

**Board of Education School District 21-0025  
Custer County, Nebraska**

Work Session Template  
Monday, January 5, 2026 11:00 AM  
Board Room  
323 N. 7th Ave  
Broken Bow, NE 68822

- I. Call Work Session to Order
- II. Announce Open Meetings Act Posting and Location
- III. Excuse Absentee Members
- IV. Verification of Publication and Notification
- V. Public Comment
- VI. Discussion Items
  - VI.A. Administrator Comments
    - VI.A.1. Jeff Ellis, Activity Director/Asst. Principal
    - VI.A.2. Malachi Behrens, Elementary Principal
    - VI.A.3. Katie Custer, Special Education
    - VI.A.4. Darren Tobey, Superintendent
  - VI.B. 2026-2027 School Calendar
  - VI.C. 1st Semester Data
  - VI.D. Negotiated Agreement
  - VI.E. Annual Report
  - VI.F. Policy Review
    - VI.F.1. 6032 Constitution Day Education

- VI.F.2. 6033 Restraint and Seclusion of Students
- VI.F.3. 6035 Athletic Contest Participation by Sixth Graders
- VI.F.4. 6036 Reading Instruction and Intervention Services
- VI.F.5. 6037 Selection and Review of Library Media
- VI.F.6. 6038 Artificial Intelligence
- VI.F.7. 6038.1 Extracurricular Drug Testing Program

VII. Set Board Meeting Agenda

VIII. Adjournment

**Broken Bow Public Schools**  
**1st Semester Report**

**GOAL: 95%**

**Attendance/Behavioral Data:**

Staff: **(6TH-12TH)**

2025-26: 96.30%

2024-25: 94.81%

Students: **(6TH-12TH)**

2025-26: 95.70%

2024-25: 93.43%

2025-26 Unexcused Absences: 678 periods

2024-25 Unexcused Absences: 3,821 periods

82.26% decrease

2025-26 Tardies: 560 periods

2024-25 Tardies: 728 periods

23.08% decrease

2025-26 Suspensions: 237 periods

2024-25 Suspensions: 813 periods

70.85% decrease

2025-26 Total Absences: 22,999 periods

2024-25 Total Absences: 25,341 periods

(includes any absent period including school activities)

9.24% decrease

**GOAL: 80%**

**Academic Data: (6TH-12TH)**

MATH-	2025-26: 234.5	81%	
	2024-25: 232.3		
			0.95% increase
READ-	2025-26: 220.2	73%	
	2024-25: 221.3		
			0.50% decrease
LANG-	2025-26: 221.7	79%	
	2024-25: 218.7		
			1.37% increase
SCIENCE-	2025-26: 219.2	87%	
	2024-25: 216.7		
			1.15% increase

**BROKEN BOW PUBLIC  
SCHOOLS**

**BOARD OF EDUCATION**

**NEGOTIATED AGREEMENT**

**WITH**

**BROKEN BOW  
EDUCATION ASSOCIATION**

**2026-2027**

The following two-year agreement is entered into by and between the **Broken Bow Education Association** and **Board of Education of School District 25**, Broken Bow, Nebraska for the school years 2025-2026 and 2026-2027.

The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. All terms and conditions of employment not covered by this agreement should continue to be subject to the Board's direction and control.

This contract will remain in full force and effect until it is replaced by a successor agreement.

If any provision of the agreement is held to be invalid by operation of law or by a tribunal of competent jurisdiction or by the inability of the employer or the employees to perform to the terms of the agreement, the remainder of the agreement shall remain in effect. Either party may request that such provision be re-opened for negotiation to arrive at a mutually satisfactory replacement.

#### I. **Salary Schedule** – *Revised February 2025*

The base salary for a certificated employee with a bachelor's degree and no prior experience shall be \$38,300 for 2026-2027. The standard contract period shall be for 185 days. The vertical increment of the schedule shall be four and one-half percent (4.5%) and the horizontal increment shall be nine percent (9%) and thirteen and a half percent (13.5%). The columns shall be headed as follows: BA , MA, and MA+27. The vertical steps and horizontal lanes of the schedule are attached hereto and made a part of this agreement.

In order to entitle a certificated employee to horizontal advancement on the salary schedule, the employee must first request to the Superintendent, in writing, on the intent of the education and purposeful use for Broken Bow Public Schools. Upon the Superintendent's approval and completion of the course, the certificated employee would move horizontally on the pay schedule. The employee must earn the requisite number of hours necessary for horizontal advancement within a 5-year period, provided, however, a 10-year period will be allowed for earning graduate credit for advancement from the BA to the MA column. For example: If an employee in the BA column earns three hours during summer school of 2000, and an additional six hours during summer school in 2005, he/she would be qualified for advancement.

Hours earned prior to the time a BA or MA degree is awarded, which are in excess of the hours required for such a degree, shall not be counted for purposes of subsequent horizontal advancement on the salary schedule.

Any certified staff that is put on an improvement plan by administration through the evaluation process will be placed on a teacher pay freeze. Meaning they will not advance on the teacher pay scale the following year.

Vertical advancement on the salary schedule shall be limited to one step per year unless you have signed off that the certificated employee will retire from BBPS and enter into the NPERS system within the next three years. At that point, certified employee would have the opportunity to move a step down into the blue shaded steps.

