

Denmark Viking District Newsletter

Issue #1

August 2016



FIRST DAY OF SCHOOL SEPTEMBER 1, 2016

School Day Start / End Times

Early Childhood Center	7:50-3:05
Elementary School.....	7:55-3:10
Middle School.....	7:57-3:10
High School.....	8:00-3:15
Community School.....	7:57-3:10

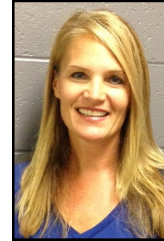
School Phone Numbers

Early Childhood Center.....	863-4175
Elementary School.....	863-4050
Middle School.....	863-4100
High School.....	863-4200
Community School.....	863-4153
District Office.....	863-4000
Lunch Accounts.....	863-4220
Special Education.....	863-4030
Free/Reduced Lunch.....	863-4217

Transportation

Lamers / James Schad
920-367-2075 ext. 13211

New Director of Special Education



Sheryl DeLarwelle

Sheryl DeLarwelle, a Denmark graduate and long-time employee for the School District of Denmark, was appointed Special Education Director by the Denmark School Board in late spring. Ms. DeLarwelle replaces Amy Schuh and Amy Gleeson, who shared the position the past four years. Amy Schuh took a position in another district and Amy Gleeson, because of increasing enrollment, is going to become the fulltime principal of the Middle School.

Ms. DeLarwelle brings a wealth of experience and knowledge to the position. For many years, she was a special education teacher at various levels of the district. Over the past two years, Ms. DeLarwelle has worked with students transitioning from special education at the high school to the work world. In addition, she taught and was coordinator of the teacher mentor program. Ms. DeLarwelle will coordinate all special education programming for the district which includes hiring of staff, arranging special transportation and programming for students.

NEW STAFF

Welcome to the following new staff members:

Marissa Hahn, 4K Teacher
Julie Hodges, District Psychologist
Kristin Olsen, Fourth Grade Teacher
Glenn Schachtner, HS Special Ed Teacher
Laura Stewart, Fifth Grade Teacher
Pam Stoll, Middle School Art Teacher

New Business Manager



Janelle Marotz

Janelle Marotz has replaced Jill Bodwin as the Business Manager for the School District of Denmark. Ms. Bodwin resigned this spring to take the Business Manager position in Pulaski.

Prior to coming to Denmark, Ms. Marotz was an Assistant Superintendent of Business in Beloit. Ms. Marotz brings a wealth of experience to the School District of Denmark and will also serve as Pupil Services Director for the district.

2015-16 STAFF RETIREMENT

**Becky Miller - Retired after working
18 years in the Denmark District**

Each year the district acknowledges those employees that retire from our district. In an inexcusable mistake, we failed to acknowledge Becky Miller who retired at the end of 2015-16. Ms. Miller was a para-professional, worked in the food service program, and ended her career as the part-time librarian assistant at the ECC.

We thank Ms. Miller for her many years of service and apologize for the failure of recognition last spring.



BREAKFAST AND LUNCH PROGRAM INFORMATION

What's to Eat?

Families can find menus posted on the district page of our website: www.denmark.k12.wi.us. Click the Chartwell's School Dining Service link. Breakfast is served at all buildings except the High School.

Meal Prices:

Early Childhood.....\$2.45
Elementary School.....\$2.45
Middle School.....\$2.85
High School.....\$2.85
Adult Lunch.....\$3.55

Breakfast.....\$1.60
Reduced Breakfast.....\$0.30
Reduced Lunch.....\$0.40

Milk.....\$0.40

How Do Students Qualify for Free/Reduced Lunch?

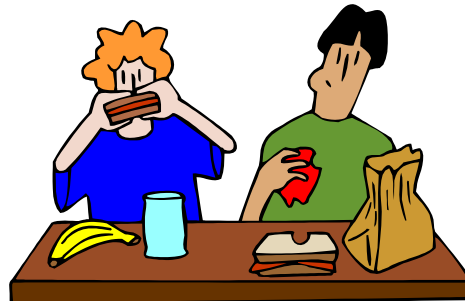
Household size and income determine your status for free/reduced lunch benefits. Eligibility for foster children is based on the children's income alone, not the household income where they reside.

