

Policy 5145.3: Nondiscrimination/Harassment

Status: ADOPTED

Original Adopted Date: 06/28/2018

The Board of Trustees desires to provide a safe school environment that allows all students equal access and opportunities in the district's academic and other educational support programs, services, and activities. The Board prohibits, at any district school or school activity, unlawful discrimination, including discriminatory harassment, intimidation, and bullying of any student based on the student's actual or perceived race, color, ancestry, national origin, immigration status, nationality, ethnicity, ethnic group identification, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression or association with a person or group with one or more of these actual or perceived characteristics.

This policy shall apply to all acts related to school activity or to school attendance occurring within a district school, and to acts which occur off campus or outside of school-related or school-sponsored activities but which may have an impact or create a hostile environment at school. (Education Code 234.1)

Unlawful discrimination, including discriminatory harassment, intimidation, or bullying, includes physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also shall include the creation of a hostile environment when the prohibited conduct is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

Unlawful discrimination also includes disparate treatment of students based on one of the categories above with respect to the provision of opportunities to participate in school programs or activities or the provision or receipt of educational benefits or services.

The Board also prohibits any form of retaliation against any individual who files or otherwise participates in the filing or investigation of a complaint or report regarding an incident of discrimination. Retaliation complaints shall be investigated and resolved in the same manner as a discrimination complaint.

The Superintendent or designee shall facilitate students' access to the educational program by publicizing the district's nondiscrimination policy and related complaint procedures to students, parents/guardians, and employees. He/she shall provide training and information on the scope and use of the policy and complaint procedures and take other measures designed to increase the school community's understanding of the requirements of law related to discrimination. The Superintendent or designee shall regularly review the implementation of the district's nondiscrimination policies and practices and, as necessary, shall take action to remove any identified barrier to student access to or participation in the educational program. He/she shall report his/her findings and recommendations to the Board after each review.

Regardless of whether a complainant complies with the writing, timeline, and/or other formal filing requirements, all complaints alleging unlawful discrimination, including discriminatory harassment, intimidation, or bullying, shall be investigated and prompt action taken to stop the discrimination, prevent recurrence, and address any continuing effect on students.

Students who engage in unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, in violation of law, Board policy, or administrative regulation shall be subject to appropriate consequence or discipline, which may include suspension or expulsion for behavior that is severe or pervasive as defined in Education Code 48900.4. Any employee who permits or engages in prohibited discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, shall be subject to disciplinary action, up to and including dismissal.

The Superintendent or designee shall maintain a record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, to enable the district to monitor, address, and prevent repetitive prohibited behavior in district schools.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

Description

5 CCR 432	Student records
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Civ. Code 1714.1	Liability of parent or guardian for act of willful misconduct by a minor - https://simbli.eboardsolutions.com/SU/NSkneFduiYWusJFnU3r9Q==
Ed. Code 200-262.4	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAAbNL6kKkgxQ==
Ed. Code 48900.3	Suspension or expulsion for act of hate violence - https://simbli.eboardsolutions.com/SU/TbEb6tizJ9UjTrGDceluHw==
Ed. Code 48900.4	Suspension or expulsion for harassment, threats, or intimidation - https://simbli.eboardsolutions.com/SU/MUr3O32UqydHbdf2IUJrQw==
Ed. Code 48904	Liability of parent/guardian for willful student misconduct - https://simbli.eboardsolutions.com/SU/HuoUShfesn0eJY8nP1JfrA==
Ed. Code 48907	Exercise of free expression; time, place and manner rules and regulations - https://simbli.eboardsolutions.com/SU/KDSjnurLBlr2KdV5numJiQ==
Ed. Code 48950	Speech and other communication - https://simbli.eboardsolutions.com/SU/Q5itwgUPIoTFejGslshDadJ4g==
Ed. Code 48985	Notices to parents in language other than English - https://simbli.eboardsolutions.com/SU/LHS9ygOUBYa76W1AygydnA==
Ed. Code 49020-49023	Athletic programs - https://simbli.eboardsolutions.com/SU/ID9M5yIWFtGKE0KginhCAg==
Ed. Code 49060-49079	Student records - https://simbli.eboardsolutions.com/SU/48PbpM8vuGlggyF7weQSbw==
Ed. Code 51204.5	Social sciences instruction; contributions of specified groups - https://simbli.eboardsolutions.com/SU/oZPEg6h3Qnnndu4eQsmHFg==
Ed. Code 51500	Prohibited instruction or activity - https://simbli.eboardsolutions.com/SU/8PftogQddGHWag4KsriB4A==
Ed. Code 51501	Nondiscriminatory subject matter - https://simbli.eboardsolutions.com/SU/txGfKL89VkvCW7IFg8Emtw==
Ed. Code 60010	Instructional materials; definition - https://simbli.eboardsolutions.com/SU/GjXRejOBcJgfje5LOpBxYg==
Ed. Code 60040-60052	Requirements for instructional materials - https://simbli.eboardsolutions.com/SU/vqD4yC2hSBZ9a219bpluseiDA==
Gov. Code 11135	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==
Pen. Code 422.55	Definition of hate crime - https://simbli.eboardsolutions.com/SU/EXmP7bT1slshj3qOjaM9qTkHA==
Pen. Code 422.6	Crimes; harassment - https://simbli.eboardsolutions.com/SU/vVSJrxnKuuauWdfn4F58wg==

