

**BOARD RESOLUTION  
AUTHORIZING TWO VANS TO BE  
DECLARED EXCESS FOR DISPOSITION.**

WHEREAS, it is deemed desirable and in the best interests of the Alpine School District that the following action be taken by the ASD Board of Education, pursuant to this Resolution,

NOW THEREFORE BE IT RESOLVED that, pursuant to applicable law, the Board of Education of the Alpine School District, hereby consent to, approve and adopt the following:

**A RESOLUTION AUTHORIZING  
ALPINE SCHOOL DISTRICT BOARD OF EDUCATION  
TO DECLARE THE FOLLOWING VEHICLES AS  
EXCESS FOR DISPOSITION:  
1997 CHEV EXPRESS VAN (130,433 MILES)  
1999 CHEVY ASTRO VAN (95,250 MILES)  
THESE VANS ARE CURRENTLY USED BY THE  
PRINT SHOP FOR DELIVERIES.**

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Date

**Alpine School District**  
**Elementary Fee Schedule**  
**School Year 2021-2022**

**(Fees Not to Exceed Printed Amounts - Actual Amount Charged May Be Less)**

<b><u>Fee Name</u></b>	<b><u>Amount</u></b>
Before and After School Program (per activity)	\$180
Clear Creek 3-Day Summer Camp	\$180
Gifted & Talented Testing	\$20

**Non-Waivable Charges**

*Fines - Refer to Note 2*

**Notes:**

- 1) Annual maximum aggregate fee per student: \$550 (applies to four (4) or less activities). Maximum fee per activity per student: \$180.
- 2) In addition to the fees listed on this fee schedule, the Board authorizes fines for failing to return school property; losing, wasting or damaging private or public property through intentional, careless, or irresponsible behavior; or improper use of school property, including parking violations.

## Alpine School District

### Junior High/Middle School Fee Schedule

School Year 2021-2022

(Fees Not to Exceed Printed Amounts - Actual Amount Charged May Be Less)

	<u>7th &amp; 8th</u> <u>Grades</u>	<u>9th</u> <u>Grade</u>		<u>7th &amp; 8th</u> <u>Grades</u>	<u>9th</u> <u>Grade</u>
<b><u>Fees For All Students</u></b>			<b><u>Extracurricular Activities</u></b>		
Activity Fee	\$15	\$15	—Other Participation (intramural activities) [1]	\$6	\$6
Instructional Materials	N/A	\$35	Participation Fee [2]	<b>\$100</b>	\$100
Library Fee	\$2	\$2	—Participation (track or cross country) [3]	\$25	\$25
Locker Fee	\$2	\$2	Uniforms, Apparel, Supplies & Equipment (per activity)	\$100	\$100
Technology Fee	\$45	\$45			
<b><u>Curricular Fees</u></b>			<b><u>Miscellaneous Fees</u></b>		
Art Fee	\$20	\$20	bSTRONG (truancy school)	\$20	\$20
General P.E. (per semester)	\$5	\$5	Camps (per camp)	\$400	\$400
—Musical Instrument Rental [4]	\$90	\$90	Dances & Other Events (per ticket or event)	\$15	\$15
—Performing Arts (per semester) [5]	\$3	\$3	Feeder Program <b>Participation (per program)</b>	\$400	\$400
P.E. Skills	N/A	\$20	Field Trips (per trip)	\$100	\$100
Science (per semester)	\$10	\$10	Graphing Calculator Rental	\$20	\$20
Summer School (per course)	\$75	\$75	In-State Overnight Trips & <b>Competitions</b> (per trip) [6]	\$400	\$400
<b><u>CTE Curricular Fees</u></b>			Miscellaneous Rentals ( <b>per rental</b> )	\$70	\$70
Intro to Agriculture	\$5	N/A	<b>Musical Instrument Rental (per instrument) [7]</b>	\$90	\$90
— <b>Exploring Agriculture [8]</b>	<b>\$5</b>	<b>N/A</b>	P.E. Uniforms	\$20	\$20
Exploring Technology	\$5	<b>N/A</b>	Schedule Change	\$5	\$5
<b>Family &amp; Consumer Science A [9]</b>	<b>\$5</b>	<b>N/A</b>	3rd Millennial Substance Abuse Program - Step 1	\$7	\$7
<b>Family &amp; Consumer Science B [10]</b>	<b>\$5</b>	<b>N/A</b>	3rd Millennial Substance Abuse Program - Step 2	\$35	\$35
<b>Floriculture [11]</b>	<b>N/A</b>	<b>\$15</b>			
<b>Foods &amp; Nutrition 1 [13]</b>	<b>N/A</b>	<b>\$10</b>	<b><u>Curricular Clubs [12]</u></b>		
<b>Manufacturing [14]</b>	<b>N/A</b>	<b>\$10</b>	Club Dues (per club)	\$40	\$40
			In-State Overnight Trips (per trip)	\$400	\$400
			Uniforms, Apparel, Supplies & Equipment (per club)	\$100	\$100
<b><u>Co-Curricular Fees</u></b>			CTE - Fall Leadership	\$75	\$150
Performing Arts Participation	\$100	\$100	CTE - Region Competition	\$25	\$25
Uniforms, Apparel, Supplies & Equipment (per activity)	\$200	\$200	CTE - CTSO Club Dues (per club)	\$40	\$40
			<b><u>Non-Waivable Charges</u></b>		
			Fines - Refer to Note 2		