## **II. Extended Contracts – *Negotiated August 2004, Revised 2012***

- A. Where a teaching assignment is made between a certificated employee and the district relating to employment beyond the standard employment period defined in article I, the salary for that extended contract shall be at 1/185<sup>th</sup> of base pay (\$38,300) + 0.125% of actual salary. This would include all ESY and summer school working hours.
- B. Pay for curriculum work, staff training, and staff certifications outside of contracted hours will be at the rate of \$22.00 per hour. All extra summer work must be approved in advance by the building principal.
- C. Grant Provision – In the event a per diem rate is paid through non Broken Bow funding for professional development or other training, the rate of pay will be the greater of the extended contract pay from subsection 1 (above) or the pay from the non-Broken Bow funding source.

## **III. Extra Duty Schedule – *Negotiated May 1993, Revised March 2024***

An extra duty pay schedule shall be adopted providing for payment of various extra duty assignments. Assignments shall be divided into groups as follows: I, II, III, IV, V, VI, VII, VIII, IX, and X. The assignments and payment allowed for each group are shown on Attachment B, attached hereto and made a part of this agreement. The percentage listed for each group is on base salary. Previous experience in assignment on the extra duty schedule will be credited when moving from one assignment to another assignment within the same sport or activity.

## **IV. Hospitalization and Major Medical Insurance - *Negotiated August 2000, Revised July 2007, Revised July 2008, Revised August 2009, Revised June 2012, Revised January 2016, Revised February 2019, Revised January 2020***

The school district shall pay monthly, as a fringe benefit for all certificated employees, health and dental insurance premiums as follows:

<u>Employee</u>	<u>Health</u>	<u>Denta</u>
Single Employee	Single	Single
Employee and children	Family	Single

Employee and spouse	Family	Single
Employee and family	Family	Single

Dental coverage for employees will be Option 4: PPO-100% Coverage A, 80% Coverage B, 80% Coverage C, 50% Coverage D.

The board will provide family dental for married certificated employees, of whom both are eligible for this benefit.

Part time certificated employees who are employed 40% or more by the district, may elect to have health insurance coverage. The district will pay a fractional part of the premiums at the same proportion as the employee's employment. (For example: A single employee who is employed 3/4 time would be entitled to have the district pay 75% in insurance premiums on their behalf.) Employees employed by the district less than 40% are not eligible for insurance benefits.

Two major medical plans are available to qualifying employees. Option A is a PPO plan and Option B is a Qualifying High Deductible HSA Plan.

**Option A (PPO):**

The insurance plan is \$1050.00 deductible, Preferred Provider Option (PPO).

**Option B (Qualifying High Deductible HSA Plan):**

HSA high deductible insurance will be offered to employees beginning January 1, 2020.

Individual Deductible--\$3,800.00

Family Deductible--\$7,600.00

Employer Monthly Contribution to HSA Account at Nebraska State Bank from September 1, 2026 to August 31, 2027:

Employee: \$137.67

Employee/Child: \$254.69

Employee/Spouse: \$289.09

Employee/Family: \$388.21

**V. Long Term Disability - Negotiated August 1990**

Certified employees of the Broken Bow School District shall be provided a Long Term Disability (LTD) plan. This plan shall guarantee, after a 90-day waiting period, 66 2/3% of the monthly salary until age 65. At age 65 the benefit is guaranteed for 24 months. The guaranteed benefit will decrease 3 months per year until age 69, then will remain at 12 months. The premium shall be withheld from the employee's salary each month.

**VI. Life Insurance - *Negotiated August 1990, Revised June 2012***

Certified employees of the Broken Bow school district shall be provided a \$10,000 term life policy. The school district will pay the premium. This makes the insurance benefits taxable. Additional coverage will be available with the premium to be deducted from the certificated employee's salary.

**VII. Leave *Negotiated July 2002, Revised May 2003, Revised May 2004, Revised June 2012, Revised February 2017***

**A. Personal Time Off (PTO)**

Full time certificated employees shall receive eleven (11) days of Personal Time Off each year. Part-time certificated employees receive a prorated amount. PTO may be used for illness, discretionary or pre arranged absences.

PTO requests will continue to be subject to administrative approval based on:

- (1) availability of substitutes; (2) adequate notice to the employer when possible;
- (3) restrictions in use of leave to extend vacations; and (4) PTO should not be used for activities for which compensation is received without approval by administration.

Unused PTO shall accumulate as sick leave. Such leave shall be allowed to accumulate to 75 days.

In order for certificated employees to have used all eleven (11) PTO days for the purposes of accessing accumulated leave, the eleven days must have actually been utilized and an absence taken place.

Employees should not expect additional personal leave days once their eleven (11) PTO days are exhausted.

Catastrophic Illness Leave - Employees whose spouse suffers a catastrophic illness during the course of a contract year and whose annual and accumulated leave has been exhausted shall be eligible for sub-deduct leave to the extent of FMLA.

Any certificated employee who has exhausted their PTO hours may request to have PTO hours donated to them from other certified employees. Employees in need of donated PTO hours shall submit their request in writing to the

Superintendent's office. The Superintendent's office will then communicate the employees' needs to fellow certificated employees. Certified employees can offer no more than two (2) total days of their PTO hours per year for the purpose of staff donations with the exception of married couples employed by the district who may loan any or all available PTO hours to their spouse

**B. Sick Leave**

When certificated employees have used nine (9) current PTO days, they may use accumulated Sick Leave.

Sick leave shall mean absence due to personal illness, injury or accident, absence due to illness of family members residing in the same home and also children, parents, parents-in-law and siblings not residing in the same home, and absence due to quarantine laws of the State. In addition, an employee who is temporarily disabled from a medical standpoint by reason of pregnancy, childbirth, false pregnancy, termination of pregnancy and child delivery is within this provision for the period of such medical disability.

