

**001. THE SCHOOL DISTRICT**  
**001.1 Legal Status of the School District**

Independent School District 508, Saint Peter, is an independent school district formed under the laws of the state of Minnesota. It shall conform to all requirements of law, and unless otherwise specified, the policies and procedures in effect in this School District shall apply to all School District functions and activities.

The name of the School District shall be Independent School District 508, Saint Peter, Minnesota. It is in this name that the District conducts all of its business: titles its contracts, signs, letterheads, and publications; enters into contracts; sues and is sued; and holds and conveys property.

Reviewed: December, 1999  
April, 2004  
July, 2011  
September, 2015

**001. THE SCHOOL DISTRICT**  
**001.2 Organization of the School District**

The instructional organization of the School District shall be as follows:

<b>South Elementary Early Learning Center</b>	Early Childhood Special Education and Kindergarten through grade level two
<b>North Intermediate</b>	Grade levels three through six
<b>High School</b>	A program that is separated into a Middle Level Program of seventh and eighth grade students and a Senior High Program for students in grade levels nine through twelve
<b>Hoffmann Learning Center</b>	A program serving the residential clients of the Hoffmann Center
<b>Young Adult Adolescent Program</b>	Programs serving eligible students of the Regional Treatment Center
<b>Rock Bend High School</b>	An alternative program serving senior high school students
<b>Area Learning Center</b>	A program providing extended day and extended year services to grades kindergarten through twelve

Reviewed: December, 1999  
April, 2004  
March, 2011  
June, 2011  
September, 2015

Revised: July, 2011  
November, 2015

**001. THE SCHOOL DISTRICT**  
**001.3 Equal Employment Opportunity**

**I. PURPOSE**

The purpose of this policy is to provide equal employment opportunity for school district employment applicants and school district employees.

**II. GENERAL STATEMENT OF POLICY**

- A. The school district does not discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, age, family-care leave status, or veteran status. The school district also makes reasonable accommodations for employees with disabilities.
- B. The school district prohibits the harassment of any individual. For information about the types of conduct that constitute harassment and the school district's internal procedures for addressing complaints of harassment, please refer to the school district's policy on harassment and violence.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- D. It is the responsibility of every school district employee to follow this policy. This policy shall be posted in each building and in the District Office.
- E. Any person having any questions regarding this policy should discuss it with a building principal or the Superintendent of Schools.

First Reading: April 12, 2007

Adopted: May 10, 2007

Reviewed: July, 2011  
September, 2015

**001. THE SCHOOL DISTRICT**  
**001.4 Equal Educational Opportunity**

**I. PURPOSE**

The purpose of this policy is to ensure that equal educational opportunity is provided for all students of the school district.

**II. GENERAL STATEMENT OF POLICY**

- A. The school district does not discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, parental status, status with regard to public assistance, disability, sexual orientation, or age. The school district also makes reasonable accommodations for students with disabilities.
- B. The school district prohibits the harassment or bullying of any individual. For information about the types of conduct that constitute violation of the school district's policy on harassment, violence and bullying, and the school district's procedures for addressing such complaints, refer to the school district's policy on harassment, violence and bullying.
- C. This policy applies to all areas of education including academics, coursework, and co-curricular activities, or other rights or privileges of enrollment.
- D. It is the responsibility of every school district employee to comply with this policy.
- E. Any person having any questions regarding this policy should discuss it with a building principal or the Superintendent of Schools.

First Reading: April 12, 2007

Adopted: May 10, 2007

Reviewed: July, 2011  
September, 2015