**Notes:**

- 1) Annual maximum aggregate fee per student: \$3,000 (applies to four (4) or less activities). Maximum fee per activity per student: \$1,500.
- 2) In addition to the fees listed on this fee schedule, the Board authorizes fines for failing to return school property; losing, wasting or damaging private or public property through intentional, careless, or irresponsible behavior; or improper use of school property, including parking violations.
- 3) If a junior high or middle school student participates in an activity at a high school, the high school fee schedule and maximums would apply.

- [1] Schools are not using this fee on their spend plans & do not know what it is for. Consolidate to one participation fee.
- [2] Participation is needed for more than just basketball, track & cross country - such as winterguard, dance co, ballroom, archery at Frontier, wrestling at Lakeridge. Also, 7 & 8th graders have been participating & paying participation fees in the past.
- [3] Consolidate to one participation fee to reduce complexity and confusion.
- [4] Remove this and list under miscellaneous - consistent with high school
- [5] Strike this fee - Schools are using the performing arts participation & uniforms/apparel/supplies/equipment below
- [6] Added competition language to be consistent with high school schedule.
- [7] Move here to be consistent with high school schedule.
- [8] Per Michelle Price, this is a duplicate fee. The appropriate course name is Intro to Ag, which is listed above. She recommends deleted this line item.
- [9] Changed name per Michelle Price
- [10] Changed name per Michelle Price
- [11] Added per Michelle Price
- [12] Created Curricular Clubs section and moved club fees under the new heading for clarity.
- [13] Added per Michelle Price, this fee fell under FACS for FY21, but now is limited to just Foods 1 for 9th graders.
- [14] Added per Michelle Price, this fee fell under Exploring Technology in FY21. Michelle split out to restrict 9th grade courses with fees - enough CTE funding

## Alpine School District

### High School Fee Schedule

School Year 2021-2022

(Fees Not to Exceed Printed Amounts - Actual Amount Charged May Be Less)

**Fees For All Students**

Activity Fee	\$30
Instructional Materials	\$35
Library Fee	\$2
Locker Fee	\$2
Technology Fee	\$45

**Curricular Fees**

Art (per course)	\$35
AP Art (per semester)	\$25
<del>Drama (per course)</del> [4]	<del>\$60</del>
<del>Drama Tech (per course)</del> [5]	<del>\$40</del>
Extended Year (per class)	\$25
General P.E. (per semester)	\$10
Lifetime Activity P.E. (per course)	\$45
Science (non-CTE courses)	\$15

**CTE Curricular Fees**

<b>Baking &amp; Pastry</b>	<b>\$10 [8]</b>
Culinary Arts 1, 2 & 3	\$20
Floriculture	\$15
Food & Nutrition 1 & 2	\$10
<b>Prostart 1 &amp; 2</b>	<b>\$20 [11]</b>
<b>Welding 1 &amp; 2</b>	<b>\$15 [12]</b>
Woods 1, 2 & 3	<b>\$25 [13]</b>

**Co-Curricular Fees**

Camps (per camp)	\$500
<b>Drama (per course) [14]</b>	<b>\$60</b>
<b>Drama Tech (per course) [15]</b>	<b>\$10</b>
Field Trips (per trip)	\$200
*Overnight Trips & Competitions (per trip) (See Note 3)	\$3,000
Performing Arts Participation [16]	\$100
Uniforms, Apparel, Supplies & Equipment (per activity)	\$500

**Curricular Clubs [17]**

Club Dues (per club)	\$50
<b>*Overnight Trips &amp; Competitions (per trip) (See Note 3)</b>	<b>\$3,000 [18]</b>
<b>Uniforms, Apparel, Supplies &amp; Equipment (per activity)</b>	<b>\$500 [19]</b>
CTE - Fall Leadership	\$150
CTE - Region Competition	\$25
CTE - CTSO Club Dues (per club)	\$50
CTE - CTSO Trips (per trip)	\$500
CTE - CTSO Trips-Nationals (per trip)	\$2,000
CTE - iTeam/eSports Team Season	\$150

**Notes:**

1) Annual maximum aggregate fee per student: \$7,500 (up to three (3) activities and one (1) out-of-state trip). Maximum fee per activity per student: \$5,000.

2) In addition to the fees listed on this fee schedule, the Board authorizes fines for failing to return school property; losing, wasting or damaging private or public property through intentional, careless, or irresponsible behavior; or improper use of school property, including parking violations.

