

Policy 1312.3: Uniform Complaint Procedures

Status: ADOPTED

Original Adopted Date: 11/07/2007 | **Last Revised Date:** 11/04/2020 | **Last Reviewed Date:** 11/04/2020

This policy and the corresponding administrative regulation contain rules and instructions about the filing, investigation, and resolution of a Uniform Complaint Procedures (UCP) complaint. UCP complaints include any complaint brought forth by a complainant alleging a failure by the West Contra Costa Unified School District to comply with federal or state laws or regulations governing educational programs, including allegations of unlawful discrimination (such as harassment, intimidation or bullying based on any of the protected classes stated herein) and non-compliance with laws relating to pupil fees and the District's Local Control and Accountability Plan (LCAP). A complainant, for purposes of this policy, is any individual, including a person's duly authorized representative or an interested third party, public agency, or organization who files a written complaint that is governed by this policy.

(cf. 5145.7 - Sexual Harassment)

(cf. 5145.3 - Nondiscrimination/Harassment/Intimidation/Bullying)

(cf. 5131.2 - Bullying)

The Board encourages early resolution of complaints whenever possible. To resolve complaints that cannot be resolved through an informal process, the Board adopts the uniform system of complaint processes specified in 5 CCR sections 4600-4670 and described herein.

The District shall establish an office entitled District Ombudsperson, who will report to the Superintendent, for the purpose of fair, objective and timely responses to complaints. The District shall protect all complainants from retaliation. In investigating complaints, the confidentiality of the parties involved shall be protected as required by and to the extent permitted by law. For any complaint alleging unlawful discrimination or retaliation (such as discriminatory harassment, intimidation, or bullying), the Superintendent or District Ombudsperson or designee shall keep the identity of the complainant confidential when appropriate and as long as the integrity of the complaint process is maintained.

Complaints Subject to UCP

The District's UCP shall be used to investigate and resolve the following complaints brought forth by any complainant, which include all complaints related to the matters addressed in Education Code section 33315(a)(1) and as indicated below:

1. Any complaint alleging District violation of state or federal law or regulations governing the following programs and activities that are implemented by the District, including: adult education programs; career technical and technical education training programs; child care and development programs; migrant child education; juvenile court schools; school safety plans; deficiencies related to state preschool health and safety issues for a California state preschool program; and any other District-implemented consolidated categorical aid program which are listed in Education Code section 64000(a), including: programs for tobacco use prevention; bilingual education programs; compensatory education programs; California peer assistance and review programs for teachers; school safety and violence prevention programs.
2. Any complaint, filed by a student or a student's duly authorized representative, alleging the occurrence of unlawful discrimination against any student, employee or other person participating in District programs and activities, including, but not limited to, those programs and activities funded directly by or that receive benefit from any state financial assistance.

Unlawful discrimination includes, but is not limited to, discriminatory harassment, intimidation, or bullying based on the person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, immigration status, ethnic group identification, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code sections 200 or 220, Government Code section 11135, or Penal Code section 422.55, or based on the person's association with a person or group with one or more of these actual or perceived characteristics.

Complaints and allegations that, if true, would meet the definition of "sexual harassment" under Title IX of the Education Amendments of 1972 (Title IX), must be addressed in a manner that complies with the applicable Title IX regulations, codified at 34 C.F.R. Part 106, and the UCP. To accomplish this, these complaints should be processed in accordance with AR 5145.71 - Title IX Sexual Harassment Complaint Procedures.

3. Any complaint alleging District noncompliance with the requirement to provide reasonable accommodation to a lactating student on school campus to express breast milk, breastfeed an infant child, or address other breastfeeding-related needs of the student
4. Any complaint alleging District noncompliance with the prohibition against requiring students to pay fees, deposits, or

other charges for participation in educational activities.

5. Any complaint alleging District noncompliance with legal requirements related to the implementation of the local control and accountability plan.

The LCAP is an important component of the Local Control Funding Formula (LCFF), the revised school finance system that overhauled how California funds its K-12 schools. Under the LCFF the District is required to prepare an LCAP, which describes how the District intends to meet annual goals for District pupils, with specific activities to address state and local priorities identified pursuant to Education Code section 52060(d).

