

KEYSTONE OAKS SCHOOL DISTRICT 1000 KELTON AVENUE PITTSBURGH, PA 15216

BOARD OF SCHOOL DIRECTORS

REORGANIZATION/BUSINESS/LEGISLATIVE SESSION TUESDAY, DECEMBER 6, 2022 7:00 PM

KEYSTONE OAKS SCHOOL DISTRICT SCHOOL DIRECTORS' CALENDAR OF EVENTS

Tuesday, December 6, 2022 – Reorganization

7:00 PM Meeting

- Call to Order President
- Pledge of Allegiance
- Election of Officers
- Reorganization Business
- Adjournment

Tuesday, December 6, 2022 – Business/Legislative

7:00 PM Meeting

- Call to Order President
- Public Comment
- Approval of Reports
- Public Comment
- Adjournment

Tuesday, January 10, 2023 - Work Session

7:00 PM Meeting

- Call to Order President
- Pledge of Allegiance
- Public Comment
- Review of Reports
- Public Comment
- Adjournment

ELECTION OF OFFICERS

DECEMBER 6, 2022

I. NOMINATIONS FOR PRESIDENT

II. NOMINATIONS FOR VICE PRESIDENT

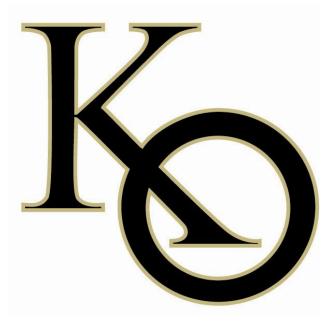
III. NOMINATIONS FOR TREASURER (IF NEEDED)

IV. REORGANIZATION BUSINESS

President makes the following appointments if desired:

- PSBA Representative
 One-year term
- ♦ SHASDA Representative *One-year term*
- Parkway West Career and Technology Center *Three-year term*
- Board Committee Assignments

V. ADJOURNMENT



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BOARD PRESIDENT'S REPORT

DECEMBER 6, 2022

BOARD ACTION REQUESTED

I. BOARD MINUTES

It is recommended that the Board approve the Work Session Minutes of November 8, 2022 and the Business/Legislative Minutes of November 15, 2022.

II. STUDENT AGREEMENT

It is recommended that the Board approve the Agreement between Student 104080 and the Keystone Oaks School District.

FOR INFORMATION ONLY

I.	Parkway West Career and Technology Center Report	Mrs. Annie Shaw
II.	SHASDA Report	Mr. Santo Raso
III.	PSBA/Legislative Report	Mrs. Theresa Lydon
IV.	News from the Boroughs	

V. EXECUTIVE SESSION

SUPERINTENDENT'S REPORT

DECEMBER 6, 2022

Dr. William P. Stropkaj

BOARD ACTION REQUESTED

I. FIRST READING POLICY 108: ADOPTION OF TEXTBOOKS AND SUPPLEMENTAL RESOURCE MATERIALS

It is recommended that the Board approve the FIRST READING of Policy 108: Adoption of Textbooks and Supplemental Resource Materials.

II. FIRST READING POLICY 111: LESSON PLANS

It is recommended that the Board approve the FIRST READING of Policy 111: Lesson Plans.

III. FIRST READING POLICY 137: HOME EDUCATION

It is recommended that the Board approve the FIRST READING of Policy 137: Home Education.

IV. FIRST READING POLICY 214: CLASS RANK/GRADUATION HONORS

It is recommended that the Board approve the FIRST READING of Policy 214: *Class Rank/Graduation Honors*.

V. FIRST READING POLICY 237: ELECTRONIC DEVICES

It is recommended that the Board approve the FIRST READING of Policy 237: *Electronic Devices*.

VI. FIRST READING POLICY 918: BOOSTER/PARENT ORGANIZATIONS

It is recommended that the Board approve the FIRST READING of Policy 918: *Booster/Parent Organizations*.

VII. PROFESSIONAL DEVELOPMENT

It is recommended that the Board approve the following Professional Development Request:

Dr. William P. Stropkaj
Mr. Joseph A. Kubiak
Mrs. Lauren Baughman
Mrs. Suzanne Lochie
Mr. Michael Linnert
Mr. Dave Thomas
Mr. Brian Werner

AASA Learning 2025 National Summit \$17,101.00 Washington, DC (total of all 7) June 26 – 28, 2023

For Information Only

The Grable Foundation will be contributing \$6,000.00 toward the total cost of the AASA Learning 2025 National Summit.

PUPIL PERSONNEL REPORT

DECEMBER 6, 2022

Dr. William P. Stropkaj

BOARD ACTION REQUESTED

I. TRANSPERFECT AI PORTAL TRANSLATION SERVICES – MEMORANDUM OF UNDERSTANDING

It is recommended that the Board approve the Memorandum of Understanding between the Allegheny Intermediate Unit and the Keystone Oaks School District to provide access to written translation through an AI portal to support non-English speaking parents and families effective on or around January 10, 2023.

For Information Only

There is a one-time, annual fee of \$500.00 for use of the portal. This portal will allow the District to have ready access to translated documents and allows the District to stay in compliance with translation requirements for our non-English speaking families.

PERSONNEL REPORT

NOVEMBER 15, 2022

Mrs. Theresa Lydon, Co-Chairperson Mrs. Annie Shaw, Co-Chairperson

BOARD ACTION REQUESTED

I. RESIGNATIONS

It is recommended that the Board accept the following resignations:

<u>Name</u>	Position	Effective Date
Ricardo Fresquez	Paraprofessional	December 2, 2022
Erin Rebish	School Nurse – Districtwide	December 31, 2022

II. APPOINTMENTS

1. <u>Paraprofessional – Personal Care Assistant</u>

In compliance with the *Keystone Oaks Educational Support Professionals Association/PSEA/NEA 2022-2025*, it is recommended that the Board approve the employment of the following individual:

Katrina Bassett

Paraprofessional – Personal Care Assistant – Myrtle Effective – December 5, 2022 Salary - \$16.50/per hour

2. <u>Substitute</u>

It is recommended that the Board approve the employment of the following individual:

Ria Price

Teacher – Special Education (Dormont) Effective – December 5, 2022 Salary - \$130.00/per day

3. <u>Approval of Activity Stipends</u>

In compliance with the *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the Board approve the following individuals for the 2022/2023 school year:

<u>Activity</u>	Position	<u>Sponsor</u>	<u>Stipend</u>
Baseball (Boys, Varsity)	Head Coach	Nick Riggle	\$5,000.00
Basketball (MS, Girls)	Head Coach	Mike Orosz	\$2,500.00