Only one application is needed per household (available in every school office) and can be submitted to your school office or sent to Tony Klaubauf, District Administrator, 450 N. Wall St., Denmark, WI 54208. Parents or guardians dissatisfied with the ruling can discuss the decision with Kristi Buhr at (920) 863-4217. A formal appeal can be requested by phone or in writing to Dan Ullman, School Board President, 6258 W. Cherney Rd., Denmark, WI 54208 (920) 863-1183.

Reduced Price Lunch Income Guidelines 2016-17

FEDERAL ELIGIBILITY INCOME CHART For School Year 2016-17			
Household	Yearly	Monthly	Weekly
1	\$21,978	\$1,832	\$423
2	\$29,637	\$2,470	\$570
3	\$37,296	\$3,108	\$718
4	\$44,955	\$3,747	\$865
5	\$52,614	\$4,385	\$1,012
6	\$60,273	\$5,023	\$1,160
7	\$67,951	\$5,663	\$1,307
8	\$75,647	\$6,304	\$1,455
Each additional person:	\$7,696	\$642	\$148

No child will be discriminated against in this program because of race, color, sex, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, age, or mental or physical handicap. If any member of a household believes they have been discriminated against, write the Secretary of Agriculture, Washington, DC 20250



BACK TO SCHOOL OPEN HOUSES AND EARLY REGISTRATION

Early Childhood Center

Open House

August 30 4:30 - 6:00 P.M.

5K parents please see the welcome / informational video on the ECC webpage
(There will not be a 5K parent meeting this year.)

Registration papers for 4K or 5K can be found on the district website or by calling the ECC office at 920-863-4175

Elementary School

August 30 5:00 - 6:30 P.M.

Middle School

Early Registration

August 17 7:00 A.M. - 5:00 P.M.

Open House

August 30 5:00 P.M. - 7:00 P.M.

6th Grade Meetings (2)

August 30 5:00 P.M. & 6:00 P.M.

High School

Early Registration

August 17 7:00 A.M. - 5:00 P.M.

Freshmen Registration / Open House

August 30 6:00 P.M. - 8:00 P.M.



DENMARK SCHOOL DISTRICT BUDGET INFORMATION

Tony Klaubauf - District Administrator

At the School District Annual Meeting on July 25, the public approved the budget for the 2016-17 school year. The tax levy, (the total local property taxes for 2016-17) is predicted to be \$6,181,022 as compared to \$6,335,832 from the previous year. The mil rate (the amount property taxpayers are taxed per \$1000 of property value) is predicted to be \$9.40 as compared to \$9.63 per \$1000 from the 2015-16 year. Another way to think of the mil rate is if a property owner has \$100,000 of property value, they will be assessed \$940 in school taxes. The board gives final approval to these estimates in late October when three variables are known which are: total student count for 2016-17 school year, total property value provided by the State and local municipalities, and final equalization aid numbers provided by the State.

Looking ahead, the last referendum bond will be paid for in the spring of 2017. In addition, we have taken out some smaller loans in the past for facility upgrades and we plan on paying these off during the 2016-17 school year. By June of 2017, the district will have \$0 debt, much like a family would have no mortgage, car payments or credit card debt. In addition, the three-year "exceed the revenue limit" referendum will be completed. This puts the district in a unique position and one the Denmark District has not been in for a very long time. The past school board members and administration thank the residents for their support over these many years.

Along with the sound financial shape the district is in, there are always continuing facility improvements and issues that occur with four large buildings along with significant parking lots and grounds to maintain. At the Annual Meeting on July 25, we discussed a number of capital upgrades that will begin to be addressed during the 2016-17 school year and will also have to be addressed through a number of upcoming budgets.

Both the Elementary and High School roofs were damaged this past spring by fierce west winds which lifted the rubber coating and permanently damaged each roof. In addition, the general life of each roof was getting to the point of needing replacement. The total roof replacement of the High School would be \$450,000. The entire Elementary School roof replacement would be around \$310,000. Another project being explored, along with gathering costs, is an addition to the Middle School Band Room. The district is looking at an addition because of so many students wanting instrumental music. The early estimate is around \$200,000. We are also looking at replacing the bathrooms at the ECC due to basic wear and tear over the years along with making both bathrooms handicap accessible. The cost would be in the \$50,000 range.

Another facility upgrade was a joint project between Brown County, the Brown County Library and our district. We have upgraded the bandwidth to the district buildings by 5X to 1 gigabyte. The planning for this occurred this spring with most of the work occurring during the summer. We want students to have access to technology needed to be successful and appreciate the partnership that took place. The cost for our district was close to \$100,000 with 40% being reimbursed through the use of E-rate funds.

