

## **AGENDA**

**SCHOOL DISTRICT OF NEW GLARUS  
POLICY, COMMUNICATIONS & ADVOCACY COMMITTEE MEETING  
MONDAY, AUGUST 10, 2026  
HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING  
LINK  
HTTPS://US02WEB.ZOOM.US/J/84610858604?PWD=IVCT659AXHLJPRB5UYMZS  
EYFOUB7WH.1 BY PHONE USING 1-646-568-7788 MEETING ID 846 1085 8604 &  
PASSWORD 428836  
1701 2ND STREET  
NEW GLARUS, WISCONSIN 53574  
6:30 PM**

- I. **Call to Order**
- II. **NEOLA Policy Updates**

**2**

NEW GLARUS, SCHOOL DISTRICT OF

Draft - Policy Manual

# Ready for Policy Committee

9 policies

July 20, 2026

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READY FOR POLICY COMMITTEE

po0144.5 - Policy Committee

# Special Update - Act 89 - May 2026 Revised BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT

## **Revised Bylaw - Special Update - Act 89**

### **0144.5 - BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT**

The Board functions most effectively when individual Board members act ethically, professionally, and responsibly. Board members serve as a member of the School District's governing body and do not have individual authority to represent a policy or enforce positions that are not supported by a majority of the Board, as evidenced by official action of the Board (See Bylaw 0143 - Authority of Individual Board Members).

Board members accept responsibility for the well-being and positive leadership of the School District, for protecting the interests of the School District as a legal entity, and for facilitating governance for the purpose of delivering the highest quality educational and related services to all of the District's students. Conduct by Board members that compromises the reputation or legal position of the District is prohibited.

Any authority delegated to the Board President in this ~~policy~~ bylaw is automatically vested in the Board Vice President in the event that either the Board President is unavailable or the Board President is the Board member accused of violating this ~~policy~~ bylaw.

### **General Expectations of All Board Members**

- A. Attend all scheduled Board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings. Board members are expected to review agenda materials prior to a Board meeting and to submit questions to the District Administrator in advance of the meeting, whenever practicable, to allow for efficient and respectful meetings; this expectation does not in any way intrude upon a Board member's right to ask questions or engage in discussion at a Board meeting.

- B. Be familiar with and follow applicable local, State, and Federal laws and regulations.
- C. Be familiar with and comply with Board bylaws/ policies, including policies bylaws governing Board member conduct and Board member ethics, rules of incompatibility of office, qualifications of the office, and conflicts of interest (see Bylaw 0144.3 - Conflict of Interest).
- D. Conduct themselves with integrity, honesty, and in a manner that reflects positively on the Board and on the District.
- E. Be accountable for guiding and supporting the policy decision-making process that impacts students, staff, and the community. The operation of the District is the responsibility of the administration.
- F. Establish and maintain a high level of honesty, credibility, and truthfulness in all matters dealt with by the Board.
- G. Treat others with respect and dignity at all times, maintain decorum, and always communicate in a way that does not violate or illustrate disregard for Board policy concerning harassment or discrimination. This decency expectation applies in all communications, including while discussing sensitive or controversial matters or matters involving disagreement.
- H. At all times, conduct themselves in the best interest of the School District, including avoiding implicating the District in unlawful activity or supporting or encouraging efforts to harm the reputation, legal standing, or to bring other material harm to the interests of the District or the Board.
- I. Recognize that they should endeavor to make policy decisions only after full discussion at publicly held Board meetings.
- J. Render all decisions based on the available facts and independent judgment.
- K. Encourage the free expression of opinion by all Board members, and seek systematic communications between the Board and students, staff, and all elements of the community.
- L. Work with the other Board members to establish effective Board policies and to delegate authority for the administration of the District to the District Administrator in accordance with Policy 1100 - District Organization.

- 1 M. Communicate to other Board members, in accordance with the Open Meeting  
2 Law, and the District Administrator, expressions of public reaction to Board  
3 policies and school programs (see Board Member Communication section  
4 below, Bylaw 0143.1 - Public Expression of Board Members, and Bylaw 0167.5 -  
5 Use of Electronic Mail).
- 6
- 7 N. Inform themselves about current educational issues by individual study and  
8 through participation in programs providing needed information, such as those  
9 sponsored by the Wisconsin Association of School Boards, the Consortium of  
10 State School Board Associations, and the National School Boards Association.
- 11
- 12 O. Support the employment of those persons best qualified to serve as school staff,  
13 and insist on a regular and impartial evaluation of all staff.
- 14
- 15 P. Refrain from using their Board positions for personal **or** partisan gain.
- 16
- 17 Q. Take no private action that will compromise the Board or administration, and  
18 respect the confidentiality of information that is privileged under applicable law.
- 19
- 20 R. Remember always that their first and greatest concern must be for the  
21 educational welfare of the students attending the public schools.
- 22
- 23 S. No Board member shall act or fail to act as a member of the Board in violation  
24 of 946.12, Wis. Stats., regarding misconduct in public office.
- 25
- 26 T. Disclose any actual or perceived conflict of interest.

## 27 **Board Member Communication**

28

29 Board members are expected to refrain from engaging in communication on behalf of  
30 the Board or on behalf of the District unless authorized to do so by majority vote of the  
31 Board (See Bylaw 0143.1 - Public Expression of Board Members).

32

33 Any Board member who chooses to engage in individual communication on matters  
34 related to Board and/or District business is expected to clearly identify whether the  
35 Board member is communicating in the following capacity:

36

- 37 A. On behalf of the Board: normally, this is the function of the Board President or,  
38 in the President's absence, the Vice President. The Board may, by majority vote,  
39 delegate this responsibility to another Board member in a specific circumstance.  
40 In every case, the Board member communicating the Board's position shall do  
41
- 42

so as determined by the Board and avoiding individual interpretation or editorializing.

- B. As an individual Board member, but not on behalf of the Board: a Board member who speaks, including online, in social media forums, or in any other public forum, on matters related to Board and/or District business, but not as an officially designated spokesperson of the Board. The Board member must specify that any statement is not sponsored by the District and is a personal viewpoint.

Board members who fail to adhere to this expectation, or who publicly communicate false or intentionally misleading information pertaining to Board action or District policy, will be asked to correct such communication in a way that is likely to reach the same audience as the false or misleading information. The Board President is authorized to communicate such requests to the pertinent Board member.

The Board President is authorized to issue public statements on behalf of the Board in the event a Board member expresses false or misleading information, or makes statements without properly identifying whether the member of the Board is speaking as an individual Board member. The President's communication should be limited to correcting the false or misleading statement, clarifying that the Board member was not speaking on behalf of the Board, and providing information relative to Board action, if any, on the subject matter.

### **Appropriate Discussion Content When Using Personal Communication Devices - (PCD )**

When using PCDs to communicate with student(s), Board members must use District-approved communication platforms to preserve communications to be reviewed by parents and administrators.

When Board members communicate with students using PCDs, discussions must be appropriate and related to legitimate school purposes. Whenever possible, Board members should direct students who contact them to contact an appropriate school staff member.

Appropriate content is content in a communication that fits into one of the following categories:

- A. Instructional communication (assignments, coursework, academic support) ;

- B. Scheduling or logistical information related to school programs (classes, clubs, athletics, events, field trips, rehearsals);
- C. Safety or emergency communication when necessary;
- D. Referring the student to the appropriate school staff member who can address the matter raised in any communication from a student.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Board members should avoid one-on-one communication with students. ( See Board Policy 1213 - Student Supervision and Welfare ) \_

Nothing in this section is intended to prohibit Board members from engaging in appropriate communication with their family members who are parents of students enrolled in the District. Parents may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the Board member's official capacity. This exception does not permit Board members to engage in District-related communications with other students outside approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct and conflicts of interest.

### **Board Member Interaction with Staff**

The general expectations of Board member decorum and civility apply to interactions with employees; however, because the Board is the employer of all District staff, this responsibility is appropriate for special reference. Each Board member is an individual with authority to bring matters to the Board and to influence matters related to staff. Therefore, it is imperative that Board members treat all employees with respect and as professionals. Board members are also required to comply with Board **P** policies governing employee anti-harassment, nondiscrimination, and threatening behavior.

No Board member has inherent authority to require any staff member to respond to the Board member regarding a specific request for information, or to direct any staff member to perform or not perform any task, except as provided by Board policy or as directed by majority vote of the Board.

Board member access to and request for School District records and information is governed by Board Bylaw 0143.2 - Board Member Information Requests.

### **Board Member Records and Confidentiality**

Board members are expected to maintain their own public records created on resources not controlled by and thus not maintained by the School District. Each Board member is an elected official responsible for preserving all public records the Board member creates, and to comply with requests to inspect such records. The District has no obligation nor responsibility to assist any Board member in fulfilling this responsibility with respect to records that are not maintained by the District.

Board members are encouraged to review Board policy defining and explaining public records, their maintenance, and public access (see Board Policy 8310 - Public Records).

Board members are expected to maintain and protect the privacy of District records, including student records, and communications received in closed-session meetings of the Board. Board members must also protect and not disclose records consistent with, and governed by, the Family Education Rights and Privacy Act (FERPA).

### **Enforcement**

Complaints alleging violations of the Board Member Code of Conduct may be brought by any parent, student, staff member, or District resident and must be submitted to the Board President or, if the Board President is the member accused of violating this policy, to the Vice President, who under such circumstances shall perform the duties of the Board President described in this policy. All Complaints shall bear the name and signature of the complainant and include a detailed description of the alleged misconduct, any evidence supporting the allegations, and the action/relief being requested.

The Board President may choose to consolidate complaints for consideration if more than one (1) individual files similar complaints, but reserves the right to refuse to consider any subsequent complaint on the same matter unless previously unknown material facts are raised.

The President shall review the complaint and investigate the matter. The President may contact the School District's legal counsel for support in the investigation of the complaint and/or other matters related to the complaint. Upon completion of the investigation, if the conclusion reached is that the Board member violated the policy, the investigator shall brief the Board and may recommend action to be taken.

Board members are elected officials and therefore cannot be prevented from participating in Board meetings or removed from office by the Board. However, the Board may consider the following:

- A. formal censure by resolution passed by a majority of the Board in an open session meeting of the Board;
- B. removal from Board committee assignments that is an exception to Bylaw po 0155 - Committees;
- C. restriction on Board member rights granted by policy, including requesting items for a Board meeting agenda;
- D. referral to proceed with efforts to remove the Board member from office for cause, which means inefficiency, neglect of duty, official misconduct, or malfeasance in office;
- E. referral to law enforcement if any alleged misconduct constitutes potentially unlawful conduct;
- F. other efforts to pursue compliance with and adherence to the policy as determined by the Board and not prohibited by law.