III. TENURE

It is recommended that the Board recognize the following individual as having completed the requirements according to the Commonwealth of Pennsylvania and achieving tenure on December 11, 2022 with a Professional Contract:

Jennifer Sadowski ESL Teacher - Districtwide

IV. FAMILY AND MEDICAL LEAVE

It is recommended that the Board approve the following individuals for Family and Medical Leave:

Employee #2422 – December 1, 2022 – March 6, 2022

Employee #4631 - November 14, 2022 - February 14, 2023

V. EXTENDED UNPAID PERSONAL LEAVE

It is recommended that the Board approve the following individual for an Extended Unpaid Personal Leave:

Employee #176 – beginning December 6, 2022

FINANCE REPORT

DECEMBER 6, 2022

Mrs. Theresa Lydon, Chairperson

BOARD ACTION REQUESTED

I. ACCOUNTS PAYABLE APPROVAL LISTS THROUGH NOVEMBER 30, 2022

The Administration recommends approval of the following Accounts Payable lists as presented in the *Finance Package*:

A. General Fund as of November 30, 2022 (Check No. 68276-68442)	\$1,464,134.80
B. Food Service Fund as of November 30, 2022 (Check No. 9690-9700)	\$60,510.12
C. Athletics as of November 30, 2022 (Check No. 3401-3406)	\$11,580.25
D. Capital Reserve as of November 30, 2022 (None)	\$0.00

TOTAL \$1,536,225.17

FOR INFORMATION ONLY

I. EXPENDITURE/REVENUE 2022 – 2023 BUDGET to ACTUAL / PROJECTION

ACCT	DESCRIPTION	2022-2023 BUDGET TOTAL	NC	2022-2023 5 MONTH OVEMBER/ACTUAL	OVER (UNDER) BUDGET
Rever	านe				
6000	Local Revenue Sources	\$ 32,605,235	\$	29,699,091	\$ (2,906,144)
7000	State Revenue Sources	\$ 12,384,162	\$	4,846,086	\$ (7,538,076)
8000	Federal Revenue Sources	\$ 3,179,907	\$	356,199	\$ (2,823,708)
Total	Revenue	\$ 48,169,304	\$	34,901,376	\$ (13,267,928)
					<mark>(OVER)</mark> UNDER BUDGET
Exper	nditures				
100	Salaries	\$ 18,900,284	\$	5,087,594	\$ 13,812,690
200	Benefits	\$ 12,181,398	\$	3,639,266	\$ 8,542,132
300	Professional/Technical				
	Services	\$ 2,074,087	\$	522,332	\$ 1,551,755
400	Property Services	\$ 1,303,987	\$	512,577	\$ 791,410
500	Other Services	\$ 5,494,138	\$	1,927,155	\$ 3,566,983
600	Supplies/Books	\$ 1,664,642	\$	821,540	\$ 843,102
700	Equipment/Property	\$ 463,355	\$	511,464	\$ (48,109)
800	Other Objects	\$ 225,450	\$	95,070	\$ 130,380
900	Other Financial Uses	\$ 6,155,158	\$	2,502,677	\$ 3,652,481
Total	Expenditures	\$ 48,462,499	\$	15,619,676	\$ 32,842,823
Revenues exceeding Expenditures		\$ (293,195)	\$	19,281,700	\$ 19,574,895
Other Financing Sources/(Uses) Interfund Transfers In (Out)		\$ -	\$	-	\$ -

II. SUMMARY OF STUDENT ACTIVITIES ACCOUNTS AS OF NOVEMBER 30, 2022

Bank Account - Status	Mide	lle / High School	Athletics
Cash Balance - 11/01/2022	\$	143,558.39	\$ 12,204.46
Deposits	\$	11,391.45	\$ 10,988.65
Subtotal	\$	154,949.84	\$ 23,193.11
Expenditures	\$		\$ 13,204.56
Cash Balance - 11/30/2022	\$	154,949.84	\$ 9,988.55

III. BANK BALANCES

BANK BALANCES PER STATEMENT AS OF NOVEMBER 30, 2022

	E	BALANCE
GENERAL FUND		
FNB BANK	\$	3,166,517
PAYROLL (pass-thru account)	\$	5,529
FNB SWEEP ACCOUNT	\$	-
ATHLETIC ACCOUNT	\$	9,989
PLGIT	\$	8,558,229
FNB MONEY MARKET	\$	15,185,311
PSDLAF	\$	164,008
INVEST PROGRAM	\$	183,407
OTHER POST-EMPLOYMENT BENEFITS	\$	2,010,020
COMPENSATED ABSENCES	\$	435,627
	\$	29,718,637
CAFETERIA FUND		
FNB BANK	\$	991,746
PLGIT	\$	451,344
	\$	1,443,090
CONSTRUCTION FUND / CAP RESERVE		
FNB BANK	\$	41,794
PLGIT - G.O. BOND SERIES C OF 2014/12-19		41,794 810
PLG11 - G.O. BOND SERIES C OF 2014/ 12-19	\$	
	\$	42,605
GRAND TOTAL	\$	31,204,332

ACTIVITIES & ATHLETICS REPORT

DECEMBER 6, 2022

Mr. Thomas LaPorte, Chairperson

BOARD ACTION REQUESTED

I. SPECTATOR CODE OF CONDUCT

It is recommended that the Board approve the Spectator Code of Conduct to be enforced at all school sponsored events.

II. ADVERTISE FOR ATHLETIC BIDS

It is recommended that the Board approve the advertisement of athletic bids for the fall of the 2023/2024 school year.