Employees will be required to apply for and accept long-term disability benefits in lieu of using accumulated sick leave when they become eligible for long-term disability.

Certificated employees who have accumulated sick leave in excess of 75 days prior to this agreement will retain their current balance. Future unused PTO will not be added to sick leave until the sick leave balance falls below 75 days. If an employee has accumulated 75 sick days they will be compensated for unused PTO days at the rate of \$50.00 a day in December of the following contract year. Employees who retire and enter the NPERS system will receive payment for unused PTO days in their last paycheck. Employees who leave the district, but do not retire, will be compensated for unused PTO at \$50.00 per day.

**C. Adoption Leave**

When certificated employees have used all eleven (11) current PTO days, they may use accumulated Sick Leave for Adoption Leave.

At the time of adoption, an employee who adopts a child shall be allowed to use a maximum of twenty-five (25) days.

**D. Bereavement Leave**

A total of not more than five (5) consecutive work days per instance on full pay is allowed each certificated employee for absence in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, brother, sister, grandchildren, son-in-law and daughter-in-law, or person in the same home as part of the family for the purpose of attending the funeral or attending to matters related to the death. A total of not more than three (3) consecutive workdays on full pay is allowed for each employee for absence in case of death of other members of the family, defined as brother-in-law, sister-in-law, grandparent, aunt, uncle, niece or nephews for purpose of attending the funeral or attending to matters related to the death.

**VIII. Professional Education Enhancement Program** – *Negotiated August 1999, Revised May 2003, Revised June 2012*

Certificated employees will be allowed to trade unused sick leave days for funds to further their education based on the following criteria:

- Employee must have accumulated a minimum of 20 sick days
- Employee must have worked for the school district a minimum of three consecutive years
- Education enhancement funds would be computed at \$50.00 per unused sick day
- Maximum career in the district payment would be \$3000
- Education enhancement programs cannot be taken during duty hours
- Education enhancement programs shall mean college credit courses related to education (courses may or may not apply to salary advancement)
- Approval for education enhancement program funding will be by the Superintendent of Schools

**IX. Professional Leave** - *Negotiated April 1980*

This leave is provided to allow certificated employees the opportunity to take advantage of certain professional development activities. All professional leave requires administrative approval.

**X. Additional Compensation** – *Negotiated 1992, Revised August 1999, Revised July 2002, Revised January 2015*

**A. Substituting**

When elementary, middle school or high school certificated employees are asked to utilize their planning periods to cover for an absent employee, they will be paid at a rate of \$20.00 per plan period. This will be paid at the end of each semester.

**B. Work Duty Assignments**

First two assignments for each certificated employee – Southwest Conference Pass. All subsequent assignments will be \$20.00 compensation per session (90 minutes or one game) of each assignment.

The following work duty assignments qualify for compensation: Ticket Sellers, Clock and Score Keepers, Line Judges, Track Timers and Pickers, Track Event Judges, Wrestling Meet Helpers, Cross Country Meet Helpers, Band Olympic Helpers, Speech Meet Helpers, and Coaches/Sponsors driving vans or buses to activities.

**C. Summer Weights**

Those assigned to train and supervise the Summer Weight Program will be paid at the rate of \$22.00 per hour.

**XI. Emergency Sub Leave** - *Negotiated July 1995, Revised July 2002, Revised June 2012*

If weather or a mass transportation delay causes an employee to be unable to return to work and all PTO is exhausted, an employee may pay their sub with required prior approval by phone from administration.

**XII. 125 Plan - Negotiated 1992**

The Board of Education will provide certificated employees the opportunity to participate in a 125 Plan.

**XIII. Certificated Employee Longevity Incentive – Negotiated 2018 & 2025**

Professional, certificated employees are eligible for a longevity incentive program. Payment under this policy is established at \$100 per unused sick day in the employee’s sick leave bank when employment is terminated at retirement or death. Payment is subject to all federal and state taxes. Payment will be made in two equal installments in the two succeeding January's following retirement. These payments will be paid through a board approved 403(b).

Certified employees that have worked 20 consecutive years with the Broken Bow Public School District will be given the opportunity annually to give a retirement notification to the district and be able to choose an option to move to the blue shaded steps and be paid \$50 a day for their accumulated sick days OR not move into the blue shaded steps and be paid at the daily sub rate at the time of signing retirement notification.

\_\_\_\_\_  
Chair - Broken Bow Education Association

\_\_\_\_\_  
Date

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Date

**BROKEN BOW EXTRA DUTY SCHEDULE  
2025-2026  
(Revised February 2025)**

<b>GROUP I – 3.25%</b>	Student Assistance Team Chairs (1 Elementary and 1 Secondary)
	School Improvement Committee Chairs (up to 8)
	Class Sponsor – Grade 9 (2)
	Class Sponsor – Grade 10 (2)
	MS Quiz Bowl (1)
<b>GROUP II – 4.5%</b>	ILCD Coordinator (1)
	Elementary Music Production (1)
	Flag Corps Coach (1)
	Assistant Speech Coach (up to 2)
	Assistant One Act Play Coach (up to 2)
	H.S. Drug Free Youth Organizer (1)
	Assistant Event Coordinator/Security - Fall (1)
	Assistant Event Coordinator/Security - Winter (1)
	Middle School Character in Action Sponsor (2)
	Class Sponsor – Grade 11 (2)
	Prom Coordinator (1)
<b>GROUP III – 4.7%</b>	Art Club (1)
	Spanish Club (1)
	National Honor Society (1)
	Tri-M (1)
	HS Quiz Bowl (1)
<b>GROUP IV – 5.25%</b>	Assistant Cross Country Coach (up to 2)
	Assistant Cheerleading Coach (1)
	Assistant High School Student Council Sponsor (1)

