not cause damage to District property;~~
- ~~E. — be groomed in such a way that their hair style or dress does not disrupt the educational process nor cause a health or safety hazard.~~

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APPROVED:

STAFF DRESS AND GROOMING

The Board of Education believes that support staff members are an important integral part of the District. Also, since the support staff is highly-visible staff to the student, the professional staff, and the public the Board believes the support staff should at all times be well dressed and groomed. Support staff members who understands **and practices** this percept ~~and adheres to it~~ enlarges **demonstrates** the importance of his/her task, presents an image of dignity, and encourages respect for authority. These factors act in a positive manner consistent with toward **creating** and the maintenance of discipline **a positive student learning atmosphere and climate.**

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USE OF TOBACCO BY PROFESSIONAL STAFF

The Board of Education is committed to providing students, staff, and visitors with a tobacco and smoke-free environment. ~~The negative effects of tobacco use for both users and non-users, particularly in connection with second hand smoke, are well established. Further, providing a non-smoking and tobacco-free environment is consistent with the responsibilities of teachers and staff to be positive role models for our students. The Board also recognizes, however, the right of individuals under State law to use lawful products, including tobacco, during non-working hours off District premises.~~

For purposes of this policy, "use of tobacco means to chew or maintain any substance containing tobacco, including smokeless tobacco, in the mouth to derive the effects of tobacco, as well as all uses of tobacco, including cigars, cigarettes, pipe tobacco, chewing tobacco, snuff, any other matter or substances that contain tobacco, ~~in addition to papers used to roll cigarettes and/or~~ the smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes and any other lighted smoking devices for burning tobacco or any other substance. Accordingly, the Board prohibits the use of tobacco in any form on District premises in District vehicles within any indoor facility owned or leased or contracted for by the District, and used to provide education or library services to children and at all District sponsored events.

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USE OF TOBACCO BY SUPPOT STAFF

The Board of Education is committed to providing students, staff, and visitors with a tobacco and smoke-free environment. ~~The negative effects of tobacco use for both users and non-users, particularly in connection with second hand smoke, are well established. Further, providing a non-smoking and tobacco-free environment is consistent with the responsibilities of teachers and staff to be positive role models for our students. The Board also recognizes, however, the right of individuals under State law to use lawful products, including tobacco, during non-working hours off District premises.~~

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FACILITIES DEVELOPMENT – NAMING FACILITIES

Naming New School Buildings That Do Not Replace Existing Schools

As soon as the construction of a new school is approved, the Board President shall appoint a naming advisory committee consisting of at least one School Board member, one administrator, one other staff member, and three parents or other residents of the attendance areas to be served by the new school. If the high school's student council chooses, it may appoint a representative to the committee.

The task of the committee shall be to solicit, evaluate, and prioritize possible names for the new school. The final recommendation of the committee shall consist of no fewer than two proposed names, no more than 50% of which shall be the name of a deceased person. For each of the finalist names the committee forwards to the Board, the committee shall also present a written rationale and research summary addressing at least the following criteria, as well as any other criteria used by the committee:

1. The manner in which the proposed name reflects the mission, vision, or ideals of the District.
2. The extent to which the proposed name will have significant meaning to the community served by the school and the broader local community. For those names that do not have an inherently local connection (e.g., for names of primarily national or global significance names that reflect a broad idea or concept, etc.), the characteristics of the name in question that connect it directly to the school or the District, and thereby set it apart from other potential names that fall into the same general category.
3. The extent to which the name compliments and does not conflict or cause confusion with the names of other District facilities or the facilities of other nearby public or private schools.
4. The extent to which the name is likely to retain significance to future students and other future members of the local community.
5. For proposed names that are names of persons, the additional criteria applicable to the evaluation of the names of persons as specified in the rule accompanying this policy.

The committee need not rank or further prioritize the recommendations that it forwards to the Board, but it may choose to do so if the committee is able to reach that degree of consensus by at least a two-thirds vote of its total membership. Any such further prioritization offered by the committee will be one of many factors the Board may consider.

The committee shall provide the Board with a list of non-frivolous names that were suggested and considered by the committee, but that are not among the finalists.

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The committee shall be empowered to seek public input during its process to the extent the committee determines such input would be useful.

The Board will publicize and hold a public hearing on the committee's final recommendations, and thereafter the Board may vote to select a name from among the committee's recommendations, or the Board may defer a vote and ask the committee to provide a secondary list of recommendations.

Naming School Building that Replace Existing Schools.

So long as the District operates only one school at the relevant instructional level (e.g., elementary school, middle school or high school), and in the absence of a resolution adopted by the Board to invoke the committee procedure (described above) for naming a new school, the name of any school constructed to replace an existing school shall continue to be the name of the District, followed by the designation of the School's instructional level.

If a new school is constructed to replace an existing school at an instructional level at which the District operates more than one school, the process to be used for naming the new school shall be identical to the process used for a new school that is not replacing an existing school, except the naming committee shall consider, and the Board may consider, retaining the name of the school being replaced.

Naming a Charter School That may be Authorized by the Board

The official name of any charter school authorized by the Board shall be subject to Board approval and incorporated within the contract for the operation of the charter school.

The person or entity with whom the District may contract to operate a charter school shall, at least ninety (90) days prior to the date the Board votes to approve such a contract, submit it to the Board, in writing, a proposed name for the charter school and the rationale for selecting the proposed name. The Board shall meet to evaluate the proposed name, and may either approve the proposed name, request the submission of an alternative name (or a selection of possible names) for the charter school, or establish some other process.