SCHOOL PERCEPTIONS SURVEY FALL 2016

This fall, the School Board is using the survey firm of School Perceptions to ascertain district residents' opinions on the Denmark School District. The survey will determine support for continual funding to maintain programs as well as long-term capital upgrades, including some of the projects mentioned earlier and others that would allow the district to provide facilities for students to compete with other districts.

The survey will go to every resident in mid- to late September and can be completed either in paper form or online. We will send reminders for everyone to complete the survey to help the Denmark School Board set direction for a number of years into the future.



LAMERS BUS LINES

Lamers Bus Line Inc. is looking forward to serving the School District of Denmark another school year for both the busing of students for daily school routes as well as for co-curricular field trips. Daily school bus route information with pick-up and drop-off details will be provided by Lamers in the mail prior to the start of the school year.



**Lamers Bus Lines is Hiring School Bus Drivers
and Diesel Mechanics at our Locations
Throughout Wisconsin**

Come join the Lamers Bus Lines school bus driving team as they gear up for the upcoming school year! Lamers is hiring now for one open AM and one open PM daily route and two substitute drivers for the Denmark School District. Lamers is offering a hiring bonus, along with great pay and other benefits!

If interested, you can apply on-line at www.golamers.com or to learn more information on the benefits of being a school bus driver, contact the Lamers office manager, James Schad, at (920) 367-2075, ext. 13211.

DENMARK HIGH SCHOOL'S

GLOW RUN!

5K Glow Fun Run &
1 Mile Kids Run (10 & under)

Saturday, September 17, 2016

Check-In at 7:30 p.m.
Run Begins at 8:00 p.m.

Denmark High School Track

Adults: \$20
Students: \$15
Kids (10 & under): \$10

Cost includes a T-shirt, glow sticks & ice cream!

Proceeds go to: Denmark Helping Denmark

**JOIN DENMARK IN KICKING OFF
HOMECOMING 2016!!!**

Registration Forms available at the
High School Office and Denmark State Bank

FIRST DAY OF SCHOOL IS SEPTEMBER 1, 2016

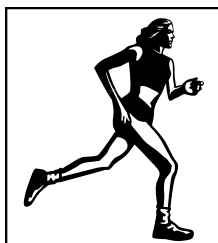
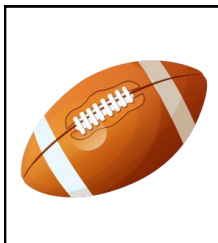
back to
School





HOMECOMING 2015

September 19 @ 4:00 p.m. Cross Country at Kewaunee
 @ 4:30 p.m. Boys Soccer at Algoma
 September 20 @ 4:30 p.m. Boys Soccer vs. Little Chute
 September 21 @ 9:00 a.m. Girls Golf at Wander Springs
 September 22 @ 4:00 p.m. Cross Country at Mishicot
 @ 7:00 p.m. Volleyball at Little Chute
 September 23 @ 7:00 p.m. Football vs. Little Chute
 September 24 @ 8:00 p.m. Homecoming Dance
 10:00 p.m. Grand March



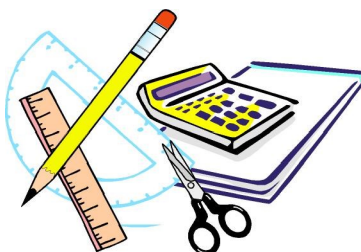
VIKING



PRIDE!

VIKING PRIDE YARD SIGNS

We will have "Viking Pride" signs available for people to put in their yards again this fall. The signs were purchased with help from the Denmark Booster Club. When the new signs arrive, along with ones returned from last year, we ask that you display your Viking Pride and place these in your yard until winter comes. Again, we will get the word out when the signs are available. If you saved your sign from last year, now is the time to show your pride again.



DENMARK SCHOOL CALENDAR 2016-17

September 1	First Day of School
September 5	No School - Labor Day
September 30	PDT Day - Early Dismissal
October 27	No School
October 28	No School
November 18	PDT Day
November 23	No School
November 24	No School
November 25	No School
December 23	PDT Day & Last Day of School Before Holiday
January 3	First Day of School After Holiday
January 20	PDT Day
February 16	PDT Day
February 17	No School
March 17	PDT Day
April 13	No School
April 14	No School
April 17	No School
May 26	PDT Day
May 29	No School - Memorial Day
June 2	Last Day of School - Early Release
June 4	Graduation - 1:00 p.m.