<b>GROUP V – 6%</b>	School Paper Coordinator (1)
	One Act Play Coach (1)
	Assistant Middle School Coaches:
	7 <sup>th</sup> Boys' Basketball (2)
	8 <sup>th</sup> Boys' Basketball (2)
	7 <sup>th</sup> Girls' Basketball (2)
	8 <sup>th</sup> Girls' Basketball (2)
	7 <sup>th</sup> Volleyball (2)
	8 <sup>th</sup> Volleyball (2)
	7 <sup>th</sup> & 8 <sup>th</sup> Girls' and Boys' Track (up to 6)
	7 <sup>th</sup> & 8 <sup>th</sup> Football (up to 4)
	High Ability Learner Coordinator (1)
	HOSA (1)
	Skills USA Sponsor (1)
<b>GROUP VI – 6.25%</b>	Assistant Freshman Coaches:
	Volleyball (1)
	Girls' Basketball (1)
	Boys' Basketball (1)
	Assistant Boys'/Girls' Golf Coach (1 Each)
	Head Cheerleading Coach (1)
	Head Middle School Coaches:
	7 <sup>th</sup> Boys' Basketball (1)
	8 <sup>th</sup> Boys' Basketball (1)
	7 <sup>th</sup> Girls' Basketball (1)
	8 <sup>th</sup> Girls' Basketball (1)
	7 <sup>th</sup> Volleyball (1)
	8 <sup>th</sup> Volleyball (1)
	7 <sup>th</sup> & 8 <sup>th</sup> Wrestling (2)

<b>GROUP VII – 7.25%</b>	School Improvement Coordinator (1)
	Assessment Coordinator (1)
	FBLA (1)
	Head Freshman Girls' Basketball Coach (1)
	Head Freshman Boys' Basketball Coach (1)
	Head Freshman Boys' Wrestling Coach (1)
	Head Freshman Volleyball Coach (1)
	FFA Sponsor (1)
	High School Student Council/Renaissance Sponsor (1)
	Assistant High School Track Coaches (up to 8)
	Head Speech Coach (1)
	Head Girls' Golf Coach (1)
	Head Boys' Golf Coach (1)
	Head 7 <sup>th</sup> & 8 <sup>th</sup> Football Coach (1)
	Head 7 <sup>th</sup> & 8 <sup>th</sup> Girls' and Boys' Track Coach (1 Each)
<b>GROUP VIII – 8.75%</b>	Assistant High School Volleyball Coach (up to 3)
	Assistant High School Girls' Basketball Coach (up to 3)
	Assistant High School Boys' Wrestling Coach (up to 2)
	Assistant High School Girls' Wrestling Coach (1)
	Assistant High School Football Coach (up to 5)
	Assistant High School Boys' Basketball Coach (up to 3)
	Warrior (Annual) Coordinator (1)
	Vocal Music Performance Coordinator (1)
	All-School Play Production Coordinator (to be divided)
	Intervention Specialist (1)
<b>GROUP IX – 11.75%</b>	Instrumental Music Performance Coordinator (1)
	Head Cross Country Coach (1)
<b>GROUP X – 13%</b>	Head High School Boys' Basketball Coach (1)
	Head High School Girls' Basketball Coach (1)
	Head High School Football Coach (1)
	Head High School Boys' Wrestling Coach (1)
	Head High School Girls' Wrestling Coach (1)
	Head High School Volleyball Coach (1)
	Head High School Track Coach (1)
<b>Teammates</b>	3500.00 Paid Through Teammates Program

**\*\* The percentage listed for each group is on base salary (\$38,300).**

**6032**  
**Constitution Day Education**

Each year on September 17, designated as Constitution Day, the school district will conduct a program designed to highlight the historic and continuing importance of the United States Constitution. When September 17 falls on a Saturday, Sunday, or holiday, the district will provide this program during the preceding or following week.

The program shall be implemented within the guidelines of the U.S. Department of Education and in accordance with any other applicable laws and/or regulations.

Adopted on: June 19, 2017

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **6033 Restraint and Seclusion of Students**

Restraint and seclusion, as defined below, are behavioral interventions. The use of such behavioral interventions must be in accordance with this policy. The following interventions do not constitute seclusion and restraint, and are not governed by this policy: voice control, limited to loud, firm commands; time-limited ignoring of specific behaviors; brief physical prompts to interrupt or prevent a specific behavior; physical interventions which a student's health care provider has indicated are medically necessary for the treatment or protection of the individual; or other similar interventions.

### **Definitions**

*Physical restraint* refers to a personal restriction that immobilizes or reduces the ability of a student to move his or her torso, arms, legs, or head freely. The term physical restraint does not include a physical escort. Physical escort means a temporary touching or holding of the hand, wrist, arm, shoulder or back for the purpose of inducing a student who is acting out to walk to a safe location. Physical restraint does not include incidental touching that comes along with movement inside a classroom, lunch line, or other areas of the school building where maintaining order is required.

*Mechanical restraint* refers to the use of any device or equipment to restrict a student's freedom of movement. The term does not include devices implemented by trained school personnel, or utilized by a student that have been prescribed by an appropriate medical or related services professional and are used for the specific and approved purposes for which such devices were designed, such as:

- Adaptive devices or mechanical supports used to achieve proper body position, balance, or alignment to allow greater freedom of mobility than would be possible without the use of such devices or mechanical supports;
- Vehicle safety restraints when used as intended during the transport of a student in a moving vehicle;
- Restraints for medical immobilization; or
- Orthopedically prescribed devices that permit a student to participate in activities without risk of harm.