		Policy No.	108	
KEYSTON	E OAKS SCHOOL DISTRICT	Section	PROGRAM	IS
Poli	icy KEYSTONE OAKS	Title	AND SUPP	N OF TEXTBOOKS LEMENTAL E MATERIALS
Gui	ide schools	Adopted	AUGUST 2	21, 1989
		Last Revised	MARCH 15 FEBRUARY	
	POLICY N ADOPTION OF TEXTBOOKS RESOURCE MA	S AND SUPPLEN	MENTAL	
Section 1	Authority			
	It is the responsibility of the Board supplemental resource materials use program of the is-District. The Board vote of a majority of the full Board supplementary resource materials u district's educational program. The planned cycle of textbook and supp review and replacement.	ed as part of the er rd shall, by an aff , adopt all textboo sed for instruction District shall esta	ducational i rmative ks and i in the blish a	SC 508, 801, 803 Pol. 006
Section 2	Definition			
	Textbooks shall be defined as the b format, used as the basic source of i instruction.	÷	-	
	Supplemental resource materials fiction books, magazines, reference multimedia and digital materials, so material.	books, suppleme	ntary titles,	

	POLICY NO. 108 ADOPTION OF TEXTBOOKS AND SUPPLEMENTAL RESOURCE MATERIALS	
Section 3	Delegation of Responsibility	
	The Superintendent, after consultation with administrative and professional staff, shall be responsible for the selection and recommendation of textbooks and supplemental resource materials for Board consideration. No aAdoption or change of a textbook or supplemental resource material shall be made withoutupon the recommendation of the Superintendent's recommendation, except by . Otherwise a two-thirds vote of the Board is necessary without the recommendation of the Superintendent.	SC 508, 803 Pol. 006
	The Superintendent or designeethe Director of Curriculum, Instruction, Assessment and Staff Development shall establish administrative regulations for reviewing, evaluating and selecting textbooks and supplemental resource materials.	
	Teachers and curriculum leaders who will use the text will be included throughout the review and selection process to:	
	1. Provide materials that will enrich and support the curriculum, taking into consideration the varied interests, abilities and maturity levels of the students served.	
	2. Provide materials that will stimulate growth in factual knowledge, literary appreciation, aesthetic values and ethical standards.	
	3. Provide a background of information which will enable students to make intelligent judgments.	
	4. Provide materials on opposing sides of controversial issues so that young citizens may develop the practice of critical analysis of all media.	
	5. Provide materials representative of the many religious, ethnic and cultural groups and their contribution to society.	
	 Provide materials based on a selection process which avoids personal bias and social prejudices. 	

POLICY NO. 108 ADOPTION OF TEXTBOOKS AND SUPPLEMENTAL RESOURCE MATERIALS	
A list of all approved textbooks and supplemental resource materials used in district schools shall be maintained by the Superintendent or designeethe Director of Curriculum, Instruction, Assessment and Staff Development and shall be available to Board members, district staff, students, persons in parental relationarents/guardians and community members. Previously Revised: March 15, 2016; February 16, 1998	Pol. 105.1
References:	
School Code – 24 P.S. Sec. 508, 801, 803 , 807.1	
Board Policy – 006, 105.1 , 610	

		Policy No.	<u>111</u>
KEYSTONE OAKS S	CHOOL DISTRICT	Section	<u>PRC</u>
Policy		Title	LES
Guide	SCHOOLS	Adopted	<u>AU(</u>

Policy No.	111
Section	PROGRAMS
Title	LESSON PLANS
Adopted	AUGUST 21, 1989

Last Revised	NOVEMBER	17.	2020
Lube Revibed		,	

	POLICY NO. 111 LESSON PLANS	
Section 1	<u>Authority</u>	
	To ensure consistency and continuity of instruction, the Board requires professional staff members to develop and maintain daily lesson plans.	SC 510
Section 2	Delegation of Responsibility	
	To facilitate more effective instruction, lesson plans must be prepared at least one (1) week in advance of units of instruction. Lesson plans shall be inspected and must conform to the guidelines established by the District's Administrative Team, while being meaningful to the instructor for preparation. Teachers shall make thorough preparation for all daily lessons and shall prepare plans reflecting such preparation.	
	Lesson plans shall be completed and submitted in the designated online platform(s) available for review by administrators.	
	Teachers are to provide adequate directions for substitutes, the purpose of which shall be to continue the instructional program or provide a meaningful educational alternative that relates to the subject area.	
	Lesson plans must be available for immediate access by assigned substitute teachers.	

	POLICY NO. 111 LESSON PLANS	
Section 3	<u>Guidelines</u>	
	Lesson design will emphasize the development of critical skills and essential knowledge as defined in the planned course guide. There will also be specific reference to the use of technology and writing activities. The format for lesson plans shall be decided by the Administrative Team.	
	Guidelines for implementation of this policy shall include:	
	 Lesson plans be prepared using the District's online platform. 	
	 The format for lesson plans shall be decided by the Administrative Team. 	
	3. Lesson plans for individualized programs shall reflect a general overview and purpose of the instructional program; individual student plans or records may serve as an integral part of the lesson plan.	
	Previously Revised: November 17, 2020; March 21, 2017;	
	February 16, 1998	
	References:	
	School Code – 24 P.S. Sec. 510	

		Policy No.	137	
KEYSTON	E OAKS SCHOOL DISTRICT	Section	PUPILS	
Poli		Title	HOME EDU	JCATION
Gui	de Sol	Adopted	AUGUST 21	1, 1989
	SCHOOLS	Last Revised	J <u>UNE 30, 20</u>	20
	POLICY NO HOME EDUC			
Section 1	Authority			
	Home education programs for studer age residing in the school district sha accordance with state law and regula	all be conducted		SC 1327, 1327.1 22 PA Code 11.31a
Section 2	Definitions			
	Appropriate Education – a program the required subjects for the time req the student demonstrates sustained p program.	uired by law an	d in which	SC 1327.1
	Hearing examiner – shall not be an of the Department of Education or of intermediate unit of residence of the program.	f the school dist	rict or	
	Home education program – a progr compliance with the law by the perso home education program shall not be school under the provisions of law.	on in parental re	elation. A	
	Supervisor – the person in parental if for providing instruction, provided the school diploma or its equivalent.			

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	POLICY NO. 137 HOME EDUCATION	
Section 3	Delegation of Responsibility	
	The Superintendent or designee shall develop and distribute administrative regulations for registering and monitoring home education programs.	
Section 4	<u>Guidelines</u>	
	Notarized Affidavit	
	Prior to the commencement of the home education program, and annually thereafter on August 1, the person in parental relation must file a notarized affidavit with the Superintendent setting forth the information required by law.	SC 1327.1
	Unsworn Declaration	
	In the event that the person in parental relations does not file a notarized affidavit, an unsworn declaration may be signed by the person in parental relations; however, unsworn declarations do not need to be notarized but instead, are governed under perjury statutes.	
	Instructional Program	
	The instructional program for home education students shall include such courses as required by law.	SC 1327.1
	Loan of Instructional Materials	
	At the request of the supervisor, the District shall lend to the home education program copies of the school's planned courses, textbooks and curriculum materials corresponding to the student's grade level.	SC 1327.1
	Student Portfolio and Evaluations	
	For each student participating in the home education program, the supervisor shall:	SC 1327.1
	1. Maintain a portfolio of records and materials.	
	2. Provide an annual written evaluation of the student's	