6. Any complaint, by or on behalf of any student who is a foster youth, alleging District noncompliance with any legal requirement applicable to the student regarding placement decisions, the responsibilities of the District's educational liaison to the student, the award of credit for coursework satisfactorily completed in another school or District, school transfer, or the grant of an exemption from Board-imposed graduation requirements.

7. Any complaint, by or on behalf of a homeless student, as defined in 42 U.S.C. section 11434a, a former juvenile court school student, a child of a military family, as defined in Education Code section 49701, a student who is a migratory child, as defined in Education Code section 54441(a), or a newly arrived immigrant student participating in a "Newcomer Program" as defined in Education Code section 51225.2(a)(6), who transfers into the District after his/her second year of high school, alleging District noncompliance with any requirement applicable to the student regarding the award of credit for coursework satisfactorily completed in another school or District or the grant of an exemption from Board-imposed graduation requirements.

8. Any complaint alleging District noncompliance with the requirements of Education Code sections 51228.1 and 51228.2 that prohibit the assignment of a student in grades 9-12 to a course without educational content for more than one week in any semester or to a course the student has previously satisfactorily completed, without meeting specified conditions.

9. Any complaint alleging District noncompliance with the physical education instructional minutes requirement for students in grades 1 to 6.

10. Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy.

11. Any other complaint as specified in a District policy. However, only complaints listed in Title 5 California Code of Regulation section 4610 may be appealed to the California Department of Education pursuant to the corresponding administrative regulation.

12. Any other state or federal education program the State Superintendent of Public Instruction deems appropriate or necessary.

Non-UCP Allegations and Complaints

When an allegation that is not subject to the UCP is included in a UCP complaint, the District shall refer the non-UCP allegation to the appropriate staff or agency for further processing.

The following complaints shall be referred to other agencies for appropriate resolution and are not subject to the District's UCP process set forth in this document unless these procedures are made applicable by separate interagency agreements:

1. Allegations of child abuse or neglect shall be referred to County Department of Social Services (DSS), Protective Services Division or appropriate law enforcement agency.

2. Health and safety complaints regarding licensed facilities operating a Child Development Program shall be referred to the Department of Social Services (DSS).

3. Any complaint alleging unlawful discrimination, sexual harassment or related retaliation in employment shall be processed in accordance with Board Policy 4030 - Nondiscrimination in Employment, Board Policy and Administrative Regulation 4119.11 - Sexual Harassment, and/or Administrative Regulation 4119.12 - Title IX Sexual Harassment Complaint Procedures, and they shall be referred to the California Department of Fair Employment and Housing (DFEH), as is applicable or required. The complainant shall be notified in writing in a timely manner of any DFEH transferal.

Any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments shall be investigated and resolved in accordance with Administrative Regulation 1312.4 - Williams Uniform Complaint Procedures.

These procedures do not apply to complaints related to special education programs, which are governed by Title 34 Code of Federal Regulations sections 300.151 through 300.153 and by Title 5 California Code of Regulation section 3080 et seq.

These procedures do not apply to complaints regarding child nutrition programs, which are governed by Title 34 Code of Federal Regulations sections 210.19(a)(4), 215.1(a), 220.13(c), 225.11(b), 226.6(n) and 250.15(d) and by Title 5 California Code of Regulation section 15580 et seq.

Notice and Record Keeping

The Superintendent or District Ombudsperson shall provide the Board with quarterly updates about the state of complaints in the District.

The Superintendent or District Ombudsperson or designee shall provide training to District staff to ensure awareness and knowledge of current law and related requirements related to UCP, including the steps and timelines specified in this policy and the accompanying administrative regulation.

The Superintendent or District Ombudsperson or designee shall maintain records of each complaints and subsequent related actions, including steps taken during the investigations and all information required for compliance with 5 CCR 4600 et seq.

