

2020-2021
FOWLER, USD 225
GENERAL INFORMATION

SCHOOL BOARD MEMBERS:

Fred Boyd	Kimberly Copenhaver
Cathy Heinz	Ed Rarden
Tom Huelskamp	Jared Weber
TJ Milford-President	

ADMINISTRATION:

Cherie Nicholson, Superintendent
Corri McDowell, Pre K-12 Principal

Fowler, USD No. 225 provides a free, appropriate public education. The educational programs and services that are provided to the children of a resident of a State and that are consistent with State school attendance laws. All students have the opportunities to meet the same challenging State content and State student performance standards to which all children are held. Educational services may include Title I, educational programs for individuals with disabilities and for students with limited-English proficiency, programs in vocational education, programs for the gifted and talented and school meals programs.

**CIVIL RIGHTS COMPREHENSIVE NOTIFICATIONS FOR
USD 225, FOWLER
(NON DISCRIMINATION STATEMENT)**

In compliance with the Executive Order 11246; Title II of the Education amendments of 1976; Title VI of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972; Title IX Regulation Implementing Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and all other Federal, State, School rules, laws, regulations and policies, **Fowler, USD No. 225** does not discriminate on the basis of race, color, national origin, sex, age or disability in admission or access to, or treatment of employment, in its programs and activities.

It is the intent of **Fowler, USD No. 225** to comply with both the letter and spirit of the law in making certain discrimination does not exist in its policies, regulations, and operations. Grievance procedures for Title IX and Section 504 have been established for students, their parents, and employees who feel discrimination has been shown by the local education agency.

If you have questions regarding the above, please contact Corri McDowell, principal and Title IX coordinator, Fowler, Kansas. Telephone: 620 646-5221 or Cherie Nicholson, Superintendent and Section 504 ADA Coordinator. Telephone: 620 646-5661.

Title VI, Title IX, and Section 504 complaints can also be filed with the Regional Office for Civil Rights. Address correspondence to: U.S. Department of Education, Region VII, Office for Civil Rights, 10220 N. Executive Hills Blvd., Kansas City, MO 64154.

Grievance Procedures

This is to certify that Mrs. Cherie Nicholson, Superintendent, the duly designated Authorized Representative for U.S.D. 225, Fowler, is in compliance with the following Grievance Procedures.

A. The Board of Education has adopted the following resolution relating to Grievance Procedures:

1. The Local Education Agency recognizes the right of employees and students to express their grievances and to seek a solution concerning disagreements arising from working conditions, employment practices or differences of interpretation of policy which might arise between the LEA and its employees.
2. The procedures for processing grievances shall be as follows:

- a. Should a grievant or the representative feel, after oral discussion with the supervisor that the grievant's right under LEA Policy have been violated, they may originate a grievance. The grievant and/or the representative shall, within 180 days of the date the grievance occurred, present the facts, in writing, to the proper supervisor, department head or a designated representative of the LEA. The decision of such official shall be made, in writing, to the grievant within ten (10) working days.
 - b. Should the grievant decide that the reply of the supervisor, department head or representative is unsatisfactory, the grievant shall, within ten (10) working days, submit an appeal to the chief school officer. The decision of the chief school officer shall be made, in writing, to the grievant or the representative within ten (10) days.
- c. Should the grievant decide that the reply of the chief school officer is unsatisfactory; the matter may be appealed, within ten (10) working days, to a Grievance Committee which shall be established as follows:
 - 1) The grievant or the representative may designate one (1) member.
 - 2) The chief school officer or the representative shall appoint one (1) member.
 - 3) The two members appointed, as provided in 1 and 2 above, shall agree upon a third member.
 - 4) In the event the grievant representative and the LEA representative cannot agree upon a third member of the Grievance Committee within a period of ten (10) working days, the President of the local board shall designate a third member.
 - 5) The Grievance Committee, as provided in "c," shall meet within a period of ten (10) working days after the appointment of the third member of the Committee and set the matter for hearing and shall render its decision as promptly as possible. A decision of the Grievance Committee may be reached upon the concurrence of any two (2) of the three members.
 - 6) The Grievance Committee shall keep a complete record of any hearing before it, including any exhibits or papers submitted to it in connection with the hearing a complete transcript of any testimony taken. Upon rendering its decision, the complete record shall be filed in the office of the chief school officer and shall be available to the grievant; the grievant's representative or the LEA's representative.
- d. In the event the decision of the Grievance Committee is unsatisfactory either the grievant or the chief school officer, either may, within ten (10) days after receipt of the decision of the Grievance Committee, file a written notice of appeal to the local Board of Education.
- e. Upon receipt of the notice of appeal, the President of the local board shall cause the transcript of the hearing before the Grievance Committee to be filed with the local Board of Education who shall review such record. The decision of the local Board of Education, upon such review, shall be final.
- f. If the decision is deemed unsatisfactory by the complainant(s), a complaint of alleged discrimination may be filed with the:

Kansas Commission on Civil Rights
Landon State Office Building, 8th Floor
900 Jackson, Suite 851 South
Topeka, Kansas 66612-1258

Dept. of Health, Education & Welfare
Office for Civil Rights
10220 N. Executive Hills Blvd.
Kansas City, Missouri 64153

Equal Employment Opportunity
911 Walnut, 10th Floor
Kansas City, Missouri 64106