*Chemical restraint* refers to the administration of medication for the purpose of restraint, but does not include the administration of medication in accordance with the directions and prescription of a physician with the consent of the student's parent or guardian.

*Seclusion* refers to the involuntary confinement of a student alone in a room or area from which the student is physically prevented from leaving. It does not include a timeout, which is a behavior management technique that is part of an approved program, involves the monitored separation of the student in a non-locked setting, and is implemented for the purpose of calming.

## **Use of Restraint and Seclusion**

The use of chemical restraint is strictly prohibited. The use of any seclusion or restraint intervention for punitive or disciplinary purposes is strictly prohibited. Similarly, the use of any technique that constitutes corporal punishment, which is the infliction of bodily pain as a penalty for disapproved behavior, is strictly prohibited. Seclusion and/or restraint shall not be used for the convenience of staff or as a substitute for an educational program. When restraint or seclusion is used to respond to the danger of harm posed by a student's behavior, the intervention shall be discontinued as soon as the danger of harm has dissipated.

The use of mechanical restraint is strictly prohibited. The use of physical restraint and seclusion is permitted in a manner consistent with this policy as reasonably necessary where the student's behavior risks causing physical harm to self or others.

## **Procedures**

No technique shall restrict a student's breathing, deprive a student of basic needs, or unnecessarily expose a student to physical pain or discomfort.

Seclusion shall not be used for students who are severely self-injurious or suicidal. When seclusion is utilized as permitted by this policy, the following procedures shall be followed:

- The student shall be monitored by an adult in close proximity who is able to regularly observe the student;
- The confining space shall be approved for such use, unless the use of such a space is impossible or impracticable under the circumstances;
- The confining space shall be appropriately lighted, ventilated, and heated or cooled; *and*
- The confining space shall be free from objects that unreasonably expose the student or others to harm.

If a pattern of behavior emerges that requires or is anticipated to require the use of restraint and/or seclusion for the student, the appropriate educators

and/or team members shall review what assessments, evaluations, supports, services, programs, or placements are appropriate in light of the student's needs and circumstances.

### **Recording and Reporting**

Each incident of restraint or seclusion must be recorded and reported as required by the building administrators.

### **Training**

All staff members shall be provided notice of this policy and will be trained on its contents. The Superintendent or his or her designee will identify school staff members likely to implement the restraint or seclusion interventions authorized by this policy and arrange for those individuals to receive appropriate training on the appropriate implementation of such interventions and the use of other behavioral supports and interventions.

Adopted on: June 19, 2017

Revised on: July 20, 2020

Reviewed on: July 20, 2020

## **6035**

### **Athletic Contest Participation by Sixth Graders**

If there are fewer than 12 boys or 12 girls in the combined enrollment of the seventh and eighth grades when those grades are part of the elementary school system, sixth grade students may participate in athletic contests between schools, within a school system, or between school systems if the school administration judges that it is appropriate after taking into consideration the competition's nature and value to the students, its physical requirements and dangers, and the sixth grade students' ages, physical and mental abilities, maturity, skills, and preparation for the competition. Otherwise, pupils in kindergarten through the sixth grade may not participate in any kinds of athletic contests between schools, within a school system, or between school systems except as provided in this policy or as otherwise allowed by law. This prohibition does not apply to annual field or play days.

Adopted on: June 19, 2017

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 6036

### Reading Instruction and Intervention Services

The purpose of this policy is to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to, dyslexia. It is the school district's goal that each student be able to read at or above grade level by third grade.

**Effective Reading Teachers.** It is the intent of the school district to employ teachers for kindergarten through third grade who are effective reading teachers as evidenced by (a) evaluations based on classroom observations and student improvement on reading assessments or (b) specialized training in reading improvement.

**Reading Assessment.** Beginning in 2019-20, the school district will administer a reading assessment approved by the Nebraska Department of Education three times during the school year to all students in kindergarten through third grade. Exceptions to this requirement include:

- Any student receiving specialized instruction for limited English proficiency who has been receiving such instruction for less than two years;
- Any student receiving special education services for whom such assessment would conflict with the individualized education plan; and
- Any student receiving services under a plan pursuant to the requirements of section 504 of the federal Rehabilitation Act of 1973, 29 U.S.C. 794, or Title II of the federal Americans with Disabilities Act of 1990, 42 U.S.C. 12131 to 12165, as such acts and sections existed on January 1, 2018, for whom such assessment would conflict with such section 504 or Title II plan.

The first assessment must occur within the first 30 days of the school year.

Diagnostic assessments used within a supplemental reading intervention program do not require Nebraska Department of Education approval.

**Deficiency Identification.** Any student in kindergarten through third grade performing below the threshold level as determined by the Nebraska Department of Education shall be identified as having a reading deficiency for purposes of the Nebraska Reading Improvement Act and this policy. A student who is identified as having a reading deficiency shall remain identified as having a reading deficiency until the student performs at or above the threshold level on an approved reading assessment. Nothing in the Nebraska Reading Improvement Act or this policy shall prohibit a school district from identifying any other student as having a reading deficiency.