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination

8200-8498 Child care and development programs

8500-8538 Adult basic education

18100-18203 School libraries

32280-32289 School safety plan, uniform complaint procedures

35186 Williams uniform complaint procedures

46015 Parental leave for students

48853-48853.5 Foster youth

48985 Notices in language other than English

49010-49014 Student fees

49060-49079 Student records, especially:

49069.5 Records of foster youth

49490-49590 Child nutrition programs

49701 Interstate Compact on Educational Opportunity for Military Children

51210 Courses of study grades 1-6

51222 Physical education, secondary schools

51223 Physical education, elementary schools

51225.1-51225.2 Foster youth, homeless children, former juvenile court school students, military-connected students, migrant students, and newly arrived immigrant students; course credits; graduation requirements

51226-51226.1 Career technical education

51228.1-51228.3 Course periods without educational content

52060-52077 Local control and accountability plan, especially:

52075 Complaint for lack of compliance with local control and accountability plan requirements

52300-52462 Career technical education

52500-52616.24 Adult schools

54400-54425 Compensatory education programs

54440-54445 Migrant education

54460-54529 Compensatory education programs

59000-59300 Special schools and centers

64000-64001 Consolidated application process; school plan for student achievement

65000-65001 School site councils

GOVERNMENT CODE

11135 Nondiscrimination in programs or activities funded by state

12900-12996 Fair Employment and Housing Act

HEALTH AND SAFETY CODE

1596.792 California Child Day Care Act; general provisions and definitions

1596.7925 California Child Day Care Act; health and safety regulations
PENAL CODE
422.55 Hate crime; definition
422.6 Interference with constitutional right or privilege
CODE OF REGULATIONS, TITLE 2
11023 Harassment and discrimination prevention and correction
CODE OF REGULATIONS, TITLE 5
3080 Applicability of uniform complaint procedures to complaints regarding students with disabilities
4600-4670 Uniform complaint procedures
4680-4687 Williams uniform complaint procedures
4900-4965 Nondiscrimination in elementary and secondary education programs
UNITED STATES CODE, TITLE 20
1221 Application of laws
1232g Family Educational Rights and Privacy Act
1681-1688 Title IX of the Education Amendments of 1972
6301-6576 Title I Improving the Academic Achievement of the Disadvantaged
6801-7014 Title III language instruction for limited English proficient and immigrant students
UNITED STATES CODE, TITLE 29
794 Section 504 of Rehabilitation Act of 1973
UNITED STATES CODE, TITLE 42
2000d-2000e-17 Title VI and Title VII Civil Rights Act of 1964, as amended
2000h-2-2000h-6 Title IX of the Civil Rights Act of 1964
6101-6107 Age Discrimination Act of 1975
12101-12213 Title II equal opportunity for individuals with disabilities
CODE OF FEDERAL REGULATIONS, TITLE 28
35.107 Nondiscrimination on basis of disability; complaints
CODE OF FEDERAL REGULATIONS, TITLE 34
99.1-99.67 Family Educational Rights and Privacy Act
100.3 Prohibition of discrimination on basis of race, color or national origin
104.7 Designation of responsible employee for Section 504
106.8 Designation of responsible employee for Title IX
106.9 Notification of nondiscrimination on basis of sex
110.25 Notification of nondiscrimination on the basis of age

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Uniform Complaint Procedure 2020-21 Program Instrument

Sample UCP Board Policies and Procedures

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Dear Colleague Letter, September 22, 2017

Dear Colleague Letter: Title IX Coordinators, April 2015

Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014

Dear Colleague Letter: Harassment and Bullying, October 2010

Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001

U.S. DEPARTMENT OF JUSTICE PUBLICATIONS

Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 2002

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Family Policy Compliance Office: <https://www2.ed.gov/policy/gen/guid/fpc>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/ocr>

U.S. Department of Justice: <http://www.justice.gov>

Policy WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

adopted: November 7, 2007 Richmond, California

revised: April 16, 2008

revised: November 6, 2013

revised: January 8, 2014

revised: March 4, 2015

revised: January 6, 2016

revised: April 27, 2016
 revised: November 2, 2016
 revised: June 28, 2017
 revised: March 7, 2018
 revised: October 17, 2018
 revised: February 26, 2020
 revised: November 4, 2020