Naming Major Facilities Other Than Schools

Any proposal to name a major facility that is initiated by any individual or group other than the Board shall be submitted in writing to the District Administrator, and shall include at least two alternative means of achieving the recognition sought to be achieved by naming the facility. The document shall evaluate the naming proposal against the applicable evaluation criteria identified within this policy, including the extent to which any proposed name for a facility is of special local significance to the primary activities conducted at the facility.



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The District Administrator shall evaluate the proposal against the various criteria identified in this policy and formulate a recommendation for the Board. The District Administrator may recommend that the Board (1) consider the proposal to name the facility; (2) consider approving an alternative means of recognition (or report that the administration intends to take such alternative action if Board approval would not be required); or (3) take no action on the proposal.

If the Board votes to explore naming a major facility (other than a school building), it shall designate a process that shall include, prior to any final vote to name a facility, holding a public hearing on the proposed name(s) for the facility. At its discretion, the Board may create an ad hoc committee to solicit, evaluate, and prioritize possible names for any such facility.

Any high school auditorium, main high school gymnasium/court, high school pool, and other high school athletic fields (other than practice fields) shall be included among the "major facilities" that may be separately named by the Board pursuant to this policy.

Naming Other Areas within a School or Other District Facility

If any person or group wishes to propose the naming of a smaller area within a school or other facility, the person or group shall submit a written proposal to the building principal (or the District Administrator if the area is not in a school) that, in addition to identifying the specific naming proposal, suggest at least two alternative means of achieving the recognition that would be achieved by the naming of an area. The document shall evaluate the naming proposal against the applicable evaluation criteria identified within this policy, including the extent to which any proposed name for an area is of special local significance to the primary activities conducted within that area.

The District Administrator, working in conjunction with the building principal if applicable, shall evaluate the proposal, including the alternative means of recognition identified with the proposal and any other alternatives the administrator considers. The District Administrator may recommend the Board (1) consider the proposal to name the facility; (2) consider approving an alternative means of recognition (or report that the administration intends to take such alternative action if Board approval would not be required); or (3) take no action on the proposal.

If there is doubt as to whether an area proposed to be named should be considered a "major facility" and given a public hearing, the District Administrator shall bring that question to the Board.

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Renaming Facilities

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Once a school or other major District facility, or any area within a school or other facility, has been named, it shall not be renamed except for compelling reasons as determined by the Board. They shall hold a hearing prior to taking any action to approve the opening of a renaming process as to (1) any school; (2) any major facility of the District; or (3) any area of any facility currently named after a person.

**Legal References:**

Wisconsin Statutes      Section 120.17(9)      (notification of postmaster of new school names)

**Cross References:**

Policy 980-R (rule)      Criteria for Naming a School or Other Facility or Area after a Person

**FIRST READING:**  
**SECOND READING:**  
**APPROVED:**

FACILITIES DEVELOPMENT – NAMING FACILITIES

CRITERA FOR NAMING A SCHOOL OR OTHER FACILITY  
OR AREA AFTER A PERSON

1. A proposal to name a school or other District facility, or any areas of a school or facility, after a person shall meet the following minimum requirements:
  - a. If the proposal seeks to use the name of a living person, the District shall obtain that person's written permission to use his/her name before approving the name.
  - b. For proposals involving the name of a deceased person, the proposal should be submitted no earlier than two years after the date of a person's death.
  - c. A school shall not be named after a living person. A proposal to name a major district facility (other than a school) after a living person must address the concern that it is difficult to evaluate how future events may affect the appropriateness of selecting such a person's name as a permanent name for a major facility.
  - d. The Board will not consider proposals to name a school, major facility, or an area of a facility, after any district official, employee or student who is still serving/attending the District. If the proposal to name a major facility or an area of a facility uses the name of a former District official, former staff member, or former student who is still living, the proposal should be submitted no earlier than ten (10) years after the last date of service/attendance.
  
2. The following criteria shall be considered when evaluating any proposal to name any school or district facility, or any area within a school or facility, after a person:
  - a. Does the proposed name positively reflect and exemplify the mission, vision, and ideals of the district?
  - b. Did the person make an extraordinary contribution within the fields of education, science, art, business, or philanthropy and/or serve an extraordinary role in history or as a leader to the community?
  - c. Has the person consistently exhibited exemplary moral character?
  - d. To the extent any facility or areas of a facility might be named after a major financial contributor, without who the facility or area would not have been possible, does the proposal equitably balance and provide a means of recognizing other important contribution to the project?
  - e. Will the reason for the naming proposal retain significance to future students and other future members of the school community?

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3. The following additional criteria shall be considered when evaluating any proposal to name any school or district facility, or any area within a school or facility, after a former district official, former district employee, or former student:
- a. Is the primary basis for the proposal the fact the individual made an extraordinary contribution to the school community?
  - b. If the proposal uses the name of a former student, is the primary basis for the proposal an attempt to recognize the individual's extraordinary accomplishments after completing his/her education and for which his/her education was instrumental?
  - c. Is the proposal equitable to other individuals who have made a similar contribution to the school district or community in the past, or who may make a similar contribution in the future?

Naming proposals based primarily upon longevity of service to the District, or proposals that follow a personal tragedy (e.g., an illness) will normally be redirected to find other appropriate means of recognition or remembrance.