If a complainant or any other person contacts an individual Board member, other than the Board President, to discuss a complaint or investigation under this policy, the Board member shall inform the person that the Board member has no authority to act in an individual capacity and shall refer the person to this bylaw or the Board President for further assistance.

17.13, Wis. Stats.

118.07(7), Wis. Stats.

946.12, Wis. Stats.

The Consortium of State School Board Associations

The National Association of School Boards

The Wisconsin Association of School Boards

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## Legal

17.13, Wis. Stats.

118.07(7), Wis. Stats.

946.12, Wis. Stats.

The Consortium of State School Board Associations

The National Association of School Boards

The Wisconsin Association of School Boards

READY FOR POLICY COMMITTEE

po1213 - Policy Committee

# Special Update - Act 89 - May 2026 Revised STUDENT SUPERVISION AND WELFARE

ADOPTED Mar 13, 2017 · REVISED Apr 27, 2026

## **Revised Policy - Special Update - Act 89**

### **1213 - STUDENT SUPERVISION AND WELFARE**

Administrators are frequently confronted with situations which, if handled incorrectly, could result in liability to the District and personal liability to the administrator and/or harm to the welfare of the student(s).

An administrator who is found to have had sexual contact with any student shall be referred to the proper authorities and be subject to discipline, up to and including discharge.

#### **Required Notification**

The District Administrator shall notify the parent(s) ~~or guardian(s)~~ of a student when the District receives a report that gives reasonable cause to believe one of the following has occurred:

- A. Sexual misconduct by a school staff member against a student;
- B. A school staff member or volunteer has been convicted of a serious child sex offense and worked primarily with children in a way that would be a felony under 948.13, Wis. Stats.; and/or
- C. A registered sex offender has intentionally captured an image of a minor student without the parent's ~~or guardian's~~ written consent.

#### **Definitions**

Report means any information, whether written or verbal, indicating one (1) of the categories of conduct described in the section above (A., B., and/or C.) in this policy.

## Timing and Method of Notification

### Timing

- A. If the report is received before the end of the regular school day, the District shall notify the parent ~~or guardian~~ by 5:00 p.m. that same day.
- B. If the report is received after school hours or on a non-school day, the District shall provide notification by noon of the next calendar day.

### Method

- A. Notice must be provided in person or by phone (including voicemail) to the parent(s) ~~or guardian(s)~~ of the specific student who is alleged to have been the victim, target, or recipient of the conduct.
- B. The District may follow up the in-person or phone notification with written or email documentation for record-keeping purposes.

### Annual Notice of Rights

The District shall provide an annual notice to all parents ~~and guardians~~ informing them of their rights to access records related to the discipline of a school employee under public records law.

### Standard of Care of Students

Each administrator shall maintain a standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to, the following:

- A. An administrator shall report immediately any accident or safety hazard about which they are informed, or detect, to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.
- B. An administrator shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.

- 1 C. An administrator should not volunteer to assume responsibility for duties that  
2 they cannot reasonably perform. Such assumption carries the same  
3 responsibilities as assigned duties.  
4
- 5 D. An administrator shall not send students on any personal errands.  
6
- 7 E. An administrator shall not associate with students at any time in a manner which  
8 gives the appearance of impropriety including, but not limited to, the creation or  
9 participation in any situation or activity which could be considered abusive or  
10 sexually suggestive or involve illegal substances such as tobacco, alcohol, or  
11 drugs. Any sexual or other inappropriate conduct with a student by any  
12 administrator will subject the offender to potential criminal liability and District  
13 discipline, up to and including termination of employment.  
14

15 This provision should not be construed as precluding an administrator from  
16 associating with students in private for legitimate or proper reasons or to  
17 interfere with familial relationships that may exist between staff and students.  
18

- 19 F. An administrator shall not disclose personally identifiable information about a  
20 student to third parties unless specifically authorized by law or the student's  
21 parent(s) to do so.  
22
- 23 G. An administrator, other than the District Administrator, shall not transport  
24 students for school-related activities in a private vehicle without the approval of  
25 their immediate supervisor and consistent with the provisions of Policy 8660 -  
26 Transportation by Private Vehicle for District-Sponsored Activities or Trips. This  
27 does not apply to any student who is an administrator's family member.  
28
- 29 H. ~~A student shall not be required~~ An administrator shall not require a student to  
30 perform work or services that may be detrimental to their health.  
31
- 32 I. Administrators shall not engage students in social media and online networking  
33 media (see also Policy 7544 - Use of Social Media), except for appropriate  
34 academic, extra-curricular, and/or professional uses only.  
35
- 36 J. Administrators are expressly prohibited from posting any picture, video, meme,  
37 or other visual depiction, or comment pertaining to any student on personal or  
38 unauthorized social networking media or similar forums. This provision of the  
39 policy does not apply to pictures and/or videos taken of public events that may  
40 involve or incidentally include depictions of students participating in or  
41 observing such events, where the purpose of the photo or video is to depict the  
42

event, not a particular student. This section does not apply to depictions of an administrator's own child or other relative.

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any administrator who shares confidential information with another person not authorized to receive the information may be subject to discipline and/or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse.

## **Appropriate Staff and Student Relationships**

The District is committed to maintaining safe, professional, and developmentally appropriate relationships between staff and students. All employees, volunteers, and adults working with students are expected to uphold clear and appropriate boundaries and report concerns to protect student welfare.

## **Prohibited Conduct /Behaviors**

This section applies to communications and behaviors that occur during or outside of school hours between an employee acting in the employee's official capacity, and a student enrolled or otherwise participating in any aspect of the District programming. To protect the wellbeing of students, grooming behaviors by staff are strictly prohibited. Likewise, this policy includes reference to other types of behaviors that, while not meeting the definition of grooming, constitute boundary violations that can create the appearance of grooming behavior.

- A. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of behavior, or series of acts with the intention to condition, seduce, solicit, lure, or entice a child for the purpose of engaging in sexual intercourse or sexual contact, or for the purpose of producing, distributing, or possessing depictions of the child engaged in sexually explicit conduct.

These prohibited grooming behaviors, as well as the behaviors included below, cover both in-person and digital communications, during non-school and school hours, and include sexualized conversations, inappropriate physical contact, and efforts to isolate a child from their family or peers. Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

When accompanied by the intent described above, grooming behaviors include the following and other similar forms of interaction between school

staff or volunteers and students:

1. hugging, kissing, or other physical contact with a student;
2. telling sexual jokes to students;
3. engaging in talk containing sexual innuendo or banter with students;
4. talking about sexual topics that are not related to curriculum;
5. showing to or discussing pornography with a student;
6. any other form of interaction with a student that involves the requisite intent described above.

It is impossible to list every inappropriate conduct scenario, but the following expectations, as well as other similar types of behavior, apply:

A. **Boundary Violations Invasions** - Staff-student relationships may become inappropriate based on the frequency, timing, location, or nature of interactions. An employee need not have any intent to engage in grooming of a student but may still violate the obligation to maintain appropriate boundaries between students and staff, and therefore be subject to disciplinary action. Consent from the student or parent does not justify boundary violations **invasions**.

Maintaining professional boundaries is essential to student safety and assists staff and volunteers in avoiding circumstances that can be perceived as grooming behavior. ; However, however, the District recognizes that certain physical contact or personal involvement may be clinically or educationally necessary. Behaviors that are required for a student's well-being or instructional success are permitted. This includes, but is not limited to: providing hygiene assistance to a student (e.g., following a toileting accident); physical spotting or corrective positioning in athletics (e.g., wrestling, gymnastics, or football); and administering first aid or emergency medical care.

Any behavior that lacks a clear educational or medical justification, or that serves the emotional or physical needs of the adult rather than the student, is strictly prohibited. Such behaviors may be indicators of grooming and will be subject to immediate investigation.

Inappropriate boundary **violations** **invasions** may include, but are not limited to, the following:

1. inappropriate comments about a student's body or appearance;
2. taking an undue interest in a student (i.e. having a special friend or a special relationship);
3. initiating or extending contact with students beyond the school day for personal purposes;
4. using e-mail, text messaging, or websites to discuss personal topics or interests with students;
5. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;
6. invading a student's privacy (e.g. walking in on the student in the bathroom, locker-room, asking about bra sizes or previous sexual experiences);
7. going to a student's home for non-educational purposes;
8. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);
9. giving gifts or money to a student for no legitimate educational purpose;
10. accepting gifts or money from a student for no legitimate educational purpose;
11. being overly touchy with students;
12. favoring certain students by inviting them to come to the classroom at non-class times;
13. getting a student out of class to visit with the staff member;
14. providing advice to or counseling a student regarding a personal problem (i.e. problems related to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc.), unless properly licensed and authorized to do so;

15. being alone with a student behind closed doors without a legitimate educational purpose;
16. telling a student secrets and having secrets with a student; and
17. other similar activities or behavior.

Inappropriate boundary violations ~~invasions~~ are prohibited and must be reported promptly. \_

**B. Preferential Treatment or Favoritism** - Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students. **~~Romantic or Sexual Conduct~~** - Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

### **Appropriate Discussion Content When Using Personal Communication Devices (PCD)**

When using PCDs to communicate with students and parents, staff members must use District-approved communication platforms.

When staff and school officials communicate with students using PCDs, discussions must be appropriate and not prohibited grooming or boundary violations, professional, and related to legitimate school purposes. Communications described here should be as brief as possible and only contain what is necessary. Appropriate content includes:

- A. Instructional communication (assignments, coursework, academic support);
- B. School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. Scheduling or logistical information related to classes or school programs;
- D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. Safety or emergency communication when necessary;.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, and potential referral to law enforcement. The level of

discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

**District - Approved PCD Communication Platforms** - The District Administrator is required to designate and communicate the District-approved social media /communication platforms/sites which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students.