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

Description

2 CCR 11023	Harassment and discrimination prevention and correction - https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbslsh34hY5zslsh5Q==
5 CCR 15580-15584	Child nutrition programs complaint procedures
5 CCR 3200-3205	Special education compliance complaints
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4600-4687	Uniform complaint procedures and Williams complaints
5 CCR 4690-4694	Complaints regarding health and safety issues in license-exempt preschool programs
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 18100-18203	School libraries - https://simbli.eboardsolutions.com/SU/gEKFVCshY2uysLTMWE06ug==
Ed. Code 200-262.4	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAbNL6kKkgxQ==
Ed. Code 32280-32289.5	School safety plans - https://simbli.eboardsolutions.com/SU/gz33QjVcfk6ufvjfPS84Kw==
Ed. Code 35186	Williams uniform complaint procedures - https://simbli.eboardsolutions.com/SU/MDiv2vFqYgd1u6vWMYFnhA==
Ed. Code 46015	Parental leave for students - https://simbli.eboardsolutions.com/SU/A5q1Ee4yrt4KmdTVXBHEkg==
Ed. Code 48645.7	Juvenile court schools - https://simbli.eboardsolutions.com/SU/AcRvAUfJ7EplusoGlrM4VsbZw==
Ed. Code 48853-48853.5	Foster youth - https://simbli.eboardsolutions.com/SU/QU2SE6lz7doZOGCpluslbtAeg==
Ed. Code 48985	Notices to parents in language other than English - https://simbli.eboardsolutions.com/SU/LHS9yg0UBYa76W1AygYdnA==
Ed. Code 49010-49013	Student fees - https://simbli.eboardsolutions.com/SU/daJBvwak5yr7i9e1yKfzsA==
Ed. Code 49060-49079	Student records - https://simbli.eboardsolutions.com/SU/48PbpM8vuGlggyF7weQsbw==
Ed. Code 49069.5	Records of foster youth - https://simbli.eboardsolutions.com/SU/7EZSzhTOVeZ1vxC4vqntnA==
Ed. Code 49490-49590	Child nutrition programs - https://simbli.eboardsolutions.com/SU/HpsplusCiBj7dmHtQtmlGieZQ==
Ed. Code 49701	Provisions of the Interstate Compact on Educational Opportunities for Military Children - https://simbli.eboardsolutions.com/SU/EHaMyWplus22XilM2rKzLDgQA==
Ed. Code 51210	Course of study for grades 1-6 - https://simbli.eboardsolutions.com/SU/JykgKwplusslshvJND2xzQcl3slshslshw==

Ed. Code 51222	Physical education - https://simbli.eboardsolutions.com/SU/g20nvEDdHGPfUCs0pymqlA==
Ed. Code 51223	Physical education; elementary schools - https://simbli.eboardsolutions.com/SU/kjyahxIV5sXVmf5NRnPFgQ==
Ed. Code 51225.1-51225.2	Foster youth, homeless children, former juvenile court school students; course credits; graduation requirements - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 51226-51226.1	Career technical education - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 51228.1-51228.3	Course periods without educational content - https://simbli.eboardsolutions.com/SU/ESJhsNSpOyN75E8CplusIXPNg==
Ed. Code 52059.5	Statewide system of support - https://simbli.eboardsolutions.com/SU/FeOETX8ebgJ8BNeW4qTGA==
Ed. Code 52060-52077	Local control and accountability plan - https://simbli.eboardsolutions.com/SU/kjIplusPzLslshT7rPOBfXZYJuQ==
Ed. Code 52075	Complaint for lack of compliance with local control and accountability plan requirements - https://simbli.eboardsolutions.com/SU/8IFk3KsEOM9tKoqluFWBwQ==
Ed. Code 52300-52462	Career technical education - https://simbli.eboardsolutions.com/SU/W5QWdzplusIzuXHkwAarOug5w==
Ed. Code 52500-52617	Adult schools - https://simbli.eboardsolutions.com/SU/lrB2FILBOprTRYP9uEplusSslshA==
Ed. Code 54400-54425	Compensatory education programs - https://simbli.eboardsolutions.com/SU/FuvMslshOo2WtsLQ8AKjJIYOw==
Ed. Code 54440-54445	Migrant education - https://simbli.eboardsolutions.com/SU/56YV98b2cqpluspQnlpp2KrGg==
Ed. Code 54460-54529	Compensatory education programs - https://simbli.eboardsolutions.com/SU/FeT7h5o0rDzICJFvpJcSuQ==
Ed. Code 59000-59300	Special schools and centers - https://simbli.eboardsolutions.com/SU/KxWrplus7BfgFswbHt62ZoaCw==
Ed. Code 64000-64001	Consolidated application process; school plan for student achievement - https://simbli.eboardsolutions.com/SU/HpsplusCiBj7dmHtQtmlGieZQ==
Ed. Code 65000-65001	School site councils - https://simbli.eboardsolutions.com/SU/0EAplzMGH2XevzVUbza2cw==
Ed. Code 8200-8488	Child care and development programs - https://simbli.eboardsolutions.com/SU/WailxWdWXPYHcdWpmOa61w==
Ed. Code 8500-8538	Adult basic education - https://simbli.eboardsolutions.com/SU/zBCOmaotzOlz4nDHL0slsh82Q==
Gov. Code 11135	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==
Gov. Code 12900-12996	Fair Employment and Housing Act - https://simbli.eboardsolutions.com/SU/kYDZnuplusf3qJV95L7E0pUzw==
H&S Code 1596.792	California Child Day Care Act; general provisions and definitions - https://simbli.eboardsolutions.com/SU/mQklFgb6c7LDiplusv1Sq4Ugg==
H&S Code 1596.7925	California Child Day Care Act; health and safety regulations - https://simbli.eboardsolutions.com/SU/68l8yplus9z3lVKoLk4dh887g==
Pen. Code 422.55	Definition of hate crime - https://simbli.eboardsolutions.com/SU/EXmP7bT1slshj3qOjaM9qTkHA==
Pen. Code 422.6	Crimes; harassment - https://simbli.eboardsolutions.com/SU/vVSJrxnKuauWDfn4F58wg==