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POLICY NO. 137 HOME EDUCATION	
education progress.	
Graduation Requirements	
Graduation requirements for the home education program shall be consistent with the current class graduation requirements for any Keystone Oaks student. Graduation requirements are set forth in policy 217 Graduation Requirements.	SC 1327.1 Pol. 217
The following minimum courses in grades 9 through 12 are established as a requirement for graduation in a home education program: four (4) years of English; three (3) years of mathematics; three (3) years of science; three (3) years of social studies; and two (2) years of arts and humanities.	
Diplomas	
Students who complete all of the graduation requirements of the home education program shall receive a high school diploma issued by the supervisor or an approved diploma-granting organization.	SC 1327.1 Pol. 217
Students With Disabilities	
A home education program meets the compulsory attendance requirements for students with a disability only when the program addresses the specific needs of the student and is approved by a teacher with a valid Pennsylvania certificate to teach special education, a licensed clinical psychologist or a certified school psychologist. Written notice of such approval must be submitted with the required affidavit.	SC 1327
The supervisor may request that the school district or intermediate unit of residence provide services that address the specific needs of a student with a disability.	SC 1327
When the provision of services is agreed to by both the supervisor and the school district or intermediate unit, all services shall be provided in district schools or in a private school licensed to provide such programs and services.	SC 1327
Appropriate Education/Compliance Determination	

Page **3** of **6**

	POLICY NO. 137 HOME EDUCATION	
	A home education evaluator shall certify that an appropriate education is occurring in the home education program. The supervisor shall submit the certification to the Superintendent by June 30 of each year. If the supervisor fails to submit the certification, the Superintendent shall send a letter to the supervisor notifying the supervisor that they s/he has have ten (10) days to submit the certification.	SC 1327.1
	If the Superintendent has a reasonable belief at any time that appropriate education may not be occurring in the home education program, theys/he may submit a letter to the supervisor requiring an evaluation be conducted and that an evaluator's certification stating that an appropriate education is occurring be submitted to the District by the supervisor within thirty (30) days. The letter shall include the basis for the Superintendent's reasonable belief.	SC 1327.1
1	As required by law, all letters shall be sent by certified mail, return receipt requested, and the time for submission of the requested documentation begins upon receipt of the letter.	SC 1327.1
1	Hearings	
]	If the supervisor fails to submit a certification as required, the Board shall provide a hearing by a qualified and impartial hearing examiner within thirty (30) days.	SC 1327.1
t 1	If the hearing examiner finds that an appropriate education is not taking place in the home education program, the home education program will be determined out of compliance; and the student will be enrolled promptly in a district school, a nonpublic school or a licensed private academic school.	SC 1327.1
4	Appeal	
1	The supervisor or Superintendent may appeal the decision of the hearing examiner to the Secretary of Education, Commonwealth Court or Court of Common Pleas. The home education program may continue during the appeals process.	SC 1327.1
2	Transfers	
]	If a home education program is relocating to another	SC 1327.1

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POLICY NO. 137 HOME EDUCATION	
Pennsylvania school district, the supervisor must request from the Superintendent a letter of transfer for the home education program. The request must be made by registered mail thirty (30) days prior to the relocation.	
The Superintendent shall issue the letter of transfer within thirty (30) days after receipt of the supervisor's registered mail request.	SC 1327.1
The supervisor shall file the letter of transfer with the Superintendent of the new district of residence.	SC 1327.1
If the home education program is out of compliance, the Superintendent shall inform the home education supervisor and the Superintendent of the new district of residence of this status and the reason for the denial of the letter of transfer.	SC 1327.1
If a home education program is in hearing procedures, the Superintendent shall inform the home education supervisor, hearing examiner and Superintendent of the new district of residence of this status and the reason for the denial of the letter of transfer.	
If the Superintendent, is informed of pending proceedings related to a home education program relocating to the District, theys/he shall continue the home education program until the appeal process is finalized	SC 1327.1
Cooperation With Home Educators	
In the District's view, friendly compliance with the home education law is in the best interest of the studentehildren. Therefore, Keystone Oaks School District will allow, upon request of the home education supervisor, students to take:	
a. Nationally normed tests,	
b. health screening tests,	
c. any course offered by the District health, art, music, and physical education, and	

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POLICY NO. 137 HOME EDUCATION	
d. extracurricular activity participation.	Pol. 137.1
Previously Revised: June 30, 2020; February 8, 2006; February 16, 1998	
References:	
PA School Code – 24 P.S. Sec. 1327, 1327.1	
State Board of Education Regulations – 22 PA Code Sec. 11.33	
Board Policy – Pol. 137.1, 217	

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		Policy No.	214
KEYSTONE OAKS S	CHOOL DISTRICT	Section	PUPILS
Policy		Title	CLASS RANK/ GRADUATION HONORS
Guide	SCHOOLS	Adopted	<u>AUGUST 21, 1989</u>

Last Revised APRIL 21, 2020

POLICY NO. 214 CLASS RANK/GRADUATION HONORS	
<u>Purpose</u>	
The Board acknowledges the usefulness for a system of computing quality point averages for secondary school students to inform students, parents/guardians and others of their relative academic placement.	
Authority	
For the Senior Classes of 2020 and beyond:	
Class rank will be calculated for internal purposes only and will not be placed on student transcripts. Class rank will be made available only for scholarship applications or other entities/institutions that stipulate that class rank is required and will not be accepted without this information. Class rank will be determined using the weighted GPA and by limiting the calculations of grade point averages to two decimal places.	
Guidelines	
Quality points shall be awarded for each course according to Board Policy 127 – Assessment System based on the student's final grade, the academic level, and the number of credits of the course.	
	CLASS RANK/GRADUATION HONORS Purpose The Board acknowledges the usefulness for a system of computing quality point averages for secondary school students to inform students, parents/guardians and others of their relative academic placement. Authority For the Senior Classes of 2020 and beyond: Class rank will be calculated for internal purposes only and will not be placed on student transcripts. Class rank will be made available only for scholarship applications or other entities/institutions that stipulate that class rank is required and will not be accepted without this information. Class rank will be determined using the weighted GPA and by limiting the calculations of grade point averages to two decimal places. Guidelines Quality points shall be awarded for each course according to Board Policy 127 – Assessment System based on the student's final grade, the academic level, and the number of credits of the