**Supplemental Reading Intervention Program.** The school district will provide a supplemental reading intervention program to ensure that students can read at or above grade level at the end of third grade. The school district may work collaboratively with a reading specialist at the Nebraska Department of Education, with educational service units, with learning communities, or through interlocal agreements to develop and provide such supplemental reading intervention programs. Each supplemental reading intervention program must:

- Be provided to any student identified as having a reading deficiency;
- Be implemented during regular school hours in addition to regularly scheduled reading instruction unless otherwise agreed to by a parent or guardian; and
- Make available a summer reading program each summer for any student who has been enrolled in grade one or higher and is identified as continuing to have a reading deficiency at the conclusion of the school year preceding such summer reading program. The summer reading program may be held in conjunction with existing summer programs in the school district or in a community reading program not affiliated with the school district or may be offered online.

The supplemental reading intervention program may also include:

- Reading intervention techniques that are based on scientific research and best practices;
- Diagnostic assessments to frequently monitor student progress throughout the school year and adjust instruction accordingly;
- Intensive intervention using strategies selected from the following list to match the weaknesses identified in the diagnostic assessment:
  - Development in phonemic awareness, phonics, fluency, vocabulary, and reading comprehension;
  - Explicit and systematic instruction with detailed explanations, extensive opportunities for guided practice, and opportunities for error corrections and feedback; or
  - Daily targeted individual or small-group reading intervention based on student needs as determined by diagnostic assessment data subject to planned extracurricular school activities;
- Strategies and resources to assist with reading skills at home, including parent-training workshops and suggestions for parent-guided home reading; or
- Access to before-school or after-school supplemental reading intervention with a teacher or tutor who has specialized training in reading intervention.

**Parent/Guardian Notification.** The school will give notice in writing or by electronic communication to the parent(s) or guardian(s) of any student identified as having a reading deficiency within 15 working days of such identification that the student has been identified as having a reading deficiency and that an individual reading improvement plan will be established and shared with the parents or guardians.

**Reading Improvement Plan.** Any student who is identified as having a reading deficiency will receive an individual reading improvement plan no later than 30 days after the identification of the reading deficiency. The reading improvement plan may be created by the teacher, the principal, other pertinent school personnel, and the parents or guardians of the student and shall describe the reading intervention services the student will receive through the supplemental reading intervention program to remedy the reading deficiency. The student must receive reading intervention services through the supplemental reading intervention program until the student is no longer identified as having a reading deficiency.

**Reading Progress.** Each student in kindergarten through third grade and his or her parent(s) or guardian(s) will be informed of the student's reading progress within a reasonable time after the school district receives the results from the student's approved reading assessment.

Adopted on: July 15, 2019

Revised on: July 19, 2021

Reviewed on: July 5, 2021

## **6037**

### **Selection and Review of Library Media**

The board approves curriculum and curriculum-related materials for the district with input from administrators and staff. Those processes are covered in other board policies. Staff members seeking to procure materials for use during instruction must follow board policy, practices, and directives. Those items are not covered by this policy.

The district procures library books and other media available to students that are not part of a specific class or curriculum. For purposes of this policy, those will be called library materials. This policy addresses the selection and review of library materials, regardless of their source. This policy applies regardless of whether library materials are purchased using district funds, donated, or shared at no cost to the district.

**No Right to Materials.** The board supports having excellent educational opportunities for students, including availability of library materials used to enrich the educational experience. However, the board and administration are responsible for considering materials based on a variety of factors and legal obligations. There is no right to force any material to be included or excluded. Staff requesting library materials do so only within the course and scope of their employment with the district.

**Selection Process.** The selection and approval of new library materials must comply with the district's general requisition, donation, and budgeting requirements. To ensure materials selected are appropriate for the district's students and consistent with the district's legal obligations, the following process applies to selection of library materials.

#### **PRINCIPAL OR SUPERINTENDENT REVIEW**

The school librarian, media specialist, or any individual requesting library materials is responsible for submitting the request in writing to the building principal or to superintendent if there is no principal assigned to the building. The request must include the following

1. Name of the book, material, or resource;
2. The author, publisher, and supplier of the material;
3. The physical medium (*i.e.*, book, magazine, video, game, digital subscription, etc.);
4. The cost of the material;
5. A summary of the content of the material, including how it supports age-appropriate learning objectives, enriches the curriculum, and/or supports student development and learning;

6. The material's accolades, such as presence on best seller lists, awards won, and recommendations from professional library journals and organizations with a focus on K-12 school library materials; and
7. Whether any of the content in the material represents a perspective that may not be universal, such as a political, religious, or social perspective for which disagreement or differences of opinion exist. The summary should include a description of these items.

The building principal or superintendent will review the library material request and inform the requester whether the material will be accepted or denied. Materials which require expenditure of district funds will be processed consistently with the district's purchasing and procurement policies and practices. There is no appeal from this determination.

**Requested Review of Library Materials.** A concerned parent of a current student or patron living within the school district boundaries may request the review of a specific library material (*i.e.*, a specific book, magazine, etc.) or portion of a specific library material. The parent or patron must first discuss their concern with the building principal and explain their concern regarding the library material. If there is no principal assigned to that building, the parent or patron should discuss their concern with the superintendent. The board believes most concerns will be resolved in this manner.

### **SUPERINTENDENT REVIEW**

If the parent or patron is dissatisfied after the informal review and discussion with the relevant administrator, they may request a review in writing. To request a review, the individual must complete the Library Material Review Request form and submit it to the superintendent.

The superintendent will review the request within a reasonable time after receiving it. The superintendent may consult with the school's librarian or media specialist, staff, and legal counsel at his or her discretion. The superintendent may decide to remove the material, keep the material, restrict access to the material to students based on age or grade level, or make any other determination the superintendent deems appropriate. The superintendent's decision regarding the review will be communicated to the requester in writing.