Federal References

Description

20 USC 1221	Application of laws
20 USC 1232g	Family Educational Rights and Privacy Act (FERPA) of 1974
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
20 USC 6301-6576	Title I Improving the Academic Achievement of the Disadvantaged
20 USC 6801-7014	Title III language instruction for limited English proficient and immigrant students
28 CFR 35.107	Nondiscrimination on basis of disability; complaints
29 USC 794	Rehabilitation Act of 1973; Section 504
34 CFR 100.3	Prohibition of discrimination on basis of race, color or national origin
34 CFR 104.7	Section 504; Designation of responsible employee and adoption of grievances procedures
34 CFR 106.1-106.82	Nondiscrimination on the basis of sex in education programs
34 CFR 106.30	Discrimination on the basis of sex in education programs and activities; definitions
34 CFR 106.44	Recipient's response to sexual harassment
34 CFR 106.45	Grievance process for formal complaints of sexual harassment
34 CFR 106.8	Designation of coordinator; dissemination of policy, and adoption of grievance procedures
34 CFR 110.25	Notification of nondiscrimination on the basis of age
34 CFR 99.1-99.67	Family Educational Rights and Privacy
42 USC 11431-11435	McKinney-Vento Homeless Assistance Act
42 USC 12101-12213	Americans with Disabilities Act
42 USC 2000d-2000e-17	Title VI and Title VII Civil Rights Act of 1964, as amended
42 USC 2000h-2-2000h-6	Title IX of the Civil Rights Act of 1964
42 USC 6101-6107	Age Discrimination Act of 1975

Management Resources References

Description

California Department of Education Publication	Uniform Complaint Procedure 2021-22 Program Instrument
California Department of Education Publication	Sample UCP Board Policies and Procedures
U.S. DOE, Office for Civil Rights Publication	Part 1: Questions and Answers Regarding the Department's Title IX Regulations, January 2021
U.S. DOE, Office for Civil Rights Publication	Questions and Answers on the Title IX Regulations on Sexual Harassment, July 2021
U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014
U.S. DOJ Publication	Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 2007
Website	CSBA District and County Office of Education Legal Services - https://simbli.eboardsolutions.com/SU/UdykszdmPETuDsIshXk6R5akQ==
Website	Student Privacy Policy Office - https://simbli.eboardsolutions.com/SU/vQvG7O4R64DgKeNodKIAAQ==
Website	U.S. Department of Agriculture - https://simbli.eboardsolutions.com/SU/njpdBqDfo1Mslsh1ZLplusszTsIshRw==
Website	California Department of Social Services - https://simbli.eboardsolutions.com/SU/TFIWAAhRHb4PYNSjIzKIQ==

Website	U.S. Department of Justice - https://simbli.eboardsolutions.com/SU/BPwrkTmFhG0Sxt3hKCVuBw==
Website	California Department of Education - https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==
Website	CSBA - https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==
Website	U.S. Department of Education, Office for Civil Rights - https://simbli.eboardsolutions.com/SU/xmCPrTcoZle111WmbX10Vg==
Website	California Civil Rights Department - https://simbli.eboardsolutions.com/SU/RRvNseNogmlnMLy18K40jw==