The approved communication platform( s) is/ are :

- A. District email/messaging;
- B. District - approved social media platform(s) ;

**Outside-District and Staff-Parent Relationships** - This policy permits appropriate interactions from legitimate, pre-existing, non-District relationships (e.g., relatives, family friends). Staff who are parents or guardians of enrolled students must maintain professional conduct in accordance with this policy, in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

**Professional Conduct During Off-Site School Activities** - Staff must maintain professional boundaries as identified in this policy, during non-school hours and school hours, during all school-sponsored off-site activities such as field trips, competitions, travel, and overnight events. Increased vigilance is required in these less-supervised settings.

## **Reporting of Allegations of Inappropriate Staff and Student Relationships**

- A. **Student Reporting Process** - Students who feel uncomfortable or witness inappropriate behavior are encouraged to report concerns to a trusted staff member or school counselor, or via the District's anonymous reporting tool. All reports will be treated confidentially to the extent legally possible.

**B. Staff Required Reporting of Misconduct** - Any concerns about inappropriate staff-student conduct must be reported immediately to a supervisor, principal, or the District's Compliance Officer(s). Anonymous reports will be investigated per District harassment procedures outlined in Policy 5517 - Student Anti-Harassment.

**Mandated Reporting** - Per 48.981, Wis. Stats., all staff are mandatory reporters. Suspected child abuse, including by another staff member, must be reported immediately to:

- A. **A** a designated administrator /Title IX Coordinator; and
- B. Child Protective Services and/or law enforcement.

Immediate action is required; do not delay. More info:  
<https://dcf.wisconsin.gov/cps/process>

**Violations and Consequences** - Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. The level of discipline will depend on the severity of the violation.

**Policy Access and Training** - This policy will be:

- A. posted on the District's website;
- B. reviewed annually with staff; and
- C. included in new employee onboarding.

Pursuant to the laws of the State and Board Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, each administrator shall report to the proper legal authorities immediately any sign of suspected child abuse, abandonment, or neglect. In addition, if there is any cause to suspect misconduct as specified in 118.07(6), Wis. Stats., as described in " Required Notification to Parents for Alleged Sexual Misconduct " in Policy 8462 – Reporting of Child Abuse and Neglect , and Sexual Misconduct , each professional staff member shall immediately report it to the District Administrator or their supervisor or a Title IX Coordinator.

**Annual Training** - Annual training is required for all employees. This training shall include identifying, preventing, and reporting grooming and professional boundary violations, appropriate content and methods of communication with students for both

during and outside school hours, as well as the range of consequences for staff who violate this policy.

48.981, Wis. Stats. 118.07(6), Wis. Stats. 118.07(7), Wis. Stats. 948, Wis. Stats. 948.072, Wis. Stats. 948.095, Wis. Stats.

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### Legal

48.981, Wis. Stats.

118.07(6), Wis. Stats.

118.07(7), Wis. Stats.

948, Wis. Stats.

948.072, Wis. Stats.

948.095, Wis. Stats.

READY FOR POLICY COMMITTEE

po3213 - Policy Committee

# Special Update - Act 89 - May 2026 Revised STUDENT SUPERVISION AND WELFARE

ADOPTED Mar 13, 2017 · REVISED Apr 27, 2026

## **Revised Policy - Special Update - Act 89**

### **3213 - STUDENT SUPERVISION AND WELFARE**

Professional staff members are frequently confronted with situations which, if handled incorrectly, could result in liability to the District and personal liability to the professional staff member, and/or harm to the welfare of the student(s).

A professional staff member, or a person who works or volunteers with children, who is found to have had sexual contact with any student shall be referred to the proper authorities and be subject to discipline, up to and including discharge.

~~This policy should not be construed as affecting any obligations on the part of staff to report suspected child abuse under 48.981, Wis. Stats. and Policy 8462 - Child Abuse and Neglect.~~

### **Standard of Care of Students**

Each District employee shall maintain a standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to, the following standards:

- A. A professional staff member shall report immediately any accident or safety hazard about which they are informed or detect to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.
- B. A professional staff member shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.

- C. A professional staff member should not volunteer to assume responsibility for duties that they cannot reasonably perform. Such assumption carries the same responsibilities as assigned duties.
- D. A professional staff member shall provide proper instruction in the safety matters presented in assigned course guides.
- E. A professional staff member shall not send students on any personal errands.
- F. A professional staff member shall not associate with students at any time in a manner which gives the appearance of impropriety including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any staff member will subject the offender to potential criminal liability and District discipline, up to and including termination of employment.
- This provision should not be construed as precluding a professional staff member from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.
- G. A professional staff member shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.
- H. A professional staff member shall not transport students for school-related activities in a private vehicle without the approval of their immediate supervisor and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle for District-Sponsored Activities or Trips. This does not apply to any student who is a professional staff member's family member.
- I. A professional staff member shall not require a student ~~A student shall not be required~~ to perform work or services that may be detrimental to their health.
- J. Staff members shall not engage students in social media and online networking media (see also Policy 7544 - Use of Social Media), except for appropriate academic, extra-curricular, and/or professional uses consistent with Policy 7540 - Technology, Policy 7540.03 - Student Technology Acceptable Use and Safety, and Policy 7540.04 - Staff Technology Acceptable Use and Safety.

1 K. Staff members are expressly prohibited from posting any picture, video, meme,  
2 or other visual depiction, or comment pertaining to any student on personal or  
3 unauthorized social networking media or similar forums. This provision of the  
4 policy does not apply to pictures and/or videos taken of public events that may  
5 involve or incidentally include depictions of students participating in or  
6 observing such events, where the purpose of the photo or video is to depict the  
7 event, not a particular student. This section does not apply to depictions of a  
8 professional staff member's own child or other relative.  
9

10 Since most information concerning a child in school, other than directory information  
11 described in Policy 8330 - Student Records, is a confidential student record under  
12 Federal and State laws, any staff member who shares confidential information with  
13 another person not authorized to receive the information may be subject to discipline  
14 and/or civil liability. This includes, but is not limited to, information concerning  
15 assessments, grades, behavior, family background, and alleged child abuse.  
16

## 17 **Appropriate Staff and Student Relationships**

18 The District is committed to maintaining safe, professional, and developmentally  
19 appropriate relationships between staff and students. All employees, volunteers, and  
20 adults working with students are expected to uphold clear and appropriate boundaries  
21 and report concerns to protect student welfare.  
22

## 23 **Prohibited Conduct /Behaviors**

24 This section applies to communications and behaviors that occur during or outside of  
25 school hours between an employee acting in the employee's official capacity and a  
26 student enrolled or otherwise participating in any aspect of the District's  
27 programming. To protect the wellbeing of students, grooming behaviors by staff are  
28 strictly prohibited. Likewise, this policy includes reference to other types of behaviors  
29 that, while not meeting the definition of grooming, constitute boundary violations that  
30 can create the appearance of grooming behavior.  
31  
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- 33 A. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of  
34 behavior, or series of acts with the intention to condition, seduce, solicit, lure, or  
35 entice a child for the purpose of engaging in sexual intercourse or sexual  
36 contact, or for the purpose of producing, distributing, or possessing depictions  
37 of the child engaged in sexually explicit conduct.  
38

39 These prohibited grooming behaviors, as well as the behaviors included below,  
40 cover both in-person and digital communications, during non-school and school  
41 hours, and include sexualized conversations, inappropriate physical contact, and  
42

1 efforts to isolate a child from their family or peers. Staff must not engage in any  
2 romantic or sexual conduct with students, including dating, advances, sexual  
3 contact, or sexually suggestive communication.

4  
5 When accompanied by the intent described above, grooming  
6 behaviors include the following and other similar forms of interaction  
7 between school staff or volunteers and students:  
8

- 9 1. hugging, kissing, or other physical contact with a student;
- 10 2. telling sexual jokes to students;
- 11 3. engaging in talk containing sexual innuendo or banter with students;
- 12 4. talking about sexual topics that are not related to curriculum;
- 13 5. showing to or discussing pornography with a student;
- 14 6. any other form of interaction with a student that involves the requisite  
15 intent described above.

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21 B. **Boundary Violations Invasions** - Staff-student relationships may become  
22 inappropriate based on the frequency, timing, location, or nature of interactions.  
23 An employee need not have any intent to engage in grooming of a student but  
24 may still violate the obligation to maintain appropriate boundaries between  
25 students and staff, and therefore be subject to disciplinary action. Consent from  
26 the student or parent does not justify boundary violations invasions.

27  
28 Maintaining professional boundaries is essential to student safety and assists  
29 staff and volunteers in avoiding circumstances that can be perceived as  
30 grooming behavior. ; However, however, the District recognizes that certain  
31 physical contact or personal involvement may be clinically or educationally  
32 necessary. Behaviors that are required for a student's well-being or instructional  
33 success are permitted. This includes, but is not limited to: providing hygiene  
34 assistance to a student (e.g., following a toileting accident); physical spotting or  
35 corrective positioning in athletics (e.g., wrestling, gymnastics, or football);  
36 and administering first aid or emergency medical care.

37  
38 Any behavior that lacks a clear educational or medical justification, or that serves  
39 the emotional or physical needs of the adult rather than the student, is strictly  
40 prohibited. Such behaviors may be indicators of grooming and will be subject to  
41 immediate investigation.  
42

Inappropriate boundary **violations** **invasions** may include, but are not limited to, the following:

1. inappropriate comments about a student's body or appearance;
2. taking an undue interest in a student (i.e. having a special friend or a special relationship);
3. initiating or extending contact with students beyond the school day for personal purposes;
4. using e-mail, text messaging, or websites to discuss personal topics or interests with students;
5. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;
6. invading a student's privacy (e.g. walking in on the student in the bathroom, locker-room, asking about bra sizes or previous sexual experiences);
7. going to a student's home for non-educational purposes;
8. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);
9. giving gifts or money to a student for no legitimate educational purpose;
10. accepting gifts or money from a student for no legitimate educational purpose;
11. being overly touchy with students;
12. favoring certain students by inviting them to come to the classroom at non-class times;
13. getting a student out of class to visit with the staff member;
14. providing advice to or counseling a student regarding a personal problem (i.e. problems related to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc.), unless properly licensed and authorized to do so;

15. being alone with a student behind closed doors without a legitimate educational purpose;

16. telling a student secrets and having secrets with a student; and

17. other similar activities or behavior.

Inappropriate boundary violations ~~invasions~~ are prohibited and must be reported promptly.

- C. **Preferential Treatment or Favoritism** - Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students. ~~**Romantic or Sexual Conduct** - Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.~~

### **Appropriate Discussion Content When Using Personal Communication Devices (PCD)**

When using PCDs to communicate with students and parents, staff members must use district-approved communication platforms.