3) \*Per the District's Procedures for Advisors and Coaches of Extracurricular (PACE), overnight trips shall not exceed \$1,400 per student unless approved by the principal and secondary supervisor. The \$3,000 maximum for overnight trips/competitions applies to international travel.

**Extracurricular Activities**

Camps (per camp)	\$500
Field Trips (per trip)	\$200
*Overnight Trips & Competitions (per trip) (See Note 3)	\$3,000
Participation Fee	<b>\$200 [1]</b>
Uniforms, Apparel, Supplies & Equipment (per activity)	<b>\$1,900 [2]</b>

**Miscellaneous Fees**

<b>ACT Prep (per subject) / PSAT Test</b>	<b>\$50 [3]</b>
Attendance School	\$5
bSTRONG (Truancy School)	\$20
Camps (per camp)	\$500
Dances & Other Events (per ticket or event)	\$100
Field Trips (per trip)	\$200
<b>Feeder Program Participation (per program) [6]</b>	<b>\$100</b>
<b>Graduation Cap &amp; Gown Package [7]</b>	<b>\$75</b>
Graphing Calculator Rental	\$20
<b>Miscellaneous Rentals (per rental) [9]</b>	<b>\$70</b>
Musical Instrument Rental (per instrument) [10]	\$90
*Overnight Trips & Competitions (per trip) (See Note 3)	\$3,000
Parking Sticker	\$20
PE Uniforms	\$20
Schedule Change	\$5
3rd Millennial Substance Abuse Program - Step 1	\$7
3rd Millennial Substance Abuse Program - Step 2	\$35

**East Shore High School Online Fees**

Annual Registration (access for 365 days)	\$100
Digital Curriculum Unit (1/8 credit)	\$5
30-Day Digital Curriculum Unit Renewal	\$5
Online Driver's Education	\$45
Out-of-District Proctoring - Additional	\$100

**Driver's Education**

Driver's Ed Course (online, before/after school, summer)	\$45
Driver's Ed Course & Road/Range (during school day)	\$105
Range/Road (before/after school, summer)	\$105

**Polaris High School**

Flat Fee	\$150
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**Non-Waivable Charges [20]**

<b>Parking Boot</b>	<b>up to \$75</b>
<b>Parking Citation</b>	<b>up to \$25</b>
<b>Fines - Refer to Note 2</b>	

[1] Several high schools have expressed that \$100 is not enough to cover transportation for smaller teams like Golf. Increase by \$100 & decrease Uniforms/Supplies by corresponding amount.

[2] Decrease by \$100 so the Participation fee can be increased by \$100.

[3] Added because USBE considers ACT/PSAT prep tests to be a waivable fee.

[4] Moved to Co-Curricular section

[5] Moved to Co-Curricular section

[6] Move down to miscellaneous because there are other programs besides extracurricular that have feeders.

[7] Add fee for cap/gown because USBE considers this to be a waivable fee

[8] Added per Michelle Price

[9] Add for uniforms rental, choir dress rental, etc.

[10] Clarified because some students rent more than one instrument.

[11] Added per Michelle Price

[12] Added per Michelle Price

[13] Adjusted from \$15 to \$25 per Michelle Price

[14] Drama is classified as co-curricular

[15] Drama is classified as co-curricular

[16] Orchestra, Band, Choir, Drama, Dance, Debate (not the debate club)

[17] Created Curricular Clubs section and moved club fees under the new heading

[18] Added for curricular club use & to be more clear. They were previously using this under the "misc" section.

[19] Added for curricular club use & to be more clear. They were previously using this under the co-curricular section.

[20] Created new section for non-waivable fees & removed parking violations from Misc section

# Scope of Employment **Employee / Staff Code of Conduct**

## Statement of Policy

The Alpine School District Board of Education supports the professional code of ethics governing personnel who work for the school district and expects its employees to act within these parameters. It further supports federal, state, and local laws which prescribe and prohibit inappropriate actions between students and teachers. The employees of Alpine School District shall cooperate fully in implementing the following for the benefit of students and themselves:

- †.1.1. — Instruction, counseling, and administrative tasks relating to students which require the presence of students, should be accomplished on school premises within the regularly scheduled time of activities
- †.1.2. — Approval of the school principal shall be required whenever it becomes necessary for a district employee to meet with a student(s) outside the regular school day, or outside of the school premises.
- †.1.3. — District employees shall avoid traveling alone with an individual student.
- †.1.4. — District employees shall avoid being alone at any time with an individual student unless it is necessary in the performance of professional duties within the scope of employment, i.e. counseling, disciplining, instructing, and administrative tasks.
- †.1.5. — District employees shall avoid social networking sites and electronic communications that invite, encourage or establish an unprofessional student relationship outside the scope of employment.

The Alpine School District Board of Education is committed to establishing and maintaining appropriate standards of conduct between staff members and students.

Staff members shall maintain professional and appropriate behavior and relationships with students, both during and outside school hours, as well as both on and off campus, that foster an effective, non-disruptive and safe learning environment. The Board delegates to the administration the responsibility for establishing professional boundaries as the Employee and Volunteer Code of Conduct.