Cross References

Description

0410	Nondiscrimination In District Programs And Activities - https://simbli.eboardsolutions.com/SU/KsjDUyplusN6usWAHaLYsWSplusg==
0420	School Plans/Site Councils - https://simbli.eboardsolutions.com/SU/t7rhA74A3xXkJuyTeHau2A==
0420.41	Charter School Oversight - https://simbli.eboardsolutions.com/SU/baMoNM7VX45JR695sMGDBA==
0420.41-E PDF(1)	Charter School Oversight - https://simbli.eboardsolutions.com/SU/dgFGbhpbMjCKMntTFadibA==
0430	Comprehensive Local Plan For Special Education - https://simbli.eboardsolutions.com/SU/aetHINCDjVoTLld8stHRcA==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/3sEgordpNAd9pitTHk0IIA==
0460	Local Control And Accountability Plan - https://simbli.eboardsolutions.com/SU/aNEmlN07KZCzJwYAsNijAA==
1100	Communication With The Public - https://simbli.eboardsolutions.com/SU/OaplusQ5EvVN5EhQIPsRtFgig==
1113	District And School Websites - https://simbli.eboardsolutions.com/SU/fx6hufLwTigXnspakFHkPg==
1220	Citizen Advisory Committees - https://simbli.eboardsolutions.com/SU/8sz88D0UDiZA3h21O1D9Sw==
1220	Citizen Advisory Committees - https://simbli.eboardsolutions.com/SU/OTJWgslshbL2IVVrUryMkSGFg==
1250	Visitors/Outsiders - https://simbli.eboardsolutions.com/SU/GSLVcbIUICplus79sH3FZxPuw==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/vpJUf4IVhOMgpd3vvd3IKA==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/vSvdEh24ID2XLEUsIshVBf3ww==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/yQ8dqEz5pVhWO69nZ0IveA==
1312.4	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/EyTJJh5ZRzJqEQku28SpQ==
1312.4-E PDF(1)	Williams Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/yH2DlvO4slshxKr8nftRYPcjw==
1340	Access To District Records - https://simbli.eboardsolutions.com/SU/6lLvObXplus9cHcnDplusldG6SfQ==
1340	Access To District Records - https://simbli.eboardsolutions.com/SU/Ig6tM2aapPtfRqIrBZHgLG==

3260 Fees And Charges -
<https://simbli.eboardsolutions.com/SU/POIFslsh4vcnOHZKNKYtGQlplusnA==>

3260 Fees And Charges -
<https://simbli.eboardsolutions.com/SU/yhQYAwmUNAJkdhxplussj8rQ==>

3580 District Records -
<https://simbli.eboardsolutions.com/SU/Q4SOT7Fy6j1GBob91sX2sw==>

3580 District Records -
<https://simbli.eboardsolutions.com/SU/5U4plus7xdcRpBfqKAE8LAIRQ==>

4030 Nondiscrimination In Employment -
<https://simbli.eboardsolutions.com/SU/99VyuYWTL4em95hpTViiyg==>

4030 Nondiscrimination In Employment -
<https://simbli.eboardsolutions.com/SU/b6ULnUzCbXplusIMcJplusJrbqFA==>

4112.23 Special Education Staff -
<https://simbli.eboardsolutions.com/SU/SslshCQ1puD9gVIQX1oomBnYA==>

4112.9 Employee Notifications -
<https://simbli.eboardsolutions.com/SU/Ma5gG7Aazys0mIH3H7yXA==>

4118 Dismissal/Suspension/Disciplinary Action -
<https://simbli.eboardsolutions.com/SU/FStvdhtDr0Q0u5KlcWHR5g==>

4118 Dismissal/Suspension/Disciplinary Action -
<https://simbli.eboardsolutions.com/SU/3UgpoC1fW4B1plus2Vwx5Mi4g==>

4119.1 Civil And Legal Rights -
<https://simbli.eboardsolutions.com/SU/jZtplusplusetkslsh2S1nlsish4fZ3E4Q==>

4119.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/cmqtOu2IkOR3bFn3ULpslshKQ==>

