BEATRICE PUBLIC SCHOOLS ANNUAL NOTICES
Updated September 2025

Anti-Bullying Policy: The district is committed to enforcement of its anti-bullying policy and to providing a physically safe and emotionally secure environment for students and staff. The administration and staff implement strategies and practices to reinforce and encourage positive behaviors by students.
Policy 5415

Equal Opportunity Employment:
Beatrice Public Schools is an Equal Opportunity Employer.Beatrice School District 15 does not discriminate on the basis of race, color, national origin, gender, disability, marital status, sexual orientation or gender identity, or age in admission or access to, or treatment of employment, in its programs and activities. The following person has been designated to handle inquiries regarding complaints, grievance procedures or the application of these policies of nondiscrimination:

Mr. Jason Alexander
Superintendent
320 North 5th Street, Beatrice, NE 68310
Phone 402-223-1500

Employment Opportunities at Beatrice Schools are posted at: Employment Opportunities at Beatrice Schools

FERPA: Notification of Rights Under FERPA for Elementary and Secondary Schools: The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age or older ("eligible students") certain rights with respect to the student's education records. They rights are:

1. The right to inspect and review the student's education records within 45 days after the day Beatrice School District 160 receives a request for access. Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the records they wish to inspect. The school official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2. The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Parents or eligible students who wish to ask Beatrice School District 15 to amend a record should write the school principal (or appropriate school official), clearly identify the part of the record they want changed, and specify why it should be changed. If the school decides not to amend the record as requested by the parent or eligible student, the school will notify the parent or eligible student of the decision and of their right to a hearing regarding the request for

amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3. The right to provide written consent before the school disclosures personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official is a person employed by the school as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer or contractor outside of the school who performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the school discloses education records without consent to officials of another school district in which a student seeks or intends to enroll, or is already enrolled if the disclosure is for purposes of the student's enrollment or transfer. (NOTE: FERPA requires a school district to make a reasonable attempt to notify the parent or student of the records request unless it states in it's annual notification that it intends to forward records on request).

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by Beatrice School District 15 to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue SW
Washington, D.C. 20202-4605.

Handbook postings: Student parent handbooks for each school building are available at the following link: Student Handbooks (Public Viewable)

Handbook revisions: The contents of the handbooks are official administrative regulations, authorized by Board of Education policy, and approved by the Board. Students and parents are encouraged to read their student's school handbooks to apprise themselves of everything from conduct expectations to necessary materials and supplies.

Harassment & Anti-Harassment Policy / Procedure:
Beatrice Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers, or other persons is prohibited. In addition, Beatrice Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the workplace and educational environment.

For purposes of this policy, discrimination or harassment based on a person's race, color, religion, national origin, sex, sexual orientation gender identity, disability, or age is prohibited.

Procedure for reporting allegations of harassment:
Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.

If the report is not satisfactorily resolved within ten calendar days, or if the discrimination or harassment continues, please report your complaint to the Superintendent.

If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be processed to the Board of Education.

The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.

Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem. Based on the results of the investigation, appropriate corrective action, may be taken. Under no circumstances will a supervisor or a teacher or the Board threaten or retaliate against a person for alleging discrimination or harassment.

Military recruiting information: Federal law requires public schools to provide military recruiters and institutions of higher education access to secondary school students' names, addresses, and telephone listings. Beatrice Public School Board Policy 5012 explains parental procedures. Parents and secondary students have the right to request that the Beatrice School District 15 not provide this information to military recruiters or institutions of higher learning, without their prior written parental consent. Beatrice School District 15 will comply with any such request. Notify your building administrator with such requests by September 30 of the current school year.

Notice of Prevention of Improper Use of Taxpayer Funds for the Beatrice School District: Pursuant to the Every Student Succeeds Act, 20 U.S.C. § 7933, Beatrice School District hereby posts this display, in a public place, to encourage any taxpayer who observes, detects, or suspects improper use of taxpayer funds can easily report such improper use to: **Office of Inspector General of the Department of Education Phone: 1-800-MIS-USED**

Student Fees: Information regarding student fees is included in student handbooks. Families are eligible for fee waivers if they meet the income guidelines for free or reduced price lunches. A separate application for fee waivers must be filed. The application is available at Student Fee Waiver Application.pdf

Title IX: Beatrice Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 hereby adopts and re-affirms the policy Prohibiting Sex Discrimination in Education. The Title IX Complaint Procedures are available at: 1210.1 Title IX Complaint Procedure.pdf. This information may also be obtained from any school building or district administration office.