SCHOOL DISTRICT PERFORMANCE REPORT

Under section 115.38(2) of the state statutes, the parent/guardian of each student enrolled in the district can request a copy of the School District Performance Report. The report is also available on the Denmark Schools website under the District tab.



OUTDOOR VOLLEY BALL COURTS

A group of parents and other volleyball supporters approached the Denmark School Board in 2015 to possibly build some outdoor volleyball courts for students to use during the summer, to host tournaments, and possibly even use during in-season practice to save on wear and tear on student joints.

The outdoor courts are now close to completion. We want to thank so many people and local businesses that made these courts a reality, all without district funds.

Donations came from:

Kruczek Construction
Denmark Lions Club
Denmark Booster Club
Norb's Auto Salvage
Northern Concrete
Kane's Service
Green and Gold Concrete

Adults and students from the community:

Wally Kruczek	Jesse Blohowiak
Mark Olsen	Nick Phillips
Derek Kruczek	Pat Bocker
Matt Davister	Ali Rish
Armand Daigneault	Ashley Leiterman
Rick Fischer	Leanne Habek



ALICE IN WONDERLAND

Presented by Prairie Fire Theater

Denmark Elementary and Ms. Carley are proud to offer an exciting acting and singing camp opportunity to students in grades 3 - 6 for a week long production of "Alice in Wonderland." Students will work with two professional actors for four evenings after school and then will put on two performances.

When: September 12 - 16, 2016

Who: Any Interested 3rd - 6th Grade Student

Where: High School Cafetorium

Cost: \$20

There will be two performances on Friday, September 16. One performance will be during the school day for students and the other at 7:00 p.m. at the High School Cafetorium. The public is welcome and invited to attend. There will be a \$2 admission fee at the door.

Forms will be going home with the elementary students on the first day of school with all the details. Sixth grade students can pick up a form in the middle school office.

ANNUAL NOTICES

Educational Options

As required by 2015 Wisconsin Act 55, school districts are required to publish a description of educational options available to children residing in the district, including public schools, private schools participating in a parental choice program, charter schools, virtual schools, full-time open enrollment, Youth Options Program, course Options, and options available for home-based private educational program students. The notice must also include the most recent performance category assigned to each school within the school district boundaries and the district accountability report on the district's internet site.

Denmark Public School District

- Denmark Early Childhood Center – Pre K – 5K
- Denmark Elementary School – 1st Grade – 5th Grade
- Denmark Middle School – 6th Grade – 8th Grade
- Denmark High School – 9th Grade – 12th Grade
- Denmark Community School – Charter School - Grades 7-12
- Virtual School Options - http://sms.dpi.wi.gov/sites/default/files/imce/sms/pdfcs_2015_VirtualSchs.pdf
- Private school parental choice options- https://sms.dpi.wi.gov/choice_programs
- Open Enrollment Spaces <http://oe.dpi.wi.gov/oeseats2014>
 - * Denmark Open Enrollment Policy -
http://www.denmark.k12.wi.us/cms_files/resources/jfab.pdf
- Home –Based Education Options including Youth Options and Course Options –
 - * http://www.denmark.k12.wi.us/cms_files/resources/jfbe.pdf
 - * http://www.denmark.k12.wi.us/cms_files/resources/ihbga.pdf
 - * <http://docs.legis.wisconsin.gov/statutes/statutes/118/53>

ANNUAL NOTIFICATION OF ACADEMIC STANDARDS

For the 2016-17 school year, curriculum and instruction within the School District of Denmark will be based upon Wisconsin Academic Standards in each core and elective content area. Information on Wisconsin Academic Standards can be found here: <http://dpi.wi.gov/standards>

Our district academic standards are accessible to the public on the Curriculum and Instruction page of the district website at www.denmark.k12.wi.us.

Should you have any questions regarding this information, please contact Dave Harper, Director of Curriculum, Instruction, and Assessment at 920-863-4176 or harperd@denmark.k12.wi.us

School Accountability Report

Each year, DPI provides public performance reports for all public schools and districts in Wisconsin. The reports each address sections of state or federal reporting requirements. All reports and the many and varied indicators contained within, should be considered when reviewing a school or district's annual progress. While some of the same data appears in multiple reports, each serves a distinct purpose under the state and federal education laws.