When staff and school officials communicate with students using PCDs, discussions must be appropriate and not prohibited grooming or boundary violations, professional, and related to legitimate school purposes. Communications described here should be as brief as possible and only contain what is necessary. Appropriate content includes:

- A. Instructional communication (assignments, coursework, academic support);
- B. School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. Scheduling or logistical information related to classes or school programs;
- D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. Safety or emergency communication when necessary;.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to

and including termination, and potential referral to law enforcement. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

**District - Approved PCD Communication Platforms** - The District Administrator is required to designate and communicate the District-approved social media /communication platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students.

The approved communication platform(s) is/are:

- A. District email/messaging;
- B. District - approved social media platform(s) ;

**Outside-District and Staff-Parent Relationships** - This policy permits appropriate interactions from legitimate, pre-existing, non-District relationships (e.g., relatives, family friends). Staff who are parents or guardians of enrolled students must maintain professional conduct in accordance with this policy, in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

**Professional Conduct During Off-Site School Activities** - Staff must maintain professional boundaries as identified in this policy, during non-school hours and school hours, during all school-sponsored off-site activities such as field trips, competitions, travel, and overnight events. Increased vigilance is required in these less-supervised settings.

## **Reporting of Allegations of Inappropriate Staff and Student Relationships**

- A. **Student Reporting Process** - Students who feel uncomfortable or witness inappropriate behavior are encouraged to report concerns to a trusted staff

member or school counselor, or via the District's anonymous reporting tool. All reports will be treated confidentially to the extent legally possible.

- B. Staff Required Reporting of Misconduct** - Any concerns about inappropriate staff-student conduct must be reported immediately to a supervisor, principal, or the District's Compliance Officer(s). Anonymous reports will be investigated per District harassment procedures outlined in Policy 5517 - Student Anti-Harassment.

**Mandated Reporting** - Per 48.981, Wis. Stats., all staff are mandatory reporters. Suspected child abuse, including by another staff member, must be reported immediately to:

- A. A designated administrator /Title IX Coordinator; and

- B. Child Protective Services and/or law enforcement.

Immediate action is required; do not delay. More info:  
<https://dcf.wisconsin.gov/cps/process>

**Violations and Consequences** - Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. The level of discipline will depend on the severity of the violation.

**Policy Access and Training** - This policy will be:

- A. posted on the District's website;
- B. reviewed annually with staff; and
- C. included in new employee onboarding.

Pursuant to the laws of the State and Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, each professional staff member shall report to the proper legal authorities immediately any sign of suspected child abuse, abandonment, or neglect. In addition, if there is any cause to suspect misconduct as specified in 118.07(6), Wis. Stats., as described in "Additional Required Reporting Required Notification to Parents for Alleged Sexual Misconduct" in Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, each professional staff member shall immediately report it to the District Administrator or their supervisor or a Title IX Coordinator.

**Annual Training** - Annual training is required for all employees. This training shall include identifying, preventing, and reporting grooming and professional boundary violations, appropriate content and methods of communication with students for both during and outside school hours, as well as the range of consequences for staff who violate this policy.

48.981, Wis. Stats.

118.07(6), Wis. Stats.

118.07(7), Wis. Stats.

948, Wis. Stats.

948.072, Wis. Stats.

948.095, Wis. Stats.

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### Legal

48.981, Wis. Stats.

118.07(6), Wis. Stats.

118.07(7), Wis. Stats.

948, Wis. Stats.

948.072, Wis. Stats.

948.095, Wis. Stats.

READY FOR POLICY COMMITTEE

po4213 - Policy Committee

# Special Update - Act 89 - May 2026 Revised STUDENT SUPERVISION AND WELFARE

ADOPTED Mar 13, 2017 · REVISED Apr 27, 2026

## **Revised Policy - Special Update - Act 89**

### **4213 - STUDENT SUPERVISION AND WELFARE**

Support staff members may be confronted with situations which, if handled incorrectly, could result in liability to the District, personal liability to the staff member, and/or harm to the welfare of the student(s).

A support staff member, or a person who works or volunteers with children, who is found to have had sexual contact with any student shall be referred to the proper authorities and be subject to discipline, up to and including discharge.

~~This policy should not be construed as affecting any obligation on the part of staff to report suspected child abuse under 48.981, Wis. Stats. and Policy 8462 - Child Abuse and Neglect.~~

### **Standard of Care of Students**

Each District support staff member shall maintain a standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to, the following standards:

- A. A support staff member shall report immediately any accident or safety hazard about which they are informed or detect to their supervisor, as well as to other authorities or District staff members as may be required by established policies and procedures.
- B. A support staff member shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.

1 Additionally, each support staff member shall also promptly report to the  
2 Principal any knowledge of threats of violence by students.

3  
4 C. Support staff should not volunteer to take on responsibilities they are not  
5 reasonably qualified or able to perform. Voluntarily assuming such duties carries  
6 the same level of accountability as formally assigned responsibilities.

7  
8 D. A support staff member shall not send students on any personal errands.

9  
10 E. A support staff member shall not associate with students at any time in a  
11 manner which gives the appearance of impropriety, including, but not limited to,  
12 the creation or participation in any situation or activity which could be  
13 considered abusive or sexually suggestive or involve illegal substances such as  
14 tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a  
15 student by any staff member will subject the offender to potential criminal  
16 liability and District discipline, up to and including termination of employment.

17  
18 This provision should not be construed as precluding a support staff member  
19 from associating with students in private for legitimate or proper reasons or to  
20 interfere with familial relationships that may exist between staff and students.

21  
22 F. A support staff member shall not disclose personally identifiable information  
23 about a student to third parties unless specifically authorized by law or the  
24 student's parent(s) to do so.

25  
26 G. A support staff member shall not transport students for school-related activities  
27 in a private vehicle without the approval of their immediate supervisor and  
28 consistent with the provisions of Policy 8660 - Transportation by Private  
29 Vehicle for District-Sponsored Activities or Trips. This does not apply to any  
30 student who is a support staff member's family member.

31 H. A support staff member shall not require a student ~~A student shall not be~~  
32 ~~required~~ to perform work or services that may be detrimental to their health.

33  
34 I. Staff members shall not engage students in social media and online networking  
35 media (see also Policy 7544 - Use of Social Media), except for appropriate  
36 academic, extra-curricular, and/or professional uses consistent with Policy  
37 7540 - Technology, Policy 7540.03 - Student Technology Acceptable Use and  
38 Safety, and/or Policy 7540.04 - Staff Technology Acceptable Use and Safety.

39  
40 J. Staff members are expressly prohibited from posting any picture, video, meme,  
41 or other visual depiction, or comment pertaining to any student on personal or  
42

1 unauthorized social networking media or similar forums. This provision of the  
2 policy does not apply to pictures and/or videos taken of public events that may  
3 involve, or incidentally include, depictions of students participating in or  
4 observing such events, where the purpose of the photo or video is to depict the  
5 event, not a particular student. This section does not apply to depictions of a  
6 support staff member's own child or other relative.

7  
8 Since most information concerning a child in school, other than directory information  
9 described in Policy 8330 - Student Records, is a confidential student record under  
10 Federal and State laws, any staff member who shares confidential information with  
11 another person not authorized to receive the information may be subject to discipline  
12 and/or civil liability. This includes, but is not limited to, information concerning  
13 assessments, grades, behavior, family background, and alleged child abuse.

### 14 15 **Appropriate Staff and Student Relationships**

16  
17 The District is committed to maintaining safe, professional, and developmentally  
18 appropriate relationships between staff and students. All employees, volunteers, and  
19 adults working with students are expected to uphold clear and appropriate boundaries  
20 and report concerns to protect student welfare.

### 21 22 **Prohibited Conduct /Behaviors**

23 This section applies to communications and behaviors that occur during or outside of  
24 school hours between an employee acting in the employee's official capacity and a  
25 student enrolled or otherwise participating in any aspect of the District's  
26 programming. To protect the wellbeing of students, grooming behaviors by staff are  
27 strictly prohibited. Likewise, this policy includes reference to other types of behaviors  
28 that, while not meeting the definition of grooming, constitute boundary violations that  
29 can create the appearance of grooming behavior. It is impossible to list every  
30 inappropriate conduct scenario, but the following expectations, as well as other similar  
31 types of behavior, apply:

- 32  
33 A. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of  
34 behavior, or series of acts with the intention to condition, seduce, solicit, lure, or  
35 entice a child for the purpose of engaging in sexual intercourse or sexual  
36 contact, or for the purpose of producing, distributing, or possessing depictions  
37 of the child engaged in sexually explicit conduct.

38  
39 These prohibited grooming behaviors, as well as the behaviors included  
40 below, cover both in-person and digital communications, during non-school  
41 and school hours, and include sexualized conversations, inappropriate physical  
42

1 contact, and efforts to isolate a child from their family or peers. Staff must not  
2 engage in any romantic or sexual conduct with students, including dating,  
3 advances, sexual contact, or sexually suggestive communication.

4  
5 When accompanied by the intent described above, grooming  
6 behaviors include the following and other similar forms of interaction between  
7 school staff or volunteers and students:  
8

- 9 1. hugging, kissing, or other physical contact with a student;
- 10 2. telling sexual jokes to students;
- 11 3. engaging in talk containing sexual innuendo or banter with students;
- 12 4. talking about sexual topics that are not related to curriculum;
- 13 5. showing to or discussing pornography with a student;
- 14 6. any other form of interaction with a student that involves the requisite  
15 intent described above.

16  
17 B. **Boundary Violations Invasions** - Staff-student relationships may become  
18 inappropriate based on the frequency, timing, location, or nature of interactions.  
19 An employee need not have any intent to engage in grooming of a student but  
20 may still violate the obligation to maintain appropriate boundaries between  
21 students and staff, and therefore be subject to disciplinary action. Consent from  
22 the student or parent does not justify boundary violations **invasions**.

23  
24 Maintaining professional boundaries is essential to student safety and assists  
25 staff and volunteers in avoiding circumstances that can be perceived as  
26 grooming behavior. ; **However, however**, the District recognizes that certain  
27 physical contact or personal involvement may be clinically or educationally  
28 necessary. Behaviors that are required for a student's well-being or instructional  
29 success are permitted. This includes, but is not limited to: providing hygiene  
30 assistance to a student (e.g., following a toileting accident); physical spotting or  
31 corrective positioning in athletics (e.g., wrestling, gymnastics, or football);  
32 and administering first aid or emergency medical care.