4119.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/23hNr2mZTWkgKENTMOQdOQ==>

4119.23 Unauthorized Release Of Confidential/Privileged Information -
<https://simbli.eboardsolutions.com/SU/JPgkejH10RWqtPkKbr0JVg==>

4131 Staff Development -
<https://simbli.eboardsolutions.com/SU/BWkeN4McHiPJshe7LmjMEg==>

4212.9 Employee Notifications -
<https://simbli.eboardsolutions.com/SU/77NB0h5QJGalIKgpxNLZsQ==>

4219.1 Civil And Legal Rights -
<https://simbli.eboardsolutions.com/SU/C1zoOGeVxjvGtOWkr1OWmg==>

4219.23 Unauthorized Release Of Confidential/Privileged Information -
<https://simbli.eboardsolutions.com/SU/KCS5EibPZqmgIOBiOamslshoA==>

4231 Staff Development -
<https://simbli.eboardsolutions.com/SU/wGPBPx9gl7eBfzF0yOdX7A==>

4312.9 Employee Notifications -
<https://simbli.eboardsolutions.com/SU/WV5XeHfYulX2qnhL8Y3fgw==>

4319.1 Civil And Legal Rights -
<https://simbli.eboardsolutions.com/SU/pw7HMIzdw8NHhYdMsAVKEg==>

4319.23 Unauthorized Release Of Confidential/Privileged Information -
<https://simbli.eboardsolutions.com/SU/knQhFWppRPjaAWplus5RZDplusXQ==>

4331 Staff Development -
<https://simbli.eboardsolutions.com/SU/xsmtm0shCslshTTcVYM8pT1tg==>

5116.1 Intradistrict Open Enrollment -
<https://simbli.eboardsolutions.com/SU/PdtjygDIPplusjRpKVXpOiLnw==>

5116.1 Intradistrict Open Enrollment -
<https://simbli.eboardsolutions.com/SU/8M52a0plusmlHha2H8DapimDg==>

- 5117 Interdistrict Attendance - <https://simbli.eboardsolutions.com/SU/nMBZMswcoslsh8bRmjwP2rYRA==>
- 5125 Student Records - <https://simbli.eboardsolutions.com/SU/iDwPg9FuBFTzgMJbMkkoDQ==>
- 5125 Student Records - <https://simbli.eboardsolutions.com/SU/U4kF2zgdMVIPJYFMUA6RVA==>
- 5131.62 Tobacco - <https://simbli.eboardsolutions.com/SU/V5yPqVYEPDaYZHu0phRR9Q==>
- 5137 Positive School Climate - <https://simbli.eboardsolutions.com/SU/mH9XP7TAyfs5gG16b4MYyg==>
- 5141.4 Child Abuse Prevention And Reporting - <https://simbli.eboardsolutions.com/SU/hlg1Ny7iuXwRzLmsrhwEIA==>
- 5144 Discipline - <https://simbli.eboardsolutions.com/SU/arzB6j956FQB9ZVpuPXrdg==>
- 5144.1 Suspension And Expulsion/Due Process - <https://simbli.eboardsolutions.com/SU/cL7VGO0gOAB8Uq0LwYnlVQ==>
- 5144.1 Suspension And Expulsion/Due Process - <https://simbli.eboardsolutions.com/SU/YbZmlEgZM69ECslshslsh0Lm8plusplusA==>
- 5145.3 Nondiscrimination/Harassment - <https://simbli.eboardsolutions.com/SU/HS2jqQmcpirrVcOPcO1cA==>
- 5145.3 Nondiscrimination/Harassment - <https://simbli.eboardsolutions.com/SU/hg8YrNfWlz9xowEWRGjf4A==>
- 5145.6 Parent/Guardian Notifications - <https://simbli.eboardsolutions.com/SU/9C8WooofUSOslshxDQlpm0QhyQ==>
- 5145.7 Sexual Harassment - <https://simbli.eboardsolutions.com/SU/rBQeKJ8CuSK3Vs2ghQlp6A==>
- 5145.7 Sexual Harassment - <https://simbli.eboardsolutions.com/SU/8uQACoOGLQW90jy5rRhSVw==>
- 5145.71 Title IX Sexual Harassment Complaint Procedures - <https://simbli.eboardsolutions.com/SU/d0GfkePcjqOBnt5WbT4Q==>
- 5145.9 Hate-Motivated Behavior - <https://simbli.eboardsolutions.com/SU/9VqcQFGQvtC93eHXkr8uFg==>
- 5146 Married/Pregnant/Parenting Students - <https://simbli.eboardsolutions.com/SU/YmJslshJcPslsh3ZefYqmjlGdfiw==>
- 5148 Child Care And Development - <https://simbli.eboardsolutions.com/SU/FINngEAOSlshxGtlysH9QpjVg==>
- 6142.1 Sexual Health And HIV/AIDS Prevention Instruction - <https://simbli.eboardsolutions.com/SU/eAplus10cSE8xpG5pMJfyDMpw==>
- 6142.7 Physical Education And Activity - <https://simbli.eboardsolutions.com/SU/t7GiKDEnaj4L2DYc76iupA==>
- 6145 Extracurricular And Cocurricular Activities - <https://simbli.eboardsolutions.com/SU/VbMmUulRE4mNN5BvoFh0Ag==>
- 6145.2 Athletic Competition - <https://simbli.eboardsolutions.com/SU/NzSssODr4DFgKRGKKbxC5A==>
- 6146.1 High School Graduation Requirements - <https://simbli.eboardsolutions.com/SU/C9hdqKvu7d2B67d7MY6U3Q==>
- 6152 Class Assignment - <https://simbli.eboardsolutions.com/SU/E9WhsaCplpT7bJX5yjjyveg==>
- 6159 Individualized Education Program - <https://simbli.eboardsolutions.com/SU/hUa14cs8GvTNIjObCvMD1w==>
- 6159.1 Procedural Safeguards And Complaints For Special Education - <https://simbli.eboardsolutions.com/SU/PTDewfl7ZdSI9fr8hmwXrg==>