Federal References

20 USC 1681-1688
28 CFR 35.107
29 USC 794
34 CFR 100.3
34 CFR 104.7
34 CFR 104.8

Description

Title IX of the Education Amendments of 1972; discrimination based on sex
Nondiscrimination on basis of disability; complaints
Rehabilitation Act of 1973; Section 504
Prohibition of discrimination on basis of race, color or national origin
Section 504; Designation of responsible employee and adoption of grievances procedures
Notice of Nondiscrimination on the Basis of Handicap

34 CFR 106.45	Grievance process for formal complaints of sexual harassment
34 CFR 106.8	Designation of coordinator; dissemination of policy, and adoption of grievance procedures
34 CFR 110.25	Prohibition of discrimination based on age
34 CFR 99.31	Disclosure of personally identifiable information
42 USC 12101-12213	Americans with Disabilities Act
42 USC 2000d-2000e-17	Title VI and Title VII Civil Rights Act of 1964, as amended
42 USC 2000h-2-2000h-6	Title IX of the Civil Rights Act of 1964
42 USC 6101-6107	Age Discrimination Act of 1975

Management Resources References

	Description
34 CFR 106.30	Discrimination on the basis of sex; definitions
CA Office of the Attorney General Publication	Promoting a Safe and Secure Learning Environment for All: Guidance and Model Policies to Assist California's K-12 Schools in Responding to Immigration Issues, April 2018 - https://simbli.eboardsolutions.com/SU/ooeCURkNWJynAeTollv07A==
California Department of Education Publication	California Longitudinal Pupil Achievement Data System (CALPADS) Update FLASH #158: Guidance for Changing a Student's Gender in CALPADS, July 2019
Court Decision	Donovan v. Poway Unified School District, (2008) 167 Cal.App.4th 567
Court Decision	Flores v. Morgan Hill Unified School District, (2003, 9th Cir.) 324 F.3d 1130
CSBA Publication	Legal Guidance on Rights of Transgender and Gender Nonconforming Students in Schools, October 2022 - https://simbli.eboardsolutions.com/SU/TJrCO83d42yQSTw6naAD0w==
U.S. DOE, Office for Civil Rights Publication	Resolution Agreement Between the Arcadia USD, US Dept of Ed, OCR, & the US DOJ, CRD (2013) OCR 09-12-1020, DOJ 169-12C-70 - https://simbli.eboardsolutions.com/SU/NaeV6aYv62hond0k7HLI0A==
U.S. Dept. of Health & Human Services Publication	Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, August 2013 - https://simbli.eboardsolutions.com/SU/P2mNU6eB2VziOaQ4D8TM7A==
U.S. DOE & U.S. DOJ Civil Rights Divisions Pub	Dear Colleague Letter: Resource on Confronting Racial Discrimination in Student Discipline, May 2023 - https://simbli.eboardsolutions.com/SU/LIGBefta2t7tACr08i6nPQ==
U.S. DOE Publication	Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, May 2023 - https://simbli.eboardsolutions.com/SU/VWFslshjgsQkSkP3T1Y0DZtTA==
U.S. DOE, Office for Civil Rights Publication	Enforcement of Title IX of the Education Amendments of 1972 With Respect to Discrimination Based on Sexual Orientation and Gender Identity in Light of Bostock v. Clayton County, June 2021 - https://simbli.eboardsolutions.com/SU/1dwptNmRoj4jSIZbrh5VYw==
U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Addressing Discrimination Against Jewish Students, May 2023 - https://simbli.eboardsolutions.com/SU/xVlb6kX0bqI7IYg7N7lxDA==
U.S. DOE, Office for Civil Rights Publication	U.S. Department of Education Toolkit: Creating Inclusive and Nondiscriminatory School Environments for LGBTQI+ Students, June 2023 - https://simbli.eboardsolutions.com/SU/181OMF0JQSSH58t4UvJ1jg==
U.S. DOE, Office for Civil Rights Publication	Questions and Answers on the Title IX Regulations on Sexual Harassment, June 2022 - https://simbli.eboardsolutions.com/SU/TXPOa8rms9nR7xqDSKJ9gg==
U.S. DOE, Office for Civil Rights Publication	Supporting Students with Disabilities and Avoiding the Discriminatory Use of Student Discipline under Section 504 of the Rehabilitation Act of 1973, July 2022 - https://simbli.eboardsolutions.com/SU/XqCZNRpgr9KaYtLHZjrtSw==