~~1.2. Certified employees are therefore expected to follow the standards set forth in Rules & Regulations No. 4060.~~

## Definitions

### 1. Abuse

- a. "Mental abuse" means a pattern of sustained and repetitive acts or inappropriate statements that cause fear, lower self-esteem, or manipulate the person to control behavior. Examples of actions or statements that could be part of such a pattern include intimidation, threatening harm, destruction of property, insults or putdowns, arbitrary and unpredictable inconsistency, and denial that prior abusive incidents occurred. Appropriate statements or actions taken in imposing discipline for misconduct do not constitute mental abuse.
- b. "Physical abuse" means abuse that results in physical injury, damage, or endangerment.
- c. "Sexual abuse" means the criminal conduct described in [Utah Code Ann. § 76-5-404.1 \(2\)](#) and includes, regardless of the gender of any participant, doing any of the following with the intent to either cause substantial emotional or bodily pain or to arouse or gratify the sexual desire of any individual:
  - i. touching the anus, buttocks, pubic area, or genitalia of a student;
  - ii. touching the breast of a female student; or otherwise taking indecent liberties with a student.
- d. "Verbal abuse" means repeatedly communicating in an objectively demeaning or disparaging manner which creates a hostile, intimidating, abusive, offensive, or oppressive learning environment.

2. "Adult Designee" means a person who is legally responsible for the student's welfare; an adult with power of attorney or other legal authority to make educational decisions on behalf of the student.



3. "Boundary violation" means crossing verbal, physical, emotional, or social lines that staff must maintain in order to ensure structure, security, and predictability in an educational environment.
  - a. A "boundary violation" may include the following, depending on the circumstances:
    - i. Isolated (in a secluded area) and/or one-on-one interactions with students out of the line of sight of others;
    - ii. meeting with a student in rooms with covered or blocked windows;
    - iii. telling risqué or otherwise inappropriate jokes to, or in the presence of a student;
    - iv. employing favoritism to a student;
    - v. giving gifts to individual students;
    - vi. staff-initiated frontal hugging or other uninvited touching;
    - vii. photographing an individual student for a non-educational purpose or use;
    - viii. engaging in inappropriate or unprofessional contact outside of educational program activities;
    - ix. exchanging personal email or phone numbers with a student for non-educational purpose or use;
    - x. interacting privately with a student through social media,
    - xi. discussing an employee's personal life or personal issues with a student.
  - b. "Boundary violation" does not include:
    - i. offering praise, encouragement, or acknowledgment;
    - ii. offering rewards available to all who achieve;
    - iii. asking permission to touch for necessary purposes;
    - iv. giving a pat on the back or shoulder;
    - v. giving a side hug;
    - vi. giving a handshake or a high five;
    - vii. offering warmth and kindness;
    - viii. utilizing public social media alerts to groups of students and parents; or
    - ix. contact permitted by IEP or 504 plan.
  - c. It is not a boundary violation when a student acts or speaks in inappropriately familiar ways with a staff member without having been prompted to do so by the staff member, but such incidents must be

promptly documented and reported to the staff member's supervisor or the building principal and the student should be given guidance on proper student-staff relationships as directed by the supervisor or principal.

4. "Grooming" means befriending and establishing an emotional connection with a child or a child's family in order to lower the child's inhibitions for emotional, physical, or sexual abuse.
5. "Guardian" means a person who accepts a testamentary appointment, thus becoming a guardian of a minor through appointment by the court; but not the State if the student is a ward of the State; a person acting in the place of a parent of a student (such as a grandparent, stepparent, or another relative) with whom the student lives; a person who is legally responsible for the student's welfare; or an adult with power of attorney or other legal authority to make educational decisions.
6. "Parent" means a biological, step-parent, or adoptive parent; as long as no one else has adopted the child and/or parental rights have not been terminated in a court of law.
7. "Sexual battery," means the criminal conduct described in [Utah Code Ann. § 76-9-702.1](#).
8. "Sexual conduct" includes *any* sexual contact or communication between a staff member and a student including, *but not limited to* sexual abuse (as defined above).
9. "Staff member" means any employee or contractor (including substitute teachers) and any volunteer who has unsupervised access to students.
10. "Student" means a child under the age of 18 or (18 or over) ~~over the age of 18~~ if still enrolled in a public secondary school.

## Board Approvals

- Board Approved: February 14, 1989

- Revised: March 9, 2010
- **Rewritten & Board Approved:**

# Procedures

## 1. DISTRICT STATEMENT

- 1.1. The ~~Alpine School District Board of Education~~ **District** supports the professional code of ethics governing personnel ~~who work for the school district~~ and expects its employees to act within these parameters as **outlined in these procedures, rules, and regulations**. It further supports federal, state and local laws which prescribe and prohibit inappropriate actions between ~~students and teachers~~; **employees and students**.