33  
34 Any behavior that lacks a clear educational or medical justification, or that serves  
35 the emotional or physical needs of the adult rather than the student, is strictly  
36 prohibited. Such behaviors may be indicators of grooming and will be subject to  
37 immediate investigation. \_  
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1 Inappropriate boundary violations ~~invasions~~ may include, but are not limited  
2 to, the following:

- 3 1. inappropriate comments about a student's body or appearance;
- 4
- 5 2. taking an undue interest in a student (i.e. having a special friend or a  
6 special relationship);
- 7
- 8 3. initiating or extending contact with students beyond the school day for  
9 personal purposes;
- 10
- 11 4. using e-mail, text messaging, or websites to discuss personal topics or  
12 interests with students;
- 13
- 14 5. giving students rides in the staff member's personal vehicle or taking  
15 students on personal outings without administrative approval;
- 16
- 17 6. invading a student's privacy (e.g. walking in on the student in the  
18 bathroom, locker-room, asking about bra sizes or previous sexual  
19 experiences);
- 20
- 21 7. going to a student's home for non-educational purposes;
- 22
- 23 8. inviting students to the staff member's home without proper chaperones  
24 (i.e. another staff member or parent of student);
- 25
- 26 9. giving gifts or money to a student for no legitimate educational purpose;
- 27
- 28 10. accepting gifts or money from a student for no legitimate educational  
29 purpose;
- 30
- 31 11. being overly touchy with students;
- 32
- 33 12. favoring certain students by inviting them to come to the classroom at  
34 non-class times;
- 35
- 36 13. getting a student out of class to visit with the staff member;
- 37
- 38 14. providing advice to or counseling a student regarding a personal problem  
39 (i.e. problems related to sexual behavior, substance abuse, mental or  
40 physical health, and/or family relationships, etc.), unless properly  
41 licensed and authorized to do so;
- 42

15. being alone with a student behind closed doors without a legitimate educational purpose;
16. telling a student secrets and having secrets with a student; and
17. other similar activities or behavior.

Inappropriate boundary violations ~~invasions~~ are prohibited and must be reported promptly.

- C. **Preferential Treatment or Favoritism** - Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students. ~~**Romantic or Sexual Conduct** - Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.~~

#### **Appropriate Discussion Content When Using Personal Communication Devices (PCD)**

When using PCDs to communicate with students and parents, staff members must use district-approved communication platforms.

When staff and school officials communicate with students using PCDs, discussions must be appropriate and not prohibited grooming or boundary violations, professional, and related to legitimate school purposes. Communications described here should be as brief as possible and only contain what is necessary. Appropriate content includes:

- A. Instructional communication (assignments, coursework, academic support);
- B. School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. Scheduling or logistical information related to classes or school programs;
- D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. Safety or emergency communication when necessary;.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, and potential referral to law enforcement. The level of

discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

**District - Approved PCD Communication Platforms** - The District Administrator is required to designate and communicate the District-approved social media /communication platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students.

The approved communication platform(s) is/are:

- A. District email/messaging;
- B. District -approved social media platform(s);

The District - approved communication platform(s) shall be listed on the District's website.

**Outside-District and Staff-Parent Relationships** - This policy permits appropriate interactions from legitimate, pre-existing, non-District relationships (e.g., relatives, family friends). Staff who are parents or guardians of enrolled students must maintain professional conduct in accordance with this policy, in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

**Professional Conduct During Off-Site School Activities** - Staff must maintain professional boundaries as identified in this policy, during non-school hours and school hours, during all school-sponsored off-site activities such as field trips, competitions, travel, and overnight events. Increased vigilance is required in these less-supervised settings.

**Reporting of Allegations of Inappropriate Staff and Student Relationships**

1       **A. Student Reporting Process** - Students who feel uncomfortable or witness  
2       inappropriate behavior are encouraged to report concerns to a trusted staff  
3       member or school counselor, or via the District's anonymous reporting tool. All  
4       reports will be treated confidentially to the extent legally possible.

5  
6       **B. Staff Required Reporting of Misconduct** - Any concerns about inappropriate  
7       staff-student conduct must be reported immediately to a supervisor, principal,  
8       or the District's Compliance Officer(s). Anonymous reports will be investigated  
9       per District harassment procedures outlined in Policy 5517 - Student Anti-  
10      Harassment.

11  
12      **Mandated Reporting** - Per 48.981, Wis. Stats., all staff are mandatory reporters.  
13      Suspected child abuse, including by another staff member, must be reported  
14      immediately to:

15       A. A designated administrator /Title IX Coordinator; and

16  
17       B. Child Protective Services and/or law enforcement.

18  
19      Immediate action is required; do not delay. More info:  
20      <https://dcf.wisconsin.gov/cps/process>

21  
22      **Violations and Consequences** - Violations of this policy may result in disciplinary  
23      action, up to and including termination, and may be reported to external agencies as  
24      required by law. The level of discipline will depend on the severity of the violation.

25  
26      **Policy Access and Training** - This policy will be:

27  
28       A. posted on the District's website;

29  
30       B. reviewed annually with staff; and

31  
32       C. included in new employee onboarding.

33  
34      Pursuant to the laws of the State and Policy 8462 - Reporting of Child Abuse and  
35      Neglect, and Sexual Misconduct, each support staff member shall report to the proper  
36      legal authorities immediately any sign of suspected child abuse, abandonment, or  
37      neglect. In addition, if there is any cause to suspect misconduct as specified in  
38      118.07(6), Wis. Stats., as described in "Additional Required Reporting Required  
39      Notification to Parents for Alleged Sexual Misconduct" in Policy 8462 - Reporting  
40      of Child Abuse and Neglect, and Sexual Misconduct, each support staff member shall

1 immediately report it to the District Administrator or their supervisor or a Title IX  
2 Coordinator.

3  
4 **Annual Training** - Annual training is required for all employees. This training shall  
5 include identifying, preventing, and reporting grooming and professional boundary  
6 violations, appropriate content and methods of communication with students for both  
7 during and outside school hours, as well as the range of consequences for staff who  
8 violate this policy.

9  
10 48.981, Wis. Stats.

11 118.07(6), Wis. Stats.

12 118.07(7), Wis. Stats.

13 948, Wis. Stats.

14 948.072, Wis. Stats.

15 948.095, Wis. Stats.

16  
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18 **Legal**

19 48.981, Wis. Stats.

20 118.07(6), Wis. Stats.

21 118.07(7), Wis. Stats.

22 948, Wis. Stats.

23 948.095, Wis. Stats.

24 948.072, Wis. Stats.

READY FOR POLICY COMMITTEE

po7530.02 - Policy Committee

# Special Update - Act 89 - May 2026 Revised STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES

## **Revised Policy - Special Update - Act 89**

### **7530.02 - STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES**

Use of personal communication devices ("PCD") (as defined in Bylaw 0100 - Definitions) has become pervasive in the workplace. Whether the PCD is Board-owned and assigned to a specific employee or school official or personally-owned by the employee or school official regardless of whether the Board pays the employee or school official an allowance for their use of the device, the Board reimburses the employee or school official on a per-use basis for their business-related use of their PCD, or the employee or school official receives no remuneration for their use of a personally-owned PCD, the employee or school official is responsible for using the device in a safe and appropriate manner and in accordance with this policy as well as other pertinent Board policies and guidelines.

**District - Approved PCD Platform** - When communicating with students, Board members, staff, coaches/advisors, and approved volunteers are required to exclusively use the District-approved social media/communication platforms/sites. See Policy 1213/3213/4213 - Student Supervision and Welfare for specifics regarding appropriate discussion content when using PCDs as well as the approved PCD Platform.

### **Conducting District Business Using a PCD**

Employees and school officials are permitted to use a Board-owned and/or personally-owned PCD to make/receive calls, send/receive e-mails, send/receive texts, send/receive instant messages that concern District business.

Individuals are responsible for retaining text messages, instant messages, and other written communications that are not archived by the District; such records shall be retained in accordance with State requirements.

## **Safe and Appropriate Use of a PCD**

Employees and school officials are responsible for operating Board-owned vehicles and potentially hazardous equipment in a safe and prudent manner, and therefore, employees are prohibited from using a PCD while operating such vehicles or equipment. In the interest of safety for both Board employees and other drivers, employees are required to comply with all applicable laws while driving.

Employees and school officials may not use a PCD in a way that might reasonably create in the mind of another person an impression of being threatened, humiliated, harassed, embarrassed or intimidated.

## **Duty to Maintain Confidentiality of Student Personally Identifiable Information - Public and Student Record Requirements**

Employees and school officials are subject to all applicable policies and guidelines pertaining to protection of the security, integrity, and availability of the data stored on a PCD regardless of whether they are Board-owned and assigned to a specific employee or personally-owned by the employee.

PCD communications, including calls, text messages, instant messages, and e-mails sent or received may not be secure. Therefore, employees should use discretion when using a PCD to relay confidential information, particularly as it relates to students.

Additionally, PCD communications, including text messages, instant messages, and e-mails sent and/or received by a public employee or school official using a PCD may constitute public records.

Further, PCD communications about students, including text messages, instant messages, and e-mails sent and/or received by a District employee or school official using their PCD may constitute education records if the content includes personally identifiable information about a student.

Communications, including text messages, instant messages, and e-mails sent and/or received by a District employee or school official using their PCD, that are public records or student records are subject to retention and disclosure, upon request, in accordance with Policy 8310 - Public Records. Cellular/Wireless communications that are student records should be maintained pursuant to Policy 8330 - Student Records.

It is the responsibility of the District employee or school official who uses a PCD for District business-related use to archive all text messages, instant messages, and e-mails sent and/or received using their PCD in accordance with the District's requirements.

Cellular/Wireless communications and other electronically stored information (ESI) stored on the staff member's or school official's PCD may be subject to a litigation hold pursuant to Policy 8315 - Information Management. Staff and school officials are required to comply with District requests to produce copies of cellular/wireless communications in their possession that are either public records or education records or that constitute ESI that is subject to a litigation hold.

At the conclusion of an individual's employment (whether through resignation, nonrenewal, or termination), the employee is responsible for informing the District Administrator or their designee of all public records, student records, and ESI subject to a litigation hold that is maintained on the employee's Board-owned PCD. The District's IT department/staff will then transfer the records/ESI to an alternative storage device.