6159.1	Procedural Safeguards And Complaints For Special Education - https://simbli.eboardsolutions.com/SU/NNOhvcAdVrRXU0t4HOvGkA==
6159.2	Nonpublic, Nonsectarian School And Agency Services For Special Education - https://simbli.eboardsolutions.com/SU/M0slshEmEWPJcl6PmGxIEA26g==
6159.3	Appointment Of Surrogate Parent For Special Education Students - https://simbli.eboardsolutions.com/SU/oWPIDDOaHFKVgkjrjDslshjyA==
6164.2	Guidance/Counseling Services - https://simbli.eboardsolutions.com/SU/ULy61SPu3ykXzwHDslsh6bLWw==
6164.4	Identification And Evaluation Of Individuals For Special Education - https://simbli.eboardsolutions.com/SU/R2L7W2V9VLamPAAfbes09Q==
6164.5	Student Success Teams - https://simbli.eboardsolutions.com/SU/YKLByzVrGaiyvlSplusWd9ghQ==
6171	Title I Programs - https://simbli.eboardsolutions.com/SU/slshDtGUqzWBLimnxxDQVslsh31g==
6173	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/6ass2dVchksAgRTWD2slshaog==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/WW8plus8ZVtEZLLpU2ljJS7pg==
6178	Career Technical Education - https://simbli.eboardsolutions.com/SU/IN1mbfELptFy2OaszFg2slshQ==
6178.1	Work-Based Learning - https://simbli.eboardsolutions.com/SU/XaUL3TFSrO0TeWqN6plusCyeQ==
6200	Adult Education - https://simbli.eboardsolutions.com/SU/0yTDG7dLfRjDgxnB4EepMA==
9000	Role Of The Board - https://simbli.eboardsolutions.com/SU/tc0CXLUQ6UslshQzDJJkTBgBA==
9011	Disclosure Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/suWplusUPg6EIRnmXLrMFTCA==
9012	Board Member Electronic Communications - https://simbli.eboardsolutions.com/SU/TE8SIGPs2xjXPq1x75OKSQ==
9124	Attorney - https://simbli.eboardsolutions.com/SU/oZK6oDvmeWHdgcZYlxslsh0nw==
9200	Limits Of Board Member Authority - https://simbli.eboardsolutions.com/SU/6ejnLPMvDZSCmbydcxE5ZA==
9322	Agenda/Meeting Materials - https://simbli.eboardsolutions.com/SU/Pz4fpOZYixyY8l3gbcswqQ==