## 2. EMPLOYEE OFFICIAL DUTIES

- 2.1. Instruction, counseling, and administrative tasks relating to students which require the presence of students should be accomplished on school premises within the regularly scheduled time of activities.
  - 2.1.1. “Regularly scheduled time of activities” is whatever is “regular”, “normal”, or “usual” for a particular activity.
  - 2.1.2. An activity that goes beyond the 30 minutes before and/or after school contract time would not be in violation of the policy if it is reasonable and prudent. **However, the student’s Parent / Guardian should be contacted.**
- 2.2. Approval of the school principal shall be required whenever it becomes necessary for a District employee to meet with a student(s) outside the regular school day, or outside of the school premises. ~~{See 1.2}~~
  - 2.2.1. “Regular school day” for coaches, drama instructors, music instructors, etc. may extend much beyond the 30 minutes before and/or after the school day. These teachers working with students in appropriate practices would not require special written or verbal approval from the principal.

- 2.2.2. If a teacher meets with a student outside the school premises--as a private citizen--in such activities as church or community work, or as a neighbor, it would not be in violation of the Scope of Employment policy and permission need not be obtained.
- 2.3. District employees shall avoid traveling alone with an individual student.
  - 2.3.1. If it is absolutely necessary to travel with a student, try to always have two or more people--besides yourself--in the car at all times.
- 2.4. District employees shall avoid being alone at any time with an individual student unless it is necessary in the performance of professional duties within the scope of employment, i.e. counseling, disciplining, instructing, and administrative tasks.
  - 2.4.1. "Necessary" is the decision of the employee. Whatever is reasonable and prudent will determine what is "necessary".
  - 2.4.2. Employees **who are** alone with a student(s) **and** when they are not counseling, disciplining, instructing, or conducting administrative tasks, may not be acting reasonably or being prudent and may be in violation of the Scope of Employment policy.

### 3. ACTIVITIES SCHEDULED OFF-CAMPUS

- 3.1. District employees are discouraged from inviting students to their homes. If it is done, approval of the principal is needed, i.e., a team being invited to the advisor's home for a social activity.
- 3.2. After-hour social activities shall, whenever possible, be conducted on school premises. In all cases, prior approval of the principal should be obtained.
  - 3.2.1. All extra-curricular student activities require prior approval of the school principal. This usually would be accomplished through the calendaring process and would not require additional approval beyond that calendar.
  - 3.2.2. If any extra-curricular activity is being held that has not been properly calendared, the employee shall notify the principal and

receive approval.

## 4. ADMINISTRATIVE ASSIGNMENT FOR INSTRUCTION AT A STUDENT'S HOME

- 4.1. In the event that a teacher or employee has been given an assignment to teach or tutor a student at home, the parent or guardian will be notified by school administration of District procedures associated with home or off-campus one-on-one teaching or tutoring.
  - 4.1.1. Instruction or instructional support may be provided in the home by a school employee as long as a parent, guardian, or adult designee (as defined in the definitions above), is present in the home while the school employee is in the home.

# Rules & Regulations

## 1. CODE OF CONDUCT ~~SCOPE OF EMPLOYMENT~~

- 1.1. Staff members shall act in a way that acknowledges and reflects their inherent positions of authority and influence over students. Staff members shall act in a way that contributes to maintaining and fostering a positive, effective, non-disruptive and safe learning environment for students. This includes maintaining professional and appropriate demeanor and relationships with students, both during and outside of school hours and on and off campus.
- 1.2. Staff members are expected to comply with all District policies and to adhere to all requirements of the law. Staff members are further expected to act professionally. This includes communicating in a civil manner and not promoting personal opinions, issues, or political positions as part of the instructional process in a manner inconsistent with the law. It further includes integrity and honesty in relationships with others conducting any financial business and accounting for funds honestly and with integrity. Staff members are expected to comply with appropriate dress and grooming standards as established by District policy, supervisor

directives, and generally accepted professional standards. District certified employees are required to report arrests and convictions.

- 1.3. Staff members shall not meet with students outside of the regular school day or outside of school premises without prior written permission of the principal. In this context, "regular school day" generally includes 30 minutes before and after school contract time. For staff members involved in activities that take place outside of regular school contract time and not on school property (for example, athletics, music, drama), "the regular school day" includes the regularly scheduled time of such activities and "school premises" includes the normal locations of such activities.
- 1.4. Staff members may not invite students or groups of students to the staff member's home (for example for a team social activity) without prior written approval of the principal. After-hours social activities shall, whenever possible, be conducted on school premises. All extra-curricular activities require prior approval of the school principal, either as part of the calendaring process or based on a specific request to the principal for a particular activity.
- 1.5. Staff members shall not travel alone with an individual student.
- 1.6. Staff members shall recognize and maintain appropriate personal boundaries in teaching, supervising, and interacting with students and shall avoid boundary violations including behavior that could reasonably be considered grooming or lead to even an appearance of impropriety.
- 1.7. Staff members may not subject a student to any form of abuse including but not limited to:
  - 1.7.1. physical abuse;
  - 1.7.2. verbal abuse;
  - 1.7.3. sexual abuse;
  - 1.7.4. mental abuse.
- 1.8. Staff members are prohibited from subjecting a student to bullying, cyberbullying, harassment (including sexual harassment), or hazing. (See [Policy No. 5181](#), [Policy No. 7100](#), and [Policy No. 7150](#)).