If the employee also utilized a personally-owned PCD for District-related communications, and the device contains public records, student records, and/or ESI subject to a litigation hold, the employee must transfer the records/ESI to the District's custody (e.g., server, alternative storage device) prior to the conclusion of the individual's employment. The District's IT department/staff is available to assist in this process. Once all public records, student records, and ESI subject to a litigation hold are transferred to the District's custody, the employee is required to delete the records/ESI from the individual's personally-owned PCD. The employee will be required to sign a document confirming that all such records/information has been transferred to the District's custody and deleted from the employee's ~~his/her~~ personally-owned PCD.

If a PCD is lost, stolen, hacked, or otherwise subjected to unauthorized access, the employee or school official must immediately notify the District Administrator so a determination can be made as to whether any public records, students records, and/or ESI subject to a litigation hold has been compromised and/or lost. Pursuant to Policy 8305 - Information Security and its accompanying guideline, the District Administrator shall determine whether any security breach notification laws may have application to the situation. Appropriate notifications will be sent unless the records/information stored on the PCD was encrypted.

The Board prohibits employees and school officials from maintaining the following types of student, staff, or District records and/or information on their PCDs:

A. social security numbers

B. driver's license numbers

1 It is strongly suggested that employees and school officials lock and password-protect  
2 their PCDs when not in use.

3  
4 Employees and school officials are responsible for making sure no third parties  
5 (including family members) have access to records and/or information, which is  
6 maintained on a PCD in their possession, that is confidential, privileged, or otherwise  
7 protected by State and/or Federal law.

## 8 9 **Privacy Issues**

10  
11 Except in emergency situations or as otherwise authorized by the District Administrator  
12 or as necessary to fulfill their job responsibilities, employees and school officials are  
13 prohibited from using PCDs to capture, record, and/or transmit the words or sounds  
14 (i.e., audio) and/or images (i.e., pictures/video) of any student, staff member, or other  
15 person in the school or while attending a school-related activity. Using a PCD to  
16 capture, record, and/or transmit audio and/or pictures/video of an individual without  
17 proper consent is considered an invasion of privacy and is not permitted.

18 PCDs, including but not limited to those with cameras, may not be activated or utilized  
19 at any time in any school situation where a reasonable expectation of personal privacy  
20 exists. These locations and circumstances include, but are not limited to, classrooms,  
21 gymnasiums, locker rooms, shower facilities, rest/bathrooms, and any other areas  
22 where students or others may change clothes or be in any stage or degree of disrobing  
23 or changing clothes. The District Administrator and building principals are authorized to  
24 determine other specific locations and situations where use of a PCD is absolutely  
25 prohibited.  
26

## 27 **Potential Disciplinary Action**

28  
29 Violation of any provision of this policy may constitute just cause for disciplinary action  
30 up to and including termination.

31  
32 Use of a PCD in any manner contrary to local, State, or Federal laws may also result in  
33 disciplinary action up to and including termination.  
34

35 Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096  
36 (2008)

37 Children's Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)

38 20 U.S.C. 1232g

39 34 C.F.R. Part 99

40 118.07(7), Wis. Stats.

41 948.072, Wis. Stats.

## Legal

Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008)

Children's Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)

20 U.S.C. 1232g

34 C.F.R. Part 99

118.07(7), Wis. Stats.

948.072, Wis. Stats.

READY FOR POLICY COMMITTEE

po7540.03 - Policy Committee

# Special Update - Act 89 - May 2026 Revised STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY

ADOPTED Mar 13, 2017 · REVISED Feb 25, 2025

## **Revised Policy - Special Update - Act 89**

### **7540.03 - STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY**

Technology has fundamentally altered the ways in which information is accessed, communicated, and transferred in society. As a result, educators are continually adapting their means and methods of instruction, and the way they approach student learning to incorporate the vast, diverse, and unique resources available through the Internet. The Board provides technology resources (as defined in Bylaw 0100 - Definitions) to support the educational and professional needs of its students and staff. With respect to students, District Technology Resources afford them the opportunity to acquire the skills and knowledge to learn effectively and live productively in a digital world. The Board provides students with access to the Internet for limited educational purposes only and utilizes online educational services/apps to enhance the instruction delivered to its students. The District's computer network and Internet system do not serve as a public access service or a public forum, and the Board imposes reasonable restrictions on its use consistent with its limited educational purpose.

The Board regulates the use of District technology resources by principles consistent with applicable local, State, and Federal laws, the District's educational mission, and articulated expectations of student conduct as delineated in the Student Code of Conduct. This policy and its related administrative guidelines and the Student Code of Conduct govern students' use of District Technology Resources and students' personal communication devices when they are connected to the District computer network, Internet connection, and/or online educational services/apps, or when used while the student is on Board-owned property or at a Board-sponsored activity (see Policy 5136 - Personal Communication Devices).

Users are required to refrain from actions that are illegal (such as libel, slander, vandalism, harassment, theft, plagiarism, inappropriate access, and the like) or unkind

(such as personal attacks, invasion of privacy, injurious comment, and the like). Because its Technology Resources are not unlimited, the Board has also instituted restrictions aimed at preserving these resources, such as placing limits on use of bandwidth, storage space, and printers.

Users have no right or expectation to privacy when using District Technology Resources (including, but not limited to, privacy in the content of their personal files, e-mails, and records of their online activity when using the District's computer network and/or Internet connection).

The Board may not be able to technologically limit access to services through its technology resources to only those that have been authorized for the purpose of instruction, study and research related to the curriculum. Unlike in the past when educators and community members had the opportunity to review and screen materials to assess their appropriateness for supporting and enriching the curriculum according to adopted guidelines and reasonable selection criteria (taking into account the varied instructional needs, learning styles, abilities, and developmental levels of the students who would be exposed to them), access to the Internet, because it serves as a gateway to any publicly available file server in the world, opens classrooms and students to electronic information resources that may not have been screened by educators for use by students of various ages.

Pursuant to Federal law, the Board has implemented technology protection measures, that protect against (e.g., filter or block) access to visual displays/depictions/materials that are obscene, constitute child pornography, and/or are harmful to minors, as defined by the Children's Internet Protection Act. At the discretion of the Board or the District Administrator, the technology protection measures may be configured to protect against access to other material considered inappropriate for students to access. The technology protection measures may not be disabled at any time that students may be using the District technology resources, if such disabling will cease to protect against access to materials that are prohibited under the Children's Internet Protection Act. Any student who attempts to disable the technology protection measures will be subject to discipline.

The Board utilizes software and/or hardware to monitor online activity of students and to block/filter access to child pornography and other material that is obscene, objectionable, inappropriate and/or harmful to minors. "Harmful to minors" is a term defined by the Communications Act of 1934 (47 U.S.C. 254(h)(7)) as any picture, image, graphic image file, or other visual depiction that:

- A. taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion;

1  
2 B. depicts, describes, or represents, in a patently offensive way with respect to  
3 what is suitable for minors, an actual or simulated sexual act or sexual contact,  
4 actual or simulated normal or perverted sexual acts, or a lewd exhibition of the  
5 genitals;

6  
7 C. taken as a whole, lacks serious literary, artistic, political, or scientific value as to  
8 minors.  
9

10 At the discretion of the Board or the District Administrator, the technology protection  
11 measure may be configured to protect against access to other material considered  
12 inappropriate for students to access. The technology protection measure may not be  
13 disabled at any time that students may be using the District technology resources, if  
14 such disabling will cease to protect against access to materials that are prohibited under  
15 the Children's Internet Protection Act. Any student who attempts to disable the  
16 technology protection measures will be subject to discipline.

17 The District Administrator ( ) or \_\_\_\_\_ **[END OF OPTION]** may temporarily or  
18 permanently unblock access to websites or online educational services/apps containing  
19 appropriate material if access to such sites has been inappropriately blocked by the  
20 technology protection measure. The determination of whether material is appropriate  
21 or inappropriate shall be based on the content of the material and the intended use of  
22 the material, not on the protection actions of the technology protection measure.  
23

24 **[ ]** The District Administrator ( ) or \_\_\_\_\_ **[END OF OPTION]** may disable the  
25 technology protection measure to enable access for bona fide research or other lawful  
26 purposes.  
27

28 Parents are advised that a determined user may be able to gain access to services  
29 and/or resources on the Internet that the Board has not authorized for educational  
30 purposes. In fact, it is impossible to guarantee students will not gain access through the  
31 Internet to information and communications that they and/or their parents may find  
32 inappropriate, offensive, objectionable or controversial. Parents of minors are  
33 responsible for setting and conveying the standards that their children should follow  
34 when using the Internet.  
35

36 Pursuant to Federal law, students shall receive education about the following:  
37

38 A. safety and security while using e-mail, chat rooms, social media, and other  
39 forms of direct electronic communications;  
40  
41  
42

1 B. the dangers inherent with the online disclosure of personally identifiable  
2 information;

3  
4 C. the consequences of unauthorized access (e.g., "hacking", "harvesting", "digital  
5 piracy", "data mining", etc.), cyberbullying, and other unlawful or inappropriate  
6 activities by students online;

7  
8 D. unauthorized disclosure, use, and dissemination of personally identifiable  
9 information regarding minors.

10  
11 Staff members shall provide instruction for their students regarding the appropriate use  
12 of technology and online safety and security as specified above. Furthermore, staff  
13 members will monitor the online activities of students while at school.

14  
15 Monitoring may include, but is not necessarily limited to, visual observations of online  
16 activities during class sessions; or use of specific monitoring tools to review browser  
17 history and network, server, and computer logs.

18  
19 Building Principals are responsible for providing training so that Internet users under  
20 their supervision are knowledgeable about this policy and its accompanying guidelines.  
21 The Board expects that staff members will provide guidance and instruction to students  
22 in the appropriate use of District technology resources. Such training shall include, but  
23 not be limited to, education concerning appropriate online behavior, including  
24 interacting with other individuals on social media, including in chat rooms, and  
25 cyberbullying awareness and response. All users of District technology resources (and  
26 their parents if they are minors) are required to confirm their agreement to abide by the  
27 terms and conditions of this policy during the annual student registration process.

28  
29 Off premises use of E-Rate supported technology must be primarily for an educational  
30 purpose that is integral, immediate, and proximate to the education of students.