POLICY NO. 214 CLASS RANK/GRADUATION HONORS

	CLASS RANK/GRADUATION HONORS	
	For the Senior Classes of 2020, 2021 and 2022:	
	Students shall be ranked for Commencement proceedings in order from highest to lowest according to quality point averages.	
	Any two (2) or more students whose computed quality point averages are identical shall be given the same rank. The rank of a student who immediately follows a tied position will be determined by the number of students preceding him or her and not by the rank of the person preceding him or her. For instance, if three students are tied for number one, the next student is ranked number 4.	
	For the Senior Class of 2023 and beyond:	
	Students shall be categorized according to the following:	
	Honors 3.50-3.74 High Honors 3.75+ Distinguished Graduate 4.01+ other criteria	
	Distinguished Graduate	
	Additional criteria to be a Distinguished Graduate include: One- hundred (100) or more hours of community service, according to District guidelines; and a leadership position within the school or community; and less than four unexcused tardies and three unexcused absences.	
	Distinguished Ggraduate(s) will be selected through a cCommittee to speak at Commencement, along with the class president.	
Section 4	Delegation of Responsibility	
	The Superintendent or designee shall develop procedures for the computation of quality point averages to implement this policy and procedures for selection of a Distinguished Ggraduate(s) to speak at Commencement.	22 PA Code 4.24
L	1	

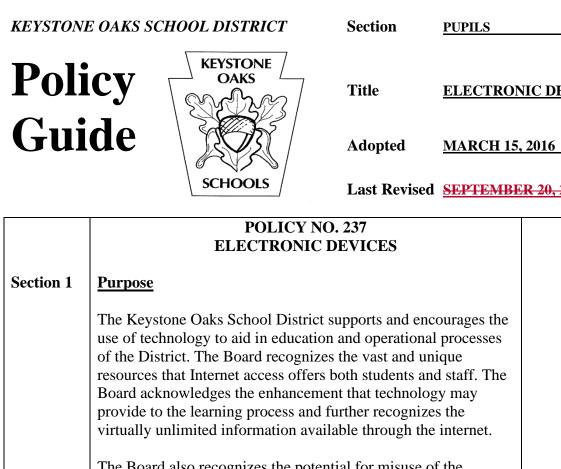
POLICY NO. 214 CLASS RANK/GRADUATION HONORS

References:

State Board of Education Regulations – 22 PA Code Sec. 4.24

Board Policy - 127

Revision History: April 21, 2020; August 20, 2019; March 26, 2015; June 28, 1999



The Board also recognizes the potential for misuse of the various technology resources available to students, faculty and staff. Nevertheless, it is the belief of the Board that the value of technology used and provided by students in the educational process outweighs the potential risk of misuse. The Board is, however, committed to a policy which seeks to discourage, minimize and avoid any misuse of both District owned and student owned electronic devices.

The Board adopts this policy in order to support an educational environment that is orderly, safe and secure for district students and employees.

Electronic devices shall include all devices that can take photographs; record, play, or edit audio or video data; store, transmit or receive calls, messages, text, data or images; operate online applications; or provide a wireless, unfiltered connection to the Internet.

Policy No. 237 **ELECTRONIC DEVICES**

Last Revised SEPTEMBER 20, 2022

	POLICY NO. 237 ELECTRONIC DEVICES	
Section 2		
Section 2	Authority In the event that a student is unsure whether the restrictions set forth in the Code of Conduct apply to a particular device, it is the student's responsibility to verify with the building administrator, who shall have the sole discretion to determine whether the device is subject to the Code of Conduct. The District is not liable for the loss, damage or misuse of an electronic device brought to school by a student as the student has the option, but is not required by the District, to bring such a device to school.	
	The District holds high expectations for student behavior, academic integrity and responsible use of existing and emerging technologies. Students who possess and/or use such devices at school or school-sponsored events must demonstrate the greatest respect for the educational environment and the rights and privacy of all individuals within the school community.	
	The District reserves the right to restrict student use of District- owned and student-owned electronic devices on school property or at school-sponsored events. Except to the extent expressly authorized by this policy, the Board prohibits the use of cell phones by students during the school day in district buildings; on district property; and during the time students are under the supervision of the District.	SC 510
	The District reserves the right to take appropriate action, which may, depending on the circumstances, include monitoring, inspecting, copying, or reviewing a district or student owned device or file(s) contained on a district or student-owned device when administration has a reasonable suspicion that a violation of District policy or applicable law has occurred, and the student and the student's person in parental relation agrees that the District shall have such rights and there is no expectation of privacy that would restrict the District's exercise of such rights.	
Section 3	Delegation of Responsibility	
	The Superintendent or designee shall annually notify students, person(s) in parental relation and staff about this policy by publishing a notice about this policy in student handbooks and by other efficient methods, including posting the policy on the	

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	District's website. Exceptions to the prohibitions set forth in this policy may be made for health, safety or emergency reasons with prior approval of the building principal or designee.	
	All District students and person(s) in parental relation shall review this policy and associated technology procedures before students use any school and/or personally owned devices. The student and a person in parental relation shall sign a form indicating their receipt and understanding of the student responsibilities set forth in this policy.	
Section 4	Guidelines	
	1. Violations of this policy by a student shall result in disciplinary action, including but not limited to confiscation of the device, banning of the student from using the personal electronic device in school or criminal prosecution if applicable.	Pol. 218, 226, 233
	The confiscated item shall not be returned until a conference has been held with a person in parental relation and a building administrator.	
	2. The administrators retain full oversight in their buildings regarding appropriate, necessary, and/or permissible use of electronic devices	
	3. Cell phones are to be turned off and out of sight during school hours.	
	4. All related School Board policies shall continue to apply in full force.	
	5. Access is a privilege, not a right. Students have the option, but are not required by the District, to bring their electronic device to school. If a student exercises the option to bring their electronic device to school, the student and the student's person(s) in parental relation understand that there is a limited expectation of privacy with regard to the student owned device and its content while on school premises. When in school, students using their own devices must be logged-in using their assigned district Google credentials.	