- 1.9. Staff members shall not touch a student in a way that makes a reasonably objective student feel uncomfortable.
- 1.10. Staff members shall not engage in any sexual conduct toward or sexual relations with a student including but not limited to:
  - 1.10.1. viewing with a student, or allowing a student to view, pornography or any other sexually explicit or inappropriate images or content, whether video, audio, print, text, or other format;
    - 1.10.1.1. sexual battery; or
    - 1.10.1.2. sexual assault.
- 1.11. Staff member communications with students, whether verbal or electronic, shall be professional and avoid boundary violations.
- 1.12. Staff members shall not provide gifts, special favors, or preferential treatment to a student or a group of students.
- 1.13. Staff members shall not discriminate against a student on a basis of sex, religion, national origin, gender identity, sexual orientation, or any other prohibited class. (See [Policy No. 7100.](#))
- 1.14. Certified staff member use of electronic devices and social media to communicate with students must be professional, pertain to school activities or classes, and comply with the Family Educational Rights and Privacy Act.
- 1.15. Staff members may not use or be under the influence of alcohol or illegal substances during work hours, on school property, or at school sponsored events while acting as a staff member. Additionally, staff members may not use any form of tobacco or electronic cigarettes on school property or at school sponsored activities in an employment capacity.
- 1.16. Staff members are prohibited from knowingly viewing or accessing pornographic or indecent material in any form (print, electronic, or otherwise) while on school premises or at a school-related activity or by using District devices, internet access, or other resources. Staff members may not knowingly use, view, create, distribute, or store pornographic or indecent material involving children at any time.

- 1.17. Staff members shall cooperate in any investigation concerning allegations of actions, conduct, or communications that if proven, would violate this policy.
- 1.18. The District recognizes that in circumstances where a staff member and a student have a relationship which is independent of and does not arise out of the school context, interactions which would be a boundary violation in the absence of that independent relationship may not constitute a boundary violation. (Examples of such independent relationships include where the staff member and student are family members or otherwise closely related, or where the staff member and student are both affiliated with a non-school organization and the interaction relates to or arises out of that relationship.) The other standards of conduct apply regardless of the existence of an independent, non-school relationship.
- 1.19. Conduct prohibited by the standards of conduct is considered a violation of the standards regardless of whether the student may have consented.

## 2. REPORTING

- 2.1. A staff member who has reason to believe there has been a violation of the standards of conduct shall immediately report such conduct to an appropriate supervisor or school administrator. If a staff member has reason to believe a school administrator has violated the standards of conduct, the staff member shall immediately report the conduct to the administrator's supervisor. If a staff member becomes aware that a student has initiated any interaction with a staff member which would be improper or inappropriately familiar, the staff member must promptly document and report the incident.
- 2.2. As provided in Policy No. 5420 and Rules & Regulations No. 5420, staff members must report suspected child abuse or neglect to law enforcement or the Division of Child and Family Services as required by [Utah Code Ann. § 62A-4a-403](#).
- 2.3. In addition to the reporting requirement in the prior section, the following circumstances also require reporting:



- 2.3.1. A staff member who has reasonable cause to believe that a student may have been physically or sexually abused by a school staff member shall immediately report the belief and all other relevant information to the school administrator, or to District administration;
- 2.3.2. A school administrator who has received a report or who otherwise has reasonable cause to believe that a student may have been physically or sexually abused by a school staff member shall immediately inform the District administration of the reported abuse; and
- 2.3.3. If the staff member suspected to have abused a student holds a professional educator license issued by the Utah State Board of Education, the District administration shall immediately report that information to the Utah Professional Practices Advisory Commission;
  - 2.3.3.1. A person who makes a report in good faith shall be immune from civil or criminal liability that might otherwise arise by reason of that report.
- 2.4. A staff member who has knowledge of suspected incidents of bullying shall immediately notify the student's principal.
- 2.5. Failure to report suspected misconduct as required herein is a violation of this policy, the Utah Educator Standards, and in some instances, state law, and may result in disciplinary action.
- 2.6. Staff members should report any instances where the staff member knows or has reason to believe that a staff member holding a Utah educator or administrative license has violated the Utah Educator Standards.
- 2.7. Required reports shall be made as follows: Reports regarding child abuse or neglect shall be made according to [Policy No. 5420 and Rules & Regulations No. 5420](#). Reports regarding sexual harassment shall be made according to [Policy No. 7150](#). Other reports required by the standards of conduct shall be made to the staff member's immediate supervisor or the building principal. However, if the person who would receive the report is the person whose conduct is in question, the report will be made instead

to that person's supervisor.