31  
32 Students will be assigned a school email account that they are required to utilize for all  
33 school-related electronic communications, including those to staff members, peers, and  
34 individuals and/or organizations outside the District with whom they are  
35 communicating for school-related projects and assignments.

36  
37 Students are responsible for good behavior when using District technology resources -  
38 i.e., behavior comparable to that expected of students when they are in classrooms,  
39 school hallways, and other school premises and school-sponsored events.

40  
41 Communications on the Internet are often public in nature. The Board does not  
42 approve any use of its technology resources that is not authorized by or conducted  
strictly in compliance with this policy and its accompanying guidelines.

## **Appropriate Discussion Content When Using Personal Communication Devices (PCD)**

When using PCDs to communicate with Board members, staff and/or volunteers, students must use District-approved communication platforms.

The approved communication platform(s) is/are:

- A. District email/messaging;
- B. District - approved social media platform(s) - (see also Policy 7544 - Use of Social Media);

When students communicate with staff, volunteers, or Board members using PCDs, discussions must be appropriate, professional, and related to legitimate school purposes. These communications shall occur only when absolutely necessary. Appropriate content includes:

- A. Instructional communication (assignments, coursework, academic support);
- B. School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. Scheduling or logistical information related to classes or school programs;
- D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. Safety or emergency communication when necessary.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, as well as referral to law enforcement if deemed appropriate. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

## **Expectations for Responsible Artificial Intelligence (AI) Use**

Students are strictly prohibited from inputting Personally Identifiable Information (PII), confidential student or staff data, or any non-public school records into any AI tool or service that has not been explicitly approved and contracted with by the District.

Students are expected to adhere to principles of transparency, proper citation, and responsible use of AI in all academic and school-related activities. Students must disclose the use and extent of AI assistance on any submitted work as required by staff.

Students are prohibited from using technology and/or AI to bully, harass, threaten, impersonate, create, or distribute deceptive or harmful content, including deepfake or synthetic media that falsely depicts another person. AI may not be used for academic dishonesty, privacy violations, or any conduct that materially disrupts the educational environment. Violations of this policy will result in disciplinary action consistent with Policy 5500 - Student Codes of Conduct and other applicable Board policies.

### **Academic Honesty**

The unauthorized use of Artificial Intelligence tools to generate or complete academic work shall constitute a violation of the District's policy on academic honesty. (See Policy 5505 - Academic Honesty)

All student use of AI technology must comply with the requirements and standards set forth in Policy 7540.08 – Artificial Intelligence (AI) .

Users who disregard this policy and its accompanying guidelines may have their use privileges suspended or revoked, and disciplinary action taken against them. Users are personally responsible and liable, both civilly and criminally, for uses of District technology resources that are not authorized by this policy and its accompanying guidelines.

The Board designates the District Administrator and Principals as the administrator(s) responsible for initiating, implementing, and enforcing this policy and its accompanying guidelines as they apply to students' use of District technology resources.

H.R. 4577, P.L. 106-554, Children's Internet Protection Act of 2000 47 U.S.C. 254(h), (1), Communications Act of 1934, as amended 20 U.S.C. 6801 et seq., Part F, Elementary and Secondary Education Act of 1965, as amended 18 U.S.C. 2256 18 U.S.C. 1460 18 U.S.C. 2246 47 C.F.R. 54.500 47 C.F.R. 54.501 47 C.F.R. 54.502 47 C.F.R. 54.503 47 C.F.R. 54.504 47 C.F.R. 54.505 47 C.F.R. 54.506 47 C.F.R. 54.507 47 C.F.R. 54.508 47 C.F.R. 54.509 47 C.F.R. 54.511 47 C.F.R. 54.513 47 C.F.R. 54.514 47 C.F.R. 54.515 47 C.F.R. 54.516 47 C.F.R. 54.517 47 C.F.R. 54.518 47 C.F.R. 54.519 47 C.F.R. 54.520 47 C.F.R. 54.522 47 C.F.R. 54.523 942.09 , Wis. Stats. 118.07(7) , Wis. Stats.

## Legal

H.R. 4577, P.L. 106-554, Children's Internet Protection Act of 2000

47 U.S.C. 254(h), (1), Communications Act of 1934, as amended

20 U.S.C. 6801 et seq., Part F, Elementary and Secondary Education Act of 1965, as amended

18 U.S.C. 2256

18 U.S.C. 1460

18 U.S.C. 2246

47 C.F.R. 54.500

47 C.F.R. 54.501

47 C.F.R. 54.502

47 C.F.R. 54.503

47 C.F.R. 54.504

47 C.F.R. 54.505

47 C.F.R. 54.506

47 C.F.R. 54.507

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47 C.F.R. 54.520

47 C.F.R. 54.522

47 C.F.R. 54.523

942.09, Wis. Stats.

118.07(7), Wis. Stats.

READY FOR POLICY COMMITTEE

po7544 - Policy Committee

# Special Update - Act 89 - May 2026 Revised USE OF SOCIAL MEDIA

## **Revised Policy - Special Update - Act 89**

### **7544 - USE OF SOCIAL MEDIA**

Technology is a powerful tool to enhance education, communication, and learning.

The Board authorizes the use of social media to promote community involvement and facilitate effective communication with students, parents, staff, and the general public. Social media is defined in Bylaw 0100 - Definitions.

Employees and District-approved volunteers are prohibited from using District-approved social media platforms/sites to communicate privately (i.e., one-on-one) with individual students.

The District Administrator is charged with designating the District-approved social media platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use when communicating via social media with each other and/or with students.

It is critical that students be taught how to use social media platforms safely and responsibly. Social media (as defined in Bylaw 0100 - Definitions) are a powerful and pervasive technology that affords students and employees the opportunity to communicate for school and work purposes, and to collaborate in the delivery of a comprehensive education. Federal law mandates that the District provide for the education of students regarding appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, and regarding cyberbullying awareness and response. See Board Policy 7540.03 – Student Technology Acceptable Use and Safety.

The District recognizes that employees may use social media for personal, as well as professional reasons. The District neither encourages nor discourages employees' use of social media for personal purposes. The District regulates employees' use of social

media for purposes related to their District assignment to the same extent as it regulates any other form of employee communication in that regard.

The District uses approved social media platforms/sites as interactive forms of communication. The District-approved social media platforms/sites are considered limited public forums. District authorized personnel may reply to comments asking direct questions with regard to dates, places, or times of District or building level events and/or programs, but will not respond to or engage in dialogue about any other comments received.

Each District-approved social media account/site must contain a statement that specifies its purpose(s) and limits those who access the social media account/site to use of the account/site only for that/those purpose(s), and in accordance with any specified procedures, and applicable terms of service. Users are personally responsible for the content of their posts.

### **Social Media for Instructional and School-Sponsored Activities**

Staff (including District-approved volunteers) may, with prior approval/authorization from the Principal, use social media platforms/sites for communications about classroom instruction or school-sponsored activities, as well as to support classroom instruction. When a staff member uses a District-approved social media platform/site for an educational purpose, it will be considered an educational activity and will not be considered a limited public forum. Students' use of District-approved social media platforms/sites must be consistent with the Student Code of Conduct, Policy 5722 – School-Sponsored Student Publications and Productions, Policy 7540.03 – Student Technology Acceptable Use and Safety, the instructor's directions/procedures, and the platform/site's applicable terms of service. Students are prohibited from posting or releasing personally identifiable information about students, employees, and volunteers through District-approved social media without appropriate consent.

### **Expected Standards of Conduct on District-Approved Social Media**

Employees and District-approved volunteers who access District-approved social media platforms are expected to conduct themselves in a respectful, courteous, and professional manner. Students, parents, and members of the general public who access District-approved social media platforms are similarly expected to conduct themselves in a respectful, courteous, and civil manner.

District-approved social media sites shall not contain content that is obscene; is vulgar and lewd such that it undermines the school's basic educational mission; is libelous or defamatory; constitutes hate speech; promotes illegal drug use; is aimed at inciting an

individual to engage in unlawful acts or to cause a substantial disruption or material interference with District operations; or interferes with the rights of others. The District may exercise editorial control over the style and content of student speech on District-approved social media if reasonably related to legitimate pedagogical concerns. Staff or students who post prohibited content shall be subject to appropriate disciplinary action.

The District is committed to protecting the privacy rights of students, parents ~~/guardians~~, staff, volunteers, Board members, and other individuals on District-approved social media sites. District employees and volunteers are prohibited from posting or releasing confidential information about students, employees, volunteers, or District operations through social media, without appropriate consent (i.e., express written consent from the parent of a student, the affected employee or volunteer, or the District Administrator concerning District operations). Any postings by District employees that identify students must be consistent with Policy 1213/ ~~Policy~~ 3213/ ~~Policy~~ 4213 - Student Supervision and Welfare.

~~Employees and District-approved volunteers are prohibited from using District-approved social media platforms/sites to communicate privately (i.e., one-on-one) with individual students.~~

## **Retention of Public/Student Records**

District communications that occur through the use of District-approved social media platforms/sites – including staff members'/volunteers' use of social media with school sponsored activities, and comments, replies, and messages received from the general public – may constitute public records or student records, and all such communications will be maintained (i.e., electronically archived) in accordance with the Board's adopted record retention schedule and all applicable State statutes.

If a staff member uses District-approved social media platforms/sites in the classroom for educational purposes (i.e., classroom instruction), the staff member must consult with the Principal concerning whether such use may result in the creation of public and/or education records that must be maintained (i.e., electronically archived) for a specific period of time.

## **Employees' Use of District Technology Resources to Access Social Media for Personal Use**

Employees and District-approved volunteers are permitted to use District technology resources (as defined in Bylaw 0100 - Definitions) to access social media for personal use during breaks, mealtimes, and before and after scheduled work hours.

They are reminded that the District may monitor their use of District technology resources.

## **Employees' Use of Personal Communication Devices at Work to Access Social Media for Personal Use**

Employees are permitted to use personal communication devices to access social media for personal use during breaks and mealtimes.

Employees and District-approved volunteers are prohibited from posting or engaging in communication that violates State or Federal law, Board policies, or administrative guidelines. If an employee/volunteer's communication interferes with their ability to effectively perform their job, or violates State or Federal law, Board policies, or administrative guidelines, the District may impose disciplinary action and/or refer the matter to appropriate law enforcement authorities.

This policy and its corresponding administrative guideline will be reviewed and updated as necessary.

Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008)

Children's Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)

118.07(7), Wis. Stats.