The decision of the superintendent is final, and the board will not hear any appeal regarding the review of library material.

**Additional Rules for Library Media Review.** Unless the superintendent decides otherwise, the library material will remain in circulation while a review is pending. Unless otherwise required by law, no library material will be reviewed again within 4 years after a requested review is completed. Any parent or patron requesting review of multiple library materials may only request a maximum of 5 materials to be reviewed at one time, and a new request cannot be submitted until the prior review is completed and notice of the determination is provided to the requesting party. Nothing in this policy prohibits the superintendent or their designee from reviewing library material outside of the review process contained in this policy and taking any action the superintendent or their designee deems appropriate.

Adopted on: July 18, 2022

Revised on:

Reviewed on:

## **6038 Artificial Intelligence**

As used in this policy, artificial intelligence tools (“AI Tools”) mean machine-based resources that use computer science, algorithms, large language models, and/or machine learning to perform tasks, answer questions, collect information, and respond to human-directed tasks, queries, and objectives. AI Tools include, but are not necessarily limited to, commercially-available resources like ChaptGPT, Google Bard, and other chatbots.

The board recognizes that among other resources, when properly used, AI Tools may provide valuable source information to students and teachers in relation to the district’s academic curriculum and assignments. Student use of AI Tools should focus on using such tools as a resource and for background material, rather than using the AI Tools to complete the assignment. Therefore, AI Tools may only be used by students in accordance with the following requirements:

1. Unless an individual teacher affirmatively communicates to students that AI Tools may be used for a specific assignment, then AI Tools may not be used. Individual teachers will decide for each individual assignment the extent to which students may use AI Tools for such assignment. Teachers are encouraged to make such a decision in advance of students being given the individual assignment in question.
2. Teachers will communicate to all students responsible for completing an assignment the extent to which such students may use AI Tools in connection with such assignment. Teachers will endeavor to include in such communications examples of permissible and impermissible uses of AI Tools.
3. If a student uses any AI Tools in connection with a school assignment, the student must comply with the following:
  - a. The student must explicitly disclose to the teacher in writing that the student used an AI Tool and the specific AI Tool used.
  - b. In any student work (whether hard copy, electronic, digital, or otherwise), the student shall give proper attribution to the AI Tool(s) used to the same extent that students are expected to give proper attribution to other sources of information such as books, texts, encyclopedias, secondary sources, and other traditional media. Such attribution may include, but is not

necessarily limited to, accurate quotations, citations, footnotes, endnotes, and/or bibliography entries.

- c. In no instance may the output from one or more AI Tools be copied and placed within a student's work as if the student wrote such section himself or herself. For example and not limitation, students may not outsource the organization or the writing of any written work to any AI Tool.
4. A student's failure to meet the requirements stated in this policy will constitute a violation of the district's prohibitions against cheating plagiarism and/or academic dishonesty, including but not necessarily limited to such prohibitions stated in the Student Handbook, which violation will subject the student to discipline up to and including expulsion.
5. The student requirements stated above are the minimum requirements for any student assignment. An individual teacher may impose more stringent requirements for any specific academic assignment or coursework.

Adopted on: July 17, 2023

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 6038.1

### Extracurricular Drug Testing Program

The school district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 6-12 shall be subject to mandatory and random testing for the presence of tobacco/nicotine, alcohol, or illegal drugs.

#### 1. Purpose of Random Drug Testing.

- a. The board of education is responsible for maintaining discipline, health, and safety. The board recognizes that student substance abuse presents a continuing challenge and a danger to the student population as a whole.
- b. The board is committed to maintaining school-sponsored activity programs in a safe, healthy, and secure environment. The board is further committed to being proactive in ensuring that students who participate in extracurricular activities represent the district in a positive manner.
- c. The school district seeks to provide safe, substance-free schools.
- d. The school district seeks to deter the use of illegal and prohibited drugs, alcohol, and tobacco/nicotine among students.
- e. The school district recognizes that students who use illegal and prohibited substances pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- f. The school district believes that the drug, alcohol, and tobacco/nicotine problem among the student body will be addressed by making sure that the large number of students participating in extracurricular activities do not use drugs, alcohol, and tobacco/nicotine and have an ongoing reason to say, "No," when presented with a chance to use.

2. **Notice.** Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student handbook.

3. **Drug Testing Coordinator.** The Drug Testing Coordinator shall

be the School Nurse or his or her designee unless otherwise indicated.

- 4. Extracurricular Activities.** This policy applies to any activity that meets the guidelines of an extracurricular activity at the school district which includes but is not necessarily limited to the following:

Annual	Art Club	B-Club	Basketball
Band/Jazz Band	Cheerleading	CIA	Wrestling
Cross Country	Dances (including Prom/Homecoming)	FBLA	FFA
Flags	Football	Golf	HOSA
Journalism	Musicals/One Act	Play Production	Senior Tea
Show Choir	Skills USA	Spanish Club	Speech
Student Council	Track	Tri-M	Vocal Music
Volleyball			

**5. Students Who Are Required to Submit to Drug Testing.**

- a. **Eligibility.** All students in grades 6-12 who participate in any extracurricular activity or competition are part of the pool subject to random drug testing.
- b. **Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
- c. **Selection Pool Eligibility.** Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district except those students who quit during the season or activity (prior to being selected for testing) or students who are cut from an activity will be removed from the testing pool.
- d. **Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of

the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files a Withdrawal of Student from Activity form after being selected for a random drug test but before submitting to the test or after testing positive shall be ineligible to participate in any extracurricular activities for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.