### 3. TRAINING

- 3.1. Within 10 days of beginning employment or service with the District, a certified staff member shall receive training regarding Policy No. 4060 and corresponding procedures and rules and regulations, including but not limited to the reporting requirements, and must at the time of such training sign a statement acknowledging that the staff member has read and understands these policies.
- 3.2. All certified staff members employed by the District shall at least once each year receive training regarding this policy, including but not limited to the reporting requirements, and must at the time of such training sign a statement acknowledging that the staff member has read and understands these policies.
- 3.3. All certified staff members employed by the District shall at least once each year receive training regarding [Policy No. 5420 and Rules & Regulations No. 5420](#) and the child abuse and neglect reporting requirements regarding identifying and documenting child abuse, and must at the time of such training sign a statement acknowledging that the staff member has read and understands these policies.
- 3.4. All employees and contractors must, at least every other year, attend child sexual abuse and human trafficking prevention and awareness training as required by [Utah Code Ann. § 53G-9-207](#). Documentation of such training shall be prepared and retained.

### 4. VIOLATIONS

- 4.1. An employee found in violation of the standards of conduct will be subject to disciplinary action up to and including termination of employment.
- 4.2. A contractor or volunteer found in violation of the standards of conduct will be subject to action up to and including termination of the District's relationship with the contractor or volunteer.

- 4.3. Public notice of standards of conduct shall be posted on the District website.

## Approvals

- 5/3/89
- March 2021



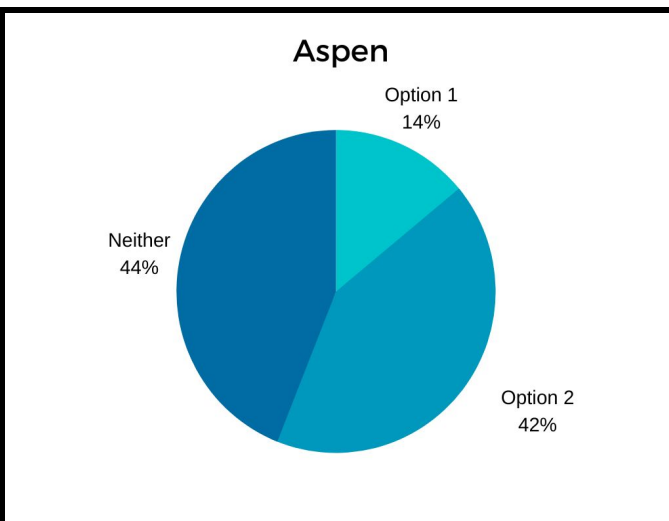
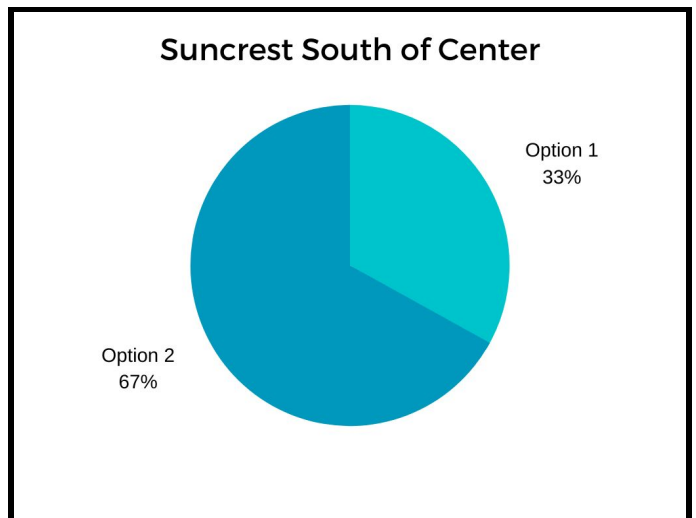
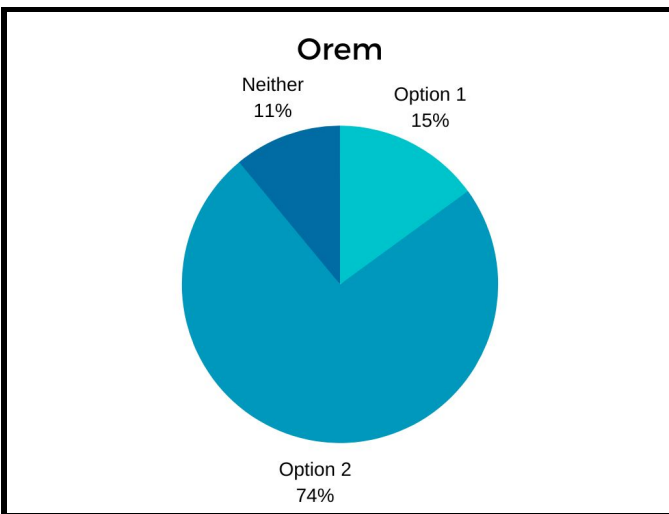
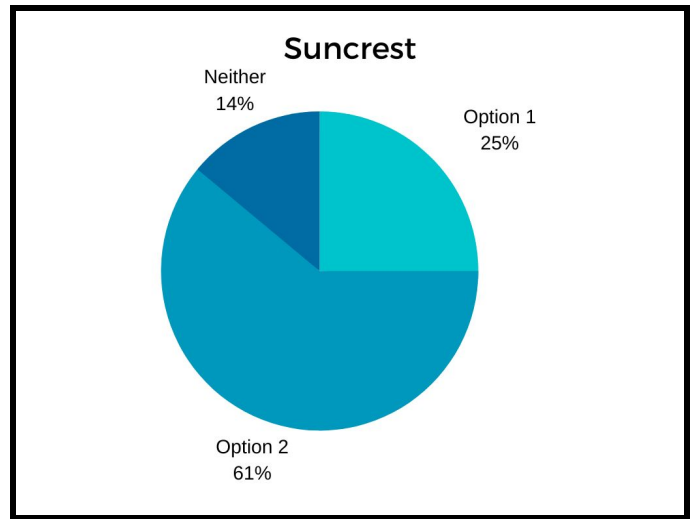
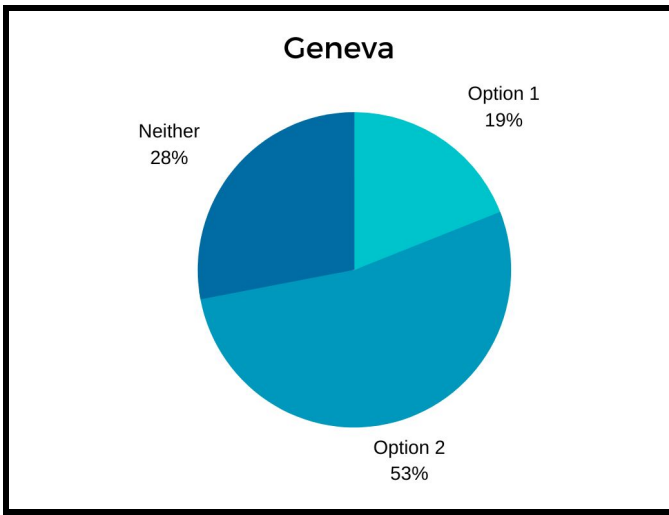
## **Geneva/Suncrest Consolidation Survey Results Summary**