To view the report, visit the district page of our website or use the following link:

www.denmark.k12.wi.us/dist/distperfrpt.cfm



ANNUAL NOTICES CONTINUED

PUPIL RECORDS

The *Family Educational Rights and Privacy Act* (FERPA), a Federal law, requires that the School District of Denmark, with certain exceptions, obtain your written consent prior to the disclosure of personally identifiable information from your child's education records. However, the School District of Denmark may disclose appropriately designated "directory information" without written consent, unless you have advised the District to the contrary in accordance with District procedures. The primary purpose of directory information is to allow the School District of Denmark to include this type of information from your child's education records in certain school publications. Examples include:

- A playbill showing your student's role in a drama production;
- The annual yearbook;
- Honor roll and other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. In addition, two federal laws require local educational agencies (LEAs) receiving assistance under the *Elementary and Secondary Education Act of 1965* (ESEA) to provide military recruiters, upon request, with three directory information categories – names, addresses and telephone listings – unless parents have advised the LEA that they do not want their student's information disclosed without their prior written consent. (These laws are: Section 9528 of the ESEA (20 U.S.C. 7908) as amended by the *No Child Left Behind Act of 2001* (P.L. 107-110), the education bill, and 10 U.S. C. 503, as amended by section 544, the *National Defense Authorization Act for Fiscal Year 2002* (P.L. 107-107), the legislation that provides funding for the Nation's armed forces.)

If you do not want the School District of Denmark to disclose directory information from your child's education records without your prior written consent, you must notify the District in writing. The School District of Denmark has designated the following information as directory information:

- The student's name
- The student's address
- The student's telephone listing
- The student's date and place of birth
- The student's major field of study
- The student's participation in officially recognized activities and sports.
- The student's weight and height if a member of an athletic team
- The student's dates of attendance
- The student's photograph
- The student's degrees and awards
- The name of the school most recently previously attended by the student

ESEA TEACHER QUALITY NOTIFICATION

The School District of Denmark is committed to hiring and retaining high quality educational staff members. All teachers in our school district have at least a Bachelor's degree from an accredited college and are licensed by the State of Wisconsin, Department of Public Instruction (DPI).

The Every Student Succeeds Act (ESSA), previously referred to as the No Child Left Behind Act, requires school districts to notify parents of their right to request the following information about the qualifications of the school district teachers and paraprofessionals who are educating their children.

Is my child's teacher licensed to teach the grades or subjects assigned?

Has the state waived any requirements for my child's teacher?

What was the college major of my child's teacher?

What degrees does my child's teacher hold?

Are there paraprofessionals working with my child? If so, what are their qualifications?

You may obtain this information on the Wisconsin DPI website at www.dpi.state.wi.us/dpi/dlsis/tel/lisearch.html or by contacting Kristi Buhr in the Denmark Schools Human Resource Department at 863-4217.



ANNUAL NOTICES CONTINUED

STUDENT SURVEYS

As a school district receiving funds under U. S. Department of Education programs, the School District of Denmark must notify parents of their right to inspect certain student surveys and to opt their children out of those surveys and other activities that collect, disclose, or use personal information from students, including materials designed to sell or market student information to others. The types of surveys include those created by third parties (outside of the school district) and their subject matter as specified below. Parents must be notified of their rights before the survey is distributed to students.

Schools must involve parents in establishing policies that annually notify parents of this right at the beginning of each school year and when substantive changes are made to related school policies. The notice to parents must state the specific or approximate dates during the school year when activities are scheduled.

If a survey asks students for information in any of the following eight categories, schools must give parents the right to inspect the survey:

- Political affiliations or beliefs of students or their family.
- Mental and psychological problems of students or their family.
- Sex behavior or attitudes.
- Illegal, anti-social, self-incriminating, or demeaning behavior.
- Critical appraisals of individuals with whom students have close family relationships.
- Legally recognized privileged or analogous relationships, such as those with lawyers, physicians, and ministers.
- Religious practices, affiliations, or beliefs of students or their parents.
- Income (other than that required by law to determine eligibility for program participation or financial assistance).

The School District of Denmark will provide the survey to parents within a reasonable amount of time after the request and before surveys are distributed to students. The School District of Denmark will also involve parents in developing and adopting policies that establish the right of parents, upon request, to inspect student surveys and opt their children out of a survey.