U.S. DOE, Office for Civil Rights Publication	Dear Colleague Letter: Race and School Programming, August 2023 - https://simbli.eboardsolutions.com/SU/cplusK5pMWRslshwixY9DsNmPYA==
U.S. DOE, Office for Civil Rights Publication	Examples of Policies and Emerging Practices for Supporting Transgender Students, May 2016
Website	CSBA District and County Office of Education Legal Services - https://simbli.eboardsolutions.com/SU/UdykszdmPETuDslshXk6R5akQ==
Website	First Amendment Center - https://simbli.eboardsolutions.com/SU/jzlfta62CjSCuo68J0XF1w==
Website	California Office of the Attorney General - https://simbli.eboardsolutions.com/SU/5qNslsh5DoKuytasYcv9khGiA==
Website	California Safe Schools Coalition - https://simbli.eboardsolutions.com/SU/WemZSI34fz0YvWHUM4trDg==
Website	CSBA - https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==
Website	California Department of Education - https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==
Website	U.S. Department of Education, Office for Civil Rights - https://simbli.eboardsolutions.com/SU/xmCPrTcoZle111WmbX10Vg==

Cross References

Description

0410	Nondiscrimination In District Programs And Activities - https://simbli.eboardsolutions.com/SU/hvbJX6slshKgEslshp1slshwpMu5yDQ==
0415	Equity - https://simbli.eboardsolutions.com/SU/mTUPMv0NVwxaiCdshq4lhg==
0415	Equity - https://simbli.eboardsolutions.com/SU/laJKjpJ5AqslshVLhPx1Cgogg==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/0MIUCDgxwMop9TOTP6V3vg==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/fsJYumaNyBJ4AirNxlshQYUg==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/J50yDILncm1q1im49W6AXg==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/kMVzlrN8USikh9MSDplusNhYg==
1114-E PDF(1)	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/LZkugT15Dbf4KFyy11TMYQ==
1240	Volunteer Assistance - https://simbli.eboardsolutions.com/SU/S74rmZIsANdu2ls5bqgMpw==
1240	Volunteer Assistance - https://simbli.eboardsolutions.com/SU/ueslsh88RJK2nGum0R7IV2gAQ==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/moNUjdQ7egMLIKodnC4UrA==
1312.1	Complaints Concerning District Employees - https://simbli.eboardsolutions.com/SU/9ndvjAiVplus0IWfQjPXIsslshNg==
1312.2	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/BVqa8aPTzt9YitleyCnvGg==
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1312.2-E PDF(1)	Complaints Concerning Instructional Materials - https://simbli.eboardsolutions.com/SU/DhRV06LLZuctGFUBC60bWw==
1312.3	Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/8Dnw01BS9Fs6UdK9KVdsVg==

1312.4 Williams Uniform Complaint Procedures -
<https://simbli.eboardsolutions.com/SU/qp3887Hful3XOBaj5LqD5Q==>

1312.4-E PDF(1) Williams Uniform Complaint Procedures -
<https://simbli.eboardsolutions.com/SU/Fy7enllrabZlOMehKrsIshnyQ==>

1340 Access To District Records -
<https://simbli.eboardsolutions.com/SU/7Dgi3Q7pcnph5NeKbDLk6Q==>

1340 Access To District Records -
<https://simbli.eboardsolutions.com/SU/w4iRDpluskO8L9CwzZscQYc6g==>

3515.4 Recovery For Property Loss Or Damage -
<https://simbli.eboardsolutions.com/SU/DCsv9LwBgVUQOp1uu5gNMQ==>

3515.4 Recovery For Property Loss Or Damage -
<https://simbli.eboardsolutions.com/SU/gCoM6hHypSopJUjQxFi7og==>

3530 Risk Management/Insurance -
<https://simbli.eboardsolutions.com/SU/mxTtLK7RjJslshxOvCgBNmOkQ==>

3530 Risk Management/Insurance -
<https://simbli.eboardsolutions.com/SU/cvPKrb5plusWIJG9B7vIMfxVw==>

3553 Free And Reduced Price Meals -
<https://simbli.eboardsolutions.com/SU/6vhlBsmstg6lyhYygB5jUg==>

3553 Free And Reduced Price Meals -
<https://simbli.eboardsolutions.com/SU/tqEli3coYpLAhxKvslsh8RLHA==>

3580 District Records -
<https://simbli.eboardsolutions.com/SU/c89z6BLnK547v09IMUDoDQ==>

3580 District Records -
<https://simbli.eboardsolutions.com/SU/f0fxgbrqY44xsQfjLKSkmG==>

4112.6 Personnel Files -
<https://simbli.eboardsolutions.com/SU/PDAtYDTe8FDD8qFslshFWKnuA==>

4112.9 Employee Notifications -
<https://simbli.eboardsolutions.com/SU/hGTjVFd3621LpAsJE0plusxzg==>

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<https://simbli.eboardsolutions.com/SU/l6zjGvj3VdViko0wslshdba5A==>