(February 25, 2021)

- Survey window: February 8-16, 2021
  
- Participants were asked their preference from the following:
  - Option 1 - The existing Geneva and Suncrest boundaries combined
  - Option 2 - The existing Geneva and Suncrest boundaries combined, with two exceptions: the “Aspen pocket” is included in the consolidated school boundary, and Suncrest residents living south of Center Street are included into the Orem Elementary boundary.
  
- **362 total respondents**
  
- **278 parents responded - 18% prefer Option 1, 60% Option 2, 22% Neither**
  - 48 Geneva
  - 61 Suncrest
    - 18 respondents live south of Center and these responses are broken out separately since this area attends Orem in Option 2
  - 102 Orem
  - 65 Aspen
    - 1 parent from the “Aspen pocket” responded, preferring Option 1
  - 2 “Other”
  
- **84 employees responded - 20 % prefer Option 1, 75% Option 2, 4% Neither**
  - 17 Geneva
  - 35 Suncrest
  - 18 Orem
  - 12 Aspen
  
- Parent preferences are shown on the next page

# Geneva/Suncrest Consolidation Survey Results Summary - Page 2

## Parent Preferences by School Area



## Option 1

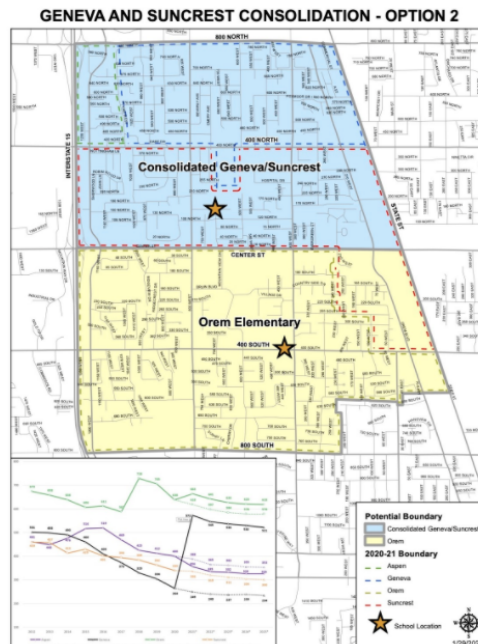
combine existing school boundaries



- 585 students
- everyone moves together
- least amount of change

## Option 2

combine existing boundaries; include the “Aspen pocket”; realign south of Center to Orem Elementary



- 572 students
- reestablish the connection with the “pocket”
- many south of Center currently attend Orem out of area