PUBLIC NOTICE OF PUPIL NONDISCRIMINATION

It is the policy of the School District of Denmark that no pupil may be denied admission to any public school in this district, be denied participation in, benefits of, or be discriminated against in any school district curricular, extracurricular, pupil service, recreational, or other program or activity because of the pupil's sex, race, religion, national origin, color, ancestry, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional or learning disability or handicap, or homeless student status as defined by Sec. 118.13, Wis. Stat.

This policy also prohibits discrimination as defined by Title IX of the Educational Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race and national origin), Section 504 of the Rehabilitation Act of 1973 (handicap), and the McKinney-Vento Homeless Education Assistance Act.

The District encourages informal resolution of complaints under this policy. A formal complaint resolution procedure is also available. To discuss allegations of pupil discrimination or to file a formal complaint of pupil discrimination, please contact: Sheryl DeLarwelle, Director of Special Education, School District of Denmark, 450 N. Wall Street, Denmark, WI 54208. Phone: (920) 863-4035.



ANNUAL NOTICES CONTINUED

HOMELESS CHILDREN

The McKinney-Vento Act defines homeless children and youth (twenty-one years of age and younger) as:

- Children and youth who lack a fixed, regular, and adequate nighttime residence, and includes children and youth who are:
 - sharing the housing of others persons due to loss of housing, economic hardship, or a similar reason (sometimes referred to as double-up);
 - living in motels, hotels, trailer parks, or camping grounds due to lack of alternative adequate accommodations;
 - living in emergency or transitional shelters;
 - abandoned in hospitals; or
 - awaiting foster care placement.
- Children and youth who have a primary nighttime residence that is a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings.
- Children and youth who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings.
- Migratory children who qualify as homeless because they are living in circumstances described above.

If you are personally aware of or are acquainted with any children who may qualify according to the above criteria, the School District of Denmark provides the following assurances to parents of homeless children:

- The local district staff person (liaison) for homeless children is the District Nurse.
- There shall be immediate enrollment and school participation, even if educational and medical records and proof of residency are not available.
- All educational opportunities and related opportunities for homeless students (preschool to age 21), including unaccompanied youth, shall be the same as for the general student population.
- Enrollment and transportation rights, including transportation to the school of origin, shall be possible. "School of origin" is defined as the school the child attended when permanently housed or when last enrolled.
- Written explanation of why a homeless child is placed other than in a school of origin or school requested by the parent, with the right to appeal within the local dispute resolution process.
- Meaningful opportunities for parents to participate in the education of their children. These shall include: special notices of events, parent-teacher conferences, newsletters, and access to student records.

Please contact Cindy Weller Homeless Liaison for the School District of Denmark, for additional information about homeless issues. Mrs. Weller can be reached at 920-863-4032.

SPECIAL EDUCATION REFERRAL AND EVALUATION PROCEDURES

Upon request, the **School District of Denmark** is required to evaluate a child for eligibility for special education services. A request for evaluation is known as a referral. When the district receives a referral, the district will appoint an Individualized Education Program (IEP) team to determine if the child has a disability, and if the child needs special education services. The district locates, identifies, and evaluates all children with disabilities who are enrolled by their parents in private (including religious) schools, elementary schools and secondary schools located in the school district.

A physician, nurse, psychologist, social worker, or administrator of a social agency who reasonably believes a child brought to him or her for services is a child with a disability has a legal duty to refer the child, including a homeless child, to the school district in which the child resides. Before referring the child, the person making the referral must inform the child's parent that the referral will be made.

Others, including parents, who reasonably believe a child is a child with a disability, may also refer the child, including a homeless child, to the school district in which the child resides.

Referrals must be in writing and include the reason why the person believes the child is a child with a disability. A referral may be made by contacting **Sheryl DeLarwelle**, Director of Special Education, School District of Denmark, at (920) 863-4035 or by writing to her at 450 N. Wall Street, Denmark, WI 54208

For questions about this information, contact Sheryl DeLarwelle, Director of Special Education, School District of Denmark (920) 863-4035.

ANNUAL NOTICES CONTINUED

ASBESTOS NOTIFICATION

As a result of recent federal legislation (Asbestos Hazard Emergency Response Act—AHERA), each primary and secondary school in the nation is required to complete a stringent inspection for asbestos and to develop a plan of management for all asbestos containing building materials. The School District of Denmark has a goal to be in full compliance with this law and is following the spirit, as well as the letter of the law. As a matter of policy, the district shall continue to maintain a safe and healthful environment for our community's youth and employees.