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6. Appropriate use of electronic devices including headphones, both wired and wireless, other than cell phones, shall include any use of such devices for educational purposes, such as educational research, which is specifically authorized by a classroom teacher with approval from the building administration. Educational purposes include classroom activities, career development, and communication with experts, homework, and limited high quality self-discovery activities. Students are expected to act responsibly and thoughtfully when using technology resources. Students bear the burden of responsibility to inquire with school administrators and/or teachers when they are unsure of the permissibility of a particular use of technology prior to engaging in their use.	
7. Reasonable use of electronic devices is permitted on district buses and other district transportation vehicles, provided that the use of said device does not disrupt or distract other students, passengers or the operator of the vehicle and does not pose a risk to the safe and orderly operation of the vehicle.	
8. Any use of electronic devices that leads to the disruption of the instructional/educational processes and/or violates the rights of others is a violation of the Code of Conduct. Use of an electronic device to access, store or transmit inappropriate content or engage in any form of bullying or harassment is grounds for immediate confiscation by District staff, building principal and/or building security.	Pol. 103, 218, 256
9. The use of ANY electronic devices in restrooms, locker rooms, health suites or changing areas is strictly prohibited.	
10. The use of an electronic device to take, store, disseminate, transfer, view or share any obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or other means, including but not limited to texting and emailing, is strictly prohibited. Because such violations may constitute a crime under state and/or federal law, the	18 PA. C.S.A. 5903

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district may report such conduct to state and/or federal law enforcement agencies	
11. The District infrastructure is first and foremost provided and maintained for primary benefit of and access by District-owned technology equipment. The District reserves the right to control, monitor, log and restrict in size or content all network use, e-mail, chat conversations and space available on District workstations, laptops, or servers.	
12. Network bandwidth and access is finite and where a decision must be made between student use of technology and reliable use of District computers, District computing equipment will be given first priority.	
13. Students shall not use electronic devices in any way that may cause a teacher or staff member to question whether the student may be cheating on tests or academic work or violating copyright policy.	
 14. Many electronic devices contain camera or motion picture recording technology – electronic devices are not to be used to capture pictures or motion recording of other students, teachers, administrators or other individuals without that person's permission. The distribution of any unauthorized media may result in discipline, including but not limited to, suspension, criminal charges, and expulsion. 	
15. The use of student-owned electronic devices is forbidden during assemblies and detention.	
16. During fire or other emergency drills or during actual emergencies students should not make phone calls unless absolutely necessary. If a student needs to reach someone, text or email messages are permitted.	
17. If a person in parental relation needs to contact their student, they must do so by contacting the building secretary.	

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Exceptions	
In addition to the types of use expressly permitted by this policy, the building administrator may grant approval for possession and use of an electronic device by a student for the following reasons:	
1. Health, safety or emergency reasons.	
 An Individualized Education Program (IEP) or Section 504 Service Agreement. 	Pol. 103.1, 113
3. Other reasons determined appropriate by the building administrator.	
The building administrator may also grant approval for possession and use of a telephone paging device/beeper by a student for the following reasons:	
1. Student is a member of a volunteer fire company, ambulance or rescue squad.	
 Student has a need due to the medical condition of an immediate family member. Other reasons determined appropriate by the building administrator. 	
Previously Revised: September 20, 2022	
References:	
School Code – 24 P.S. Sec. 510	
Title 18 Crimes and Offenses – 18 Pa. C.S.A. Sec. 5903.	
Board Policy – 103.1, 113, 218, 226, 233, 256	

		Policy No.	918
KEYSTONE OAKS S	SCHOOL DISTRICT	Section	COMMUNITY
Policy		Title	BOOSTER/PARENT ORGANIZATIONS
Guide	SCHOOLS	Adopted	MARCH 18, 2010

Last Revised

	POLICY NO. 918 BOOSTER/PARENT ORGANIZATIONS	
Section 1	<u>Purpose</u>	
	The Board recognizes the existence and appreciates the efforts of the various community based boosters and parent organizations at work in the school community-clubs and their contributions to the District. The Board further recognizesaffirms that the purpose of such groupselubs should be is to assist and support, but not to direct or supplant, the existing student activiyties or athletic programs. It is absolutely necessary that all School-dDistrict-sponsored activities remain at the districtschool level and under the control, direction and supervision of the Board and; district administration.; teachers, sponsors and coaches.	
Section 2	Authority	
	Being the elected and responsible body for directing all educational and extracurricular programs and activities, the Board of School Directors sets forth the following policy guidelines to maintain its legal and ethical responsibilities in relation to boosters/parent organizations ("Organization(s)").	
	Any person(s) wishing to form a booster club must submit to the Superintendent a letter seeking recognition by the School District. Only those booster clubs which apply for recognition as stated will be considered for recognition. Upon recommendation of the Superintendent, the Board will vote on whether to recognize the booster club.	

In recognizing a booster club, the District does not in any way assert responsibility for, or accept liability for any action or failure to act of the booster club. Rather, recognition by the Board grants the booster organization permission to operate in the name of a Keystone Oaks Booster Club and not in the name of the Keystone Oaks School District.

The District's involvement with a booster club, when the club acts in its own name as a booster organization and not in the name of the Keystone Oaks School District is limited to:

- 1. ensuring that the booster club's actions are not inconsistent with all rules associated with schoolsponsored trips, competitions, social events and public performances, as set forth in applicable Board policy, and all provisions of this policy;
- 2. ensuring that the booster club does not undertake any action in the name of the Keystone Oaks School District, but rather acts at all times in the name of the booster organization;
- 3. approving the establishment of a booster club;
- 4. rescinding approval of an established booster club which, either as a club or through an individual member(s), acts in a manner injurious to the best interests of the District or its students, and/or fails to act in a manner consistent with this policy and/or the best interests of the District or its students, as determined solely and exclusively by the Board of School Directors;
- 5. conditioning approval, and/or continued functioning of a previously existing booster organization, upon the organization's demonstrated understanding that (1) students are not eligible for membership in any booster elub, (2) it will comply with the fundraising and spending regulations and procedures set forth below, and (3) the District, and not the booster organization, is responsible for:

a. supervising activities and athletics;

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 b. posting, recruitment, interviewing, selecting, evaluating, monitoring and/or removing activities and athletic personnel; 	
 c. selecting, purchasing, maintaining and storing equipment; d. ensuring that activities and athletics adhere to District, league and state rules and regulations; 	
e. hiring and supervising of officials;	
 f. transporting participants (but not necessarily spectators) to and from events and functions at District facilities and/or at outside facilities; 	
g. scheduling of activities and competitions;	
h. maintaining and administering the School District's Athletic Department and Activities fund monies;	
i. making all decisions concerning operations, maintenance and administration of school activities and athletics.	
6. ensuring that booster clubs or an individual member(s) must follow the chain of command indicated below:	
a. Step I Coach/Activity Sponsor	
b. Step 2 Athletic/Activities Director	
c. Step 3 Building Principal	
d. Step 4 Superintendent or his designee	
e. Step 5 Board of School Directors	
	 BOOSTER/PARENT ORGANIZATIONS b. posting, recruitment, interviewing, selecting, evaluating, monitoring and/or removing activities and athletic personnel; m. e. selecting, purchasing, maintaining and storing equipment; d. ensuring that activities and athletics adhere to District, league and state rules and regulations; m. e. hiring and supervising of officials; f. transporting participants (but not necessarily spectators) to and from events and functions at District facilities and/or at outside facilities; g. scheduling of activities and competitions; h. maintaining and administering the School District's Athletic Department and Activities fund monies; i. making all decisions concerning operations, maintenance and administration of school activities and athletics. 6. ensuring that booster clubs or an individual member(s) must follow the chain of command indicated below: a. Step 1 Coach/Activity Sponsor b. Step 2 Athletic/Activities Director c. Step 3 Building Principal d. Step 4 Superintendent or his designee