**6. Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drug, alcohol, and tobacco/nicotine present in their system. For purposes of this policy, "drugs" means:

- a. Any substance considered illegal by the Uniform Controlled Substances Act, NEB. REV. STAT. § 28-401 *et seq.*
- b. Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;
- c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1);
- d. Any tobacco or other substance which introduces nicotine and other tobacco-related substances into the body, including alternative nicotine products, vapor products, or electronic nicotine delivery systems ingested in any way, such as by use of an e-cig, vape pen, or Juul.

**7. Testing Procedures.**

- a. **Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.
- b. **Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will

notify the student and take the necessary steps to schedule a test as soon as practicable.

- c. **Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request. Parent(s)/guardian(s) may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.
- d. **Type of Test.** The school district reserves the right to utilize breath, saliva, hair, urinalysis, or any other reliably recognized testing procedures. Urine and oral fluid samples which screen positive will be confirmed by GC/MS. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester). Other testing methods will be confirmed via industry-recognized processes and equipment.
- e. **Collection Site.** The Drug Testing Coordinator will designate the collection site at which students will provide specimens. The collection site may be off the premises of the school district.
- f. **Collection Procedures.** The school board will select a Drug Program Administrator (DPA). The DPA shall receive a random list of students subject to drug testing from the master list. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy. The DPA and the school district will provide a copy of the collection procedures upon request.
- g. **Drugs.** Students may be randomly tested for any drugs, including but not limited to nicotine, alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, and any prescription drug that was obtained without proper

authorization.

- h. **Results.** The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or her parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.
  - i. **Request for a Retest.** A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. A student's parent(s)/guardian(s) may request that the split specimen be tested at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO (with a copy sent to the Drug Testing Coordinator) within 72 hours of being notified of the final testing result. The student and his or her parent(s)/guardian(s) must pay the associated costs for an additional test in advance. The costs will be reimbursed if the result of the split sample test is negative. The student will remain subject to the consequences of this policy during the retesting procedure.
- 8. Negative Tests.** Students and their parents will receive verbal or written notice when the student's test result is negative.
- 9. Consequences for Testing Positive.** Whenever the test results indicate the presence of drugs, the Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent(s)/guardian(s), and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug

Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All offenses are cumulative in grades 6-8. Offenses that occur in grades 6-8 shall not count as offenses in grades 9-12. All offenses are cumulative in grades 9-12**):

a. **First Offense**

- i. The student will be ineligible to publicly perform in any extracurricular activity for **15 calendar days**. The day of the lab certified positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the **15 calendar days**, the remaining days will carry over to the next activity so the student completes the required number of days. The student shall be eligible to practice during the suspension period.
- ii. The student will be ineligible for a minimum of 2 public performances, if those performances do not occur during the 15 day ineligibility period.
- iii. The student shall attend 4 hours of drug, alcohol, and/or tobacco/nicotine counseling or educational program at the student's expense as arranged or approved by the Drug Testing Coordinator.
- iv. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next **two (2) months** or end upon graduation.

b. **Second Offense**

- i. The student will be ineligible to publicly perform in any extracurricular activity for **90 calendar days**. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the **90 calendar days**, the remaining days will carry over to the next activity so the student completes the required number of days. The student shall be eligible to practice during the suspension period.

- ii. The student will be ineligible for a minimum of 4 public performances, if those performances do not occur during the 90 day ineligibility period.
  - iii. The student shall obtain a drug and alcohol assessment at the student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to the Drug Testing Coordinator. The student is strongly encouraged to comply with the assessment recommendations.
  - iv. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next **six (6) months** or end upon graduation.
- c. **Third Offense**
- i. The student will be ineligible to practice or publicly perform in any extracurricular activity for one year from the date of the third positive test or end upon graduation. The day of the positive test result shall be the first day for counting purposes.
  - ii. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests at least one time per month for the next **twelve (12) months** or end upon graduation.
- d. **Fourth Offense**
- i. The student will be ineligible to participate in any extracurricular activity for the remainder of the student's time at the school district.

**10. Refusal to Test.**

A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this

policy, shall be deemed to have submitted a positive test.

**11. Tampering.**

Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator determines that a student tampered with a drug test, the student shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for the remainder of the school year.

The use of any such agent or technique shall be treated as a positive test for drugs prohibited by this Policy and shall be subject to the penalties set forth in Section 9 of this Policy.

**12. Maintenance of Records.**

All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

**13. Appeal.**

The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

**14. Severability.**

If any portion of this policy is deemed to be contrary to the law of the

State of Nebraska or the United States by judicial decision or an act of Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.

Adopted on: July 18, 2022

Revised on: May 13, 2024

Reviewed on:

**CONSENT TO PERFORM RANDOM DRUG TESTING**  
**202\_\_-202\_\_**

Student Name \_\_\_\_\_ Grade \_\_\_\_\_

As a student and parent:

- < We understand and agree that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
- < We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
- < We understand this is binding while a student is enrolled in Broken Bow School District.

**CONSENT TO PERFORM DRUG TESTING**

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs, alcohol, and tobacco/nicotine in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the Broken Bow Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature \_\_\_\_\_ Date \_\_\_\_\_

Parent/Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_

**WITHDRAWAL OF STUDENT FROM ACTIVITY**

**202\_\_ - \_\_ SCHOOL YEAR**

I understand that by signing this form I am rescinding my permission for random drug, alcohol, and tobacco/nicotine screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at the school district.

Student's Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Parent/Guardian's Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_