In keeping with this legislation, all buildings (including portables and support buildings) owned or leased by the School District of Denmark were inspected by EPA accredited inspectors and samples were analyzed by an independent laboratory. Based on the inspection, the school prepared, and the state approved, a comprehensive management plan for handling the asbestos located within its buildings safely and responsibly.

Furthermore, the School District of Denmark has completed their 3-Year Re-inspection required by AHERA. Our district buildings, where asbestos containing building materials:

*Continued our Operations and Maintenance Program

Federal law requires a periodic walk-through (called "surveillance") every six months of each area containing asbestos. In addition, the law requires all buildings to be re-inspected every three years after a management plan went into effect. MacNeil Environmental, Inc. will accomplish this under contract.

Short-term workers (outside contractors—i.e., telephone repair workers, electricians and exterminators) must be provided information regarding the location of asbestos in which they may come into contact. All short-term workers shall contact the district's Designated Person before commencing work to be given this information.

The School District of Denmark has a list of the location(s) and type(s) of asbestos containing materials found in that school building and a description and time-table for their proper management. A copy of the Asbestos Management Plan is available for review in the school office. Copies are available at 25 cents per page. Questions related to the plan should be directed to the School District of Denmark at 920-863-4000.

NON-DISCRIMINATION AND COMPLAINT PROCEDURE

The School District of Denmark does not discriminate against pupils on the basis of sex, race, national origin, ancestry, color, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, or emotional disability or handicap in its education programs or activities. Federal law prohibits discrimination in employment on the basis of age, race, color, national origin, sex, or handicap. The district encourages informal resolution of complaints under this policy. If any person believes that the School District of Denmark or any part of the school organization has failed to follow the law and rules of s.118.13 WI Stat., or in some way discriminates against pupils on the basis listed above, he/she may bring or send a complaint to:

Sheryl DeLarwelle, Director of Special Education
School District of Denmark, 450 N. Wall Street Denmark WI 54208

STEP 1: A written determination of the complaint shall be prepared by the complainant and signed. This complaint shall be presented to the district employee designated to receive complaints. That employee shall send written acknowledgment of receipt of the complaint within 45 days.

STEP 2: A written determination of the complaint shall be made by the board within 90 days of receipt of the complaint unless the parties agree to an extension of time; appeals under 20 USC s. 1415 and Ch. 115, WI Stats., relating to the identification, evaluation, educational placement, or the provisions of a free appropriate public education of a child with an exceptional educational need shall be resolved through the procedures authorized by Ch. 115. V, WI Stats, complaints under 20 USC s. 1231e and 34 CRF ss. 76.780- 760.782, commonly referred to as EDGAR complaints, that the state or a subgrantee is violating a federal statute or regulation that applies to a program shall be referred directly to the state superintendent.

STEP 3: If a complainant wishes to appeal a negative determination by the board, he/she has the right to appeal the decision to the state superintendent within 30 days of the board's decision. In addition, the complainant may appeal directly to the state superintendent if the board has not provided written acknowledgment within 45 days of receipt of the complaint. Appeals should be addressed to:

State Superintendent, Wisconsin Department of Public Instruction,
125 S. Webster Street PO Box 7841, Madison WI 53707

STEP 4: Discrimination complaints on some of the above may also be filed with the federal government at the office for Civil Rights, U.S. Department of Education, 300 S. Wacker Drive, 8th Floor, Chicago IL 60606.

IN THIS EDITION OF THE DENMARK VIKING DISTRICT NEWSLETTER:

- SCHOOL PHONE NUMBERS
- SCHOOL SCHEDULES
- NEW STAFF
- NEWS FROM MR. KLAUBAUF
- BREAKFAST & LUNCH INFORMATION
- 2016-17 SCHOOL YEAR CALENDAR
- HOMECOMING WEEK
- LAMERS BUSING
- ANNUAL NOTICES

**Attention: Non-Residents of the
School District of Denmark**

This newsletter is a service provided to all residents of the School District of Denmark. The most effective and affordable process to circulate this newsletter throughout our community is to use a saturation mailing which occasionally picks up a few streets in the postal route areas of non-residents. Avoiding a few non-residents from receiving this newsletter is difficult and costly. Our efforts to communicate with our resident families is important. Thank you for understanding.

Postal Patron

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