	POLICY NO. 918 BOOSTER/PARENT ORGANIZATIONS	
Section 3	Guidelines	
	Recognition	
	Organizations are formed and operated independently of any Keystone Oaks School District extra-curricular, co-curricular activities, or athletic teams. Organizations must apply for and secure recognition by the District before identifying or representing themselves as approved or endorsed affiliates, by submitting the information and materials recited below and receiving Board approval. Failure to maintain status, provide any required information outlined in this policy, or comply with any of the restrictions on affiliate group activities may cause the Board to revoke the District's recognition of said group as an affiliated group. Submissions under this policy for Organizations associated with athletic teams shall be submitted to the Superintendent or their designee. All other Organizations shall submit required materials to the principal of the building through which the activity is organized or their designee. The building principals and the Athletic and Activities Program Facilitator will collaborate with the Superintendent or their designee.	
	Organization	
	To facilitate proper organization and recordkeeping between the Organizations and the District, the Board requires the following:	
	 Each Organization shall submit a copy of the Organization's appropriately adopted constitution and by-laws. By-laws shall include no less than two documented authorizations for the disbursement of funds equaling \$250.00 or more and the bonding of the Organization's treasurer. The use of debit cards or other electronic means of payment are prohibited. After initial submission, an Organization's constitution and by-laws need only be updated when a change is made. 	
	2. Each Organization shall submit a list of current officers, including their phone numbers, addresses and email addresses, by July 31 of each school year. The listing of officers shall include, at a minimum, a president, vice-president, secretary and treasurer. When any changes in	

officers occur, an updated list shall be submitted to the appropriate administrator, in a timely manner.

3. Each Organization shall name a FDIC insured depository bank or FSLIC insured savings and loan association into which all proceeds and receipts shall be deposited. Any and all accounts shall be operated under the name of the specific Organization and its associated tax I.D./EIN number. There shall be no Organization accounts opened or operated under a specific individual's name/social security number.

4. A copy of an annual accounting of the Organization's revenues and expenditures or evidence that such accounting is in process shall be submitted to the District's Athletic & Activities Program Facilitator, building principal or other appropriate administrator no later than September 30 of each year for the prior year's activities. Complete financial statements should be presented, when available. The annual accounting of actual expenditures and revenues may be performed by an independent auditor or by a committee of organization members other than the designated/elected officers for that school year.

5. Appropriate documentation shall be filed on an annual basis establishing the Organization as a non-profit organization under section 501(c)(3) or affiliating the Organization with a state or national organization, which shall confer upon the Organization 501(c)(3) status. Organizations must abide by all Internal Revenue Guidelines (IRS).

6. Organizations shall not be permitted to use the District's tax-exempt number for purchases.

7. Person in parental relation participation shall not be required as a prerequisite for a student's participation in and/or receipt of the full opportunity and benefit of the team, club or activity for which the student has elected to participate.

8. Potential Expenses

- a. Fully funded athletic or club activities may include additional costs (e.g., activity fees, individualized and non-reusable clothing or equipment) for students to participate in accordance with Policy 122: Extracurricular Activities and Policy 123: Interscholastic Activities and Policy 110: Instructional Supplies. No other fees shall be assessed.
- b. Partially funded athletic or club activities may include additional costs or volunteer obligations for students to participate. Itemized, required expenses and volunteer obligations shall be shared with participants at the time of registration (e.g., facility rental, uniforms, transportation, officials, etc.). No other required fees shall be assessed.

Insurances

The District, through its insurance broker, offers to each Organization using district facilities or sponsoring activities involving district students, a blanket general liability policy. The policy will cover each Organization for one (1) year (July 1 through June 30). Specific terms of coverage and exclusions from coverage are recited in the various policies themselves, which are available for inspection. Groups are free to secure such additional coverage as they deem appropriate.

Approved activities are those approved by the District either through a building use permit (see Policy 707: Use of School Facilities) or a Board approved trip where team or club arrangements are fees are paid for by the booster club. Any activity off campus that does not require approval by the Board is not an activity covered by this general liability policy.

Exclusion From Liability

Unless specifically covered under the Insurances section above, Organizations are independent entities, separate and apart from the Keystone Oaks School District, and the Board does not assume any financial responsibility for an Organization and

excludes itself from any liability, financial or otherwise, an Organization may incur. <u>Use of Facilities</u>

Organizations requesting use of facilities and/or services shall comply with the District's policy on facility usage (See Policy #707: Use of School Facilities). No activity shall be permitted without such approval.

Use of District Logo

Organizations desiring to use the District's logo(s) for promotional materials, clothing, sponsorships or any other purpose must comply with the District's "Name, Logo and Mascot Image Usage Guidelines."

Concessions

Organizations involved in concessions at school events shall follow district guidelines for use of such facilities and must complete a Concession Stand Article of Agreement with the District on an annual basis prior to operating any concession stands on district property.

<u>Fundraising</u>

All monies collected through fundraising shall be placed into a general fund to be used for the benefit of a team or club and its participants as a whole. Consistent with IRS regulations, the extent of student or member participation in fundraising activities of Organizations shall have no implications on the opportunities for students to participate in the activity or sport or on the receipt of awards or benefits distributed by the Organization.

In accordance with IRS Guidelines, cooperative fundraising is prohibited. Cooperative fundraising is defined as when a group's members join together (cooperatively) to raise money and then credit the funds raised (or the time spent volunteering) to the individuals who participated in raising the money. When records are kept showing how much each parent/student contributed to the fundraising effort these records are called Individual Fundraising Accounts ("IFA") and are prohibited.

Fundraising activities shall be requested in writing to the building principal or the Athletic and Activities Program Facilitator on a district approved form no later than fortyfive (45) days prior to the event, which must be reviewed and approved at the building/athletic office level before any such fundraising may occur. Any fundraising activities that are to occur on school district property that would require a Small Games of Chance License obtained through the Allegheny County Department of Revenue (e.g. raffles, 50/50, games of chance, lotteries) must comply with Policy 707: Use of School Facilities. Small Games of Chance Licenses must be provided upon request.