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### **Legal**

Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008)

Children's Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)

118.07(7), Wis. Stats.

READY FOR POLICY COMMITTEE

po8120 - Policy Committee

# Special Update - Act 89 - May 2026 Revised VOLUNTEERS

ADOPTED Mar 13, 2017 · REVISED Sep 8, 2025

## **Revised Policy - Special Update - Act 89**

### **8120 - VOLUNTEERS**

The Board recognizes that certain programs and activities can be enhanced through the use of volunteers who have particular knowledge or skills that will be helpful to members of the staff responsible for the conduct of those programs and activities.

The District Administrator shall be responsible for recruiting community volunteers, reviewing their capabilities, and making appropriate placements. The District Administrator shall not be obligated to make use of volunteers whose abilities are not in accord with District needs.

Board members and any other individuals who volunteer to work in the schools must submit to a criminal history records and background check before being allowed to participate in any activity or program.

### **Appropriate Discussion Content When Using Personal Communication Devices (PCD)**

When using PCDs to communicate with student(s), volunteers must use District-approved communication platforms .

The approved communication platform(s) is/are:

- A. District email/messaging;
- B. District - approved social media platform(s) - (see also Policy 7544 - Use of Social Media);

When volunteer members communicate with students using PCDs, discussions must be appropriate, professional, and related to legitimate school purposes. Appropriate

content includes:

- A. Instructional communication (assignments, coursework, academic support);
- B. School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. Scheduling or logistical information related to classes or school programs;
- D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. Safety or emergency communication when necessary ;

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries . . (See Policy 3213 /4213 - Student Supervision and Welfare) Failure to follow these policy expectations may result in the revocation of future volunteer opportunities, as well as referral to law enforcement if deemed appropriate. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Volunteers who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature. This exception does not permit the volunteer to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

Any volunteer who works with or has access to students shall be screened through the Internet site for the Sex Offenders Registry (SOR) list, which may include the use of visitor management software, prior to being allowed to participate in any activity or program.

A Board member may serve as a volunteer coach or supervisor of an extra-curricular activity if the provisions of 120.20, Wis. Stats., and this policy are satisfied. (See also Bylaw 0144.3 - Conflict of Interest)

A Board member may serve as a volunteer bus driver for the District if the provisions of 120.20, Wis. Stats., and the policy are satisfied. (See also Bylaw 0144.3 - Conflict of Interest)

1 A volunteer who transports students in a private vehicle for school-sponsored activities  
2 or trips must abide by the guidelines in Policy 8660 - Transportation by Private Vehicle  
3 for District-Sponsored Activities or Trips.

4  
5 A volunteer who transports students in a school vehicle must abide by the guidelines in  
6 Policy 8600 - Transportation.

7  
8 Each volunteer:

- 9  
10 A. shall agree to abide by all Board policies and District guidelines while on duty as  
11 a volunteer;  
12  
13 B. will be covered under the District's liability policy but the District cannot provide  
14 any type of health insurance to cover illness or accident incurred while serving  
15 as a volunteer, nor is the person eligible for workers compensation;  
16 C. in accepting the role of a volunteer, agrees to verification that a satisfactory  
17 background check may be conducted through appropriate State agencies or  
18 other applicable means.

19  
20 118.07(7), Wis. Stats.

21 120.20, Wis. Stats.

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23 © Neola 20 **26** **25**

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25 **Legal**

26 118.07(7), Wis. Stats.

27 120.20, Wis. Stats.  
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READY FOR POLICY COMMITTEE

po8462 - Policy Committee

# Special Update - Act 89 - May 2026 Revised REPORTING OF CHILD ABUSE AND NEGLECT, AND SEXUAL MISCONDUCT

ADOPTED Mar 13, 2017 · REVISED Apr 27, 2026

## **Revised Policy - Special Update - Act 89**

### 8462 - **REPORTING OF CHILD ABUSE AND NEGLECT , AND SEXUAL MISCONDUCT**

The Board is concerned with the physical and mental well-being of all children of this District and will cooperate in the identification and reporting of cases of child abuse or neglect in accordance with law. In addition, the Board strictly prohibits any actual or threatened acts of physical, mental, sexual, or other form of abuse directed towards students by any person in any District-owned, operated, or leased facility, or at any school-sponsored activity.

### **Staff Training Required**

The Board shall require every employee to receive training provided by the Department of Public Instruction (DPI) in identifying children who have been abused or neglected and in the laws and procedures governing the reporting of suspected or threatened child abuse and neglect. Such training shall be completed within the first six (6) months of employment in the District and at least once every five (5) years after the initial training. This training may be held in conjunction with staff training for threats of violence as required in Policy 8462.01 - Threats of Violence.

Training conducted in fulfillment of this policy shall include a record of the date, time, duration, and content of the training, as well as a list of all attendees at the training.

### **Reporting of Suspected Child Abuse or Neglect**

Each District employee who has reasonable cause to suspect child abuse or neglect has occurred or is occurring, or has reasonable cause to believe a child has been threatened with abuse or neglect and that abuse or neglect is likely to occur shall be responsible

for reporting immediately every case, whether verified or suspected, the circumstances giving rise to the reasonable cause.

Reporting is mandatory even if the staff member has reason to believe that the abuse or neglect occurred, but is no longer occurring (for example, the child is no longer living with the suspected abuser). Staff members should make reports based on reasonable cause to suspect abuse or neglect and are not permitted to first investigate the circumstances in an effort to verify abuse or neglect. This can cause a loss of time and jeopardize law enforcement or social services investigations into child welfare concerns.

## Reporting Procedures

The employee shall immediately call the local office of the Child Protective Services and/or ~~Welfare Department~~ or local law enforcement agency.

Employees shall also notify the building-level administrator or the District Administrator.

The identity of the reporting person shall be confidential, subject only to disclosure by consent or court order. A reporting employee shall not be dismissed or otherwise penalized for making a report of child abuse or neglect, unless such report was made knowing it to be false and for the purpose of harming the accused or victim in the report.

Information concerning alleged child abuse is confidential. Any unauthorized disclosure by an official or employee of the District is a violation of the law and may subject the disseminator to civil liability for resulting damages and disciplinary action.

Each principal should be mindful of the possibility of physical or mental abuse being inflicted on a student by an employee. Any such instances, whether real or alleged, should be dealt with in accordance with the administrative guidelines established by the District Administrator. Staff member reporting obligations under this policy and applicable law are the same regardless of whether the suspected abuser is a parent, guardian, or another staff member, and reports should be made accordingly.

## Required Notification to Parents for Alleged Sexual Misconduct Additional Required - Reporting

~~This section addresses the reporting requirements of Policies 1213/3213/4213- Student Supervision and Welfare.~~ Staff members who possess information leading a reasonable person to suspect that misconduct may have occurred, as indicated below,

shall report this immediately to a designated administrator or Title IX Coordinator, who shall inform the District Administrator of the report. ~~the District Administrator and/or their immediate supervisor.~~ After receiving a report that alleges any of the following, the District Administrator shall notify the parent of each student alleged to be a victim, target, or recipient of the alleged conduct if the individual who received the report determines there is reasonable cause to suspect that the alleged conduct occurred:

- A. Sexual misconduct, as defined in 948.098 (1)(d), Wis. Stats., ~~s. 948.098 (1)(d),~~ by a school staff member, as defined in s. 948.098 (1) (c).;
- B. That an individual who has been convicted of a serious child sex offense, as defined in 948.13, Wis. Stats., ~~s. 948.13,~~ has engaged in an occupation or participated in a volunteer position that requires the individual to work or interact primarily and directly with children in a manner that would be a felony under s. 948.13.; and/or
- C. That a sex offender, as defined in 948.14 (1)(d), Wis. Stats., ~~s. 948.14 (1) (d),~~ has intentionally captured a representation of a minor student pupil without the written consent of the minor student's pupil's parent ~~or guardian~~.

Failure on the part of the staff member to immediately report the aforementioned (A., B., and/or C, above) may result in disciplinary action, up to and including termination.

If reporting relative to items A, B, and/or C above, then the following apply:

### Timing

- A. If the report is received before the end of the regular school day, the District Administrator shall notify the parent by 5:00 p.m. that same day.
- B. If the report is received after school hours or on a non-school day, the District Administrator shall provide notification by noon of the next calendar day.

### Method

- A. Notice must be provided in person or by phone (including voicemail) to the parent(s) of the specific student who is alleged to have been the victim, target, or recipient of the conduct.
- B. The District may follow up the in-person or phone notification with written or email documentation for record-keeping purposes.

See also Policy 1213 - Student Supervision and Welfare and Policy 8141 - Required Reporting of Staff Conduct.

48.02(1)(em), Wis. Stats

48.981, Wis. Stats.

118.07, Wis. Stats.

~~118.07(5), Wis. Stats.~~

175.32, Wis. Stats.

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### Legal

48.02(1)(em), Wis. Stats.

48.981, Wis. Stats.

118.07, Wis. Stats.

175.32, Wis. Stats.

- A. PO0144.5 - Board Member Behavior, Communications and Code of Conduct
- B. PO1213 - Student Supervision and Welfare
- C. PO3213 - Student Supervision and Welfare
- D. PO4213 - Student Supervision and Welfare
- E. PO7530.02 - Staff and School Officials Use of Personal Communication Devices
- F. PO7540.03 - Student Technology Acceptable Use and Safety
- G. PO7544 - Use of Social Media
- H. PO8120 - Volunteers
- I. PO8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct

III. **Adjourn**

PURSUANT TO APPLICABLE LAW, NOTICE IS HEREBY GIVEN THAT A QUORUM OR A MAJORITY OF THE NEW GLARUS SCHOOL DISTRICT BOARD MEMBERS MAY ATTEND THIS MEETING. INFORMATION PRESENTED AT THIS MEETING MAY HELP FORM THE RATIONALE BEHIND FUTURE ACTIONS THAT MAY BE TAKEN BY THE NEW GLARUS SCHOOL DISTRICT BOARD.

UPON REQUEST TO THE DISTRICT OFFICE, SUBMITTED TWENTY-FOUR (24) HOURS IN ADVANCE, THE DISTRICT SHALL MAKE REASONABLE ACCOMMODATIONS INCLUDING THE PROVISION OF INFORMATIONAL MATERIAL IN AN ALTERNATIVE FORMAT FOR A DISABLED PERSON TO BE ABLE TO ATTEND THIS MEETING.