No student instructional time shall be allowed for fundraising activities for any Organization. Student solicitation within the community for any Organization shall be minimal so as not to place an undue burden on the student and/or disrupt local businesses, individual residences and other stakeholders within the community. Any student fundraising shall comply with Policy 229: Student Fundraising.

Members of the Organizations shall be given the option to participate, donate money or not participate in fundraising efforts. Mandatory fundraisers are not permitted. The confidentiality of members' participation in fundraising activities or the lack thereof shall be maintained to the greatest extent possible.

Any exception to the above guidelines must be approved by the Superintendent or their designee.

Each booster organization should have clear communications with its members as to the purpose of the organization and the desired voluntary commitment of the members.

The District will not be involved in fundraising activities of the booster club, except to require compliance with the following as a condition of the District's initial and continued recognition of the booster club:

- 1. Parents/guardians must be given the option to participate in the fundraiser, to pay in whole or in part (make up the difference) in lieu of, or in addition to, fundraising, or decline to participate in the fundraiser. Mandatory fundraisers are not permitted.
- 2. The Administration retains the right to prohibit the sale of any inappropriate or unsafe items, including any items that may require excessive clean up procedures at athletic competitions or school events.
- 3. A booster club may charge a fee in lieu of fundraising. This is not to be considered in any way a required participation fee. Rather, the fee is to be assessed on a per student basis to cover activity or trip costs, including travel and/or lodging.
- 4. The failure of a student or parent/guardian to participate in fundraisers, or to pay a fee in lieu of fundraisers, shall have no effect on the treatment of the student by the booster club in regard to receipt of awards or other benefits distributed by the booster club. However, students who fail to raise necessary funds for, or otherwise pay for, a trip or event requiring a fee, shall not be able to participate in that particular trip or event.
- 5. The booster club must send a letter home to parents/guardians at the start of every activity/athletic season, whichever comes first, informing parents/guardians of the following:
 - a. The meeting dates, times and locations of all booster club meetings known at the time that the letter is sent. Thereafter, the booster club must continue to communicate with parents/guardians on a regular basis as to meeting dates, times and locations.
 - Description
 Descript

difference between the cost of the activity and the funds not raised through fundraising; or any per student fee that is to be charged in lieu of fundraising and the amount of that fee.

c. Although booster club fundraisers do not require District approval, booster clubs are encouraged to report to the building principal, within a reasonable time after commencing the fundraiser, the type of fundraiser being held, the duration and the purpose.

Expenditures for Equipment, Supplies, Etc. Purchases by Booster Club

Organizations are not permitted to donate funds, equipment, materials or supplies equal to or greater than \$1,000 without approval of the District in accordance with Policy 702: Gifts, Grants and Donations. This prohibition applies specifically to any donations of uniform clothing, installation of equipment or improvements to real estate.

Any purchased/donated supplies or equipment by any Organization to the District becomes the property of the District in accordance with Policy 702: Gifts, Grants and Donations. Any expenditure of funds by an Organization which would create a future obligation to the District, a possible liability, or a maintenance plan to the District must be pre-approved by the Board.

Booster groups shall not be permitted to use the District taxexempt number for purchases, nor shall Organizationsbooster clubs be permitted to use District funds for any such purchases.

Improvements to the District Buildings and Grounds

Any proposed modifications Proposals for or improvements to the District's buildings and grounds by an Organization-to be made by a booster organization must be submitted to the building principal, the Assistant to the Superintendent for Operations Director of Finance and Human Resources and the District the Superintendent or their designee and be approved

by the Board of School Directors. Board approval may be required based upon the nature and scope of the proposed modification or improvement. The Board reserves unto itself the right to attach such conditions to its approval of such proposals as may be necessary to ensure compliance with applicable law and to protect and maintain the District's properties and its resources.

No work shall commence without written approval of the Superintendent or their designee.

Organizations conducting preliminary evaluations or studies in connection with substantial programs or projects are cautioned that no interim cooperation or participation in exploratory discussions obligates the District to proceed until a formal proposal is presented to and approved by the Board, and the District has no financial obligations except such as are formally acknowledged and approved by the Board.

Banners and Signs

All booster club banners and signs must be pre-approved by the Superintendent or his designee before they are ordered and displayed on school grounds.

Recognition Functions (Banquets)

Organizations planning a recognition event shall request permission to conduct and clear the date for the event with -the building principal and/or the Athletic and Activities Facilitator.

Each booster club may sponsor banquets or other recognition events to which student participants and their families may be invited.

Recognition events/banquets must receive prior approval of the building principal.

A booster club planning a recognition event for District students shall provide a description of the event, including date, time, place and overview of activities to the building principal. The building principal may advise the booster group if any other

booster club has scheduled a banquet/recognition event for that date.

However, it shall be the responsibility of the respective booster organizations and not the building principal or any other District personnel to rectify any conflicts among booster organizations for available dates, times and places associated with such events.

When banquet facilities are used off of school grounds, the following guidelines will apply:

- 1. The facility will be recognized as a school zone.
- 2.1.The eventbanquet will be recognized as a school function. All school rules will apply and be enforced.
- 3. All school rules will apply and be enforced.
- 4.2.No alcoholic beverages or tobacco products will be permitted at the eventin the banquet area. This prohibition includes all those in attendance.
- 5.3.An announcement must be made at the beginning of each eventbanquet summarizing the foregoing.

District Vending Agreement

Any items sold on District property or at any school-sponsored event must be in compliance with any and all District contracts with outside vendors. However, any pre-existing contracts between any booster club and any individual or company for exclusive distribution of vended goods shall remain in full force and effect. The booster club must secure permission from the Director of Fiscal Services to bring on to, consume, and/or sell on District property any refreshments, in accordance with the District's Facilities Use Policy, No. 707. <u>Programs</u>

Prior to publication of any program for any student event, the draft program in its entirety must be approved by the Superintendent or his/her designee. Advertisements for alcoholic beverages, tobacco products and any other material considered inappropriate by the Superintendent or his/her designee

POLICY NO. 918 BOOSTER/PARENT ORGANIZATIONS	
shall not be permitted to be published in the program.	
<u>Compliance</u> Should any situation emerge between an Organization and the	
administration regarding the management of any school-related activity, the Superintendent or their designee shall resolve the matter within these established guidelines and/or Board policy. The decision of the Superintendent shall be final in resolving such matters between the Organizations and the administration. No Organization shall engage in any activity outside these guidelines.	