4119.21 Professional Standards -
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<https://simbli.eboardsolutions.com/SU/bNZ2R5zTqMFplusHV1yri06TQ==>

4119.23 Unauthorized Release Of Confidential/Privileged Information -
<https://simbli.eboardsolutions.com/SU/od2plus8slshbFoqcD1XNbZVk7LA==>

4131 Staff Development -
<https://simbli.eboardsolutions.com/SU/slsh4e6XFSEWE64XKB3d3XuPA==>

4212.6 Personnel Files -
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4319.21	Professional Standards - https://simbli.eboardsolutions.com/SU/MJKnNmzxQAcqYAPN1sWXpQ==
4319.23	Unauthorized Release Of Confidential/Privileged Information - https://simbli.eboardsolutions.com/SU/1A6pBGdxTplusm5GvjIbAPBtw==
4331	Staff Development - https://simbli.eboardsolutions.com/SU/HJ8F3FZ4r4l2Whqzmj8r3g==
5000	Concepts And Roles - https://simbli.eboardsolutions.com/SU/MN7CjnhKlwbEGl1DZ7nxKw==
5030	Student Wellness - https://simbli.eboardsolutions.com/SU/yEXEXdNwH7ID2GcOplusGdL2g==
5111	Admission - https://simbli.eboardsolutions.com/SU/NJletsYfY0JE79eSNj64g==
5111	Admission - https://simbli.eboardsolutions.com/SU/5ctOfKyDCjuFRmshZJZZPVQ==
5113.1	Chronic Absence And Truancy - https://simbli.eboardsolutions.com/SU/dPV2QPZkHP2gCTsk76wQKg==
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5125	Student Records - https://simbli.eboardsolutions.com/SU/aGWRoYqL53LNFmbhy8m09g==
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5125.1	Release Of Directory Information - https://simbli.eboardsolutions.com/SU/CN3NRyw4eulibHMxo99zIQ==
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5125.3	Challenging Student Records - https://simbli.eboardsolutions.com/SU/slsh8lasYlZDJ51dllroQ9KUQ==
5131	Conduct - https://simbli.eboardsolutions.com/SU/RTT80l6MkmC2KOplusixJyW5g==
5131.2	Bullying - https://simbli.eboardsolutions.com/SU/AOO08wtKqBrglNrCLLDslsh0A==
5131.2	Bullying - https://simbli.eboardsolutions.com/SU/IZY1BZbeDNIDFslshHtu0vVig==
5131.5	Vandalism And Graffiti - https://simbli.eboardsolutions.com/SU/XG45YYFDeTFVJERbaWQReg==
5132	Dress And Grooming - https://simbli.eboardsolutions.com/SU/u8xii5PiPpZ5HrKu9FEquQ==
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5137	Positive School Climate - https://simbli.eboardsolutions.com/SU/299OMkt9oUKGquArwplus4epg==

5138	Conflict Resolution/Peer Mediation - https://simbli.eboardsolutions.com/SU/YwAUO6kbomLPKTKlFLRTQ==
5141.22	Infectious Diseases - https://simbli.eboardsolutions.com/SU/HeEF3rvVI9InPlvyGCfW1w==
5141.22	Infectious Diseases - https://simbli.eboardsolutions.com/SU/DQmhoxnAN6FtEnG6k72JBA==
5141.27	Food Allergies/Special Dietary Needs - https://simbli.eboardsolutions.com/SU/jUxsaEplusFyByMiSZsEILztQ==
5141.27	Food Allergies/Special Dietary Needs - https://simbli.eboardsolutions.com/SU/3AdGa8Xpj0aZOoZo2K41JQ==
5141.4	Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/1gRhCL8822K3EGFEAflrKA==
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5141.52	Suicide Prevention - https://simbli.eboardsolutions.com/SU/YslshioQQXg6aBPCra28sgbuw==
5141.52	Suicide Prevention - https://simbli.eboardsolutions.com/SU/jtHfCeNchglplustlRG3PMkKg==
5144	Discipline - https://simbli.eboardsolutions.com/SU/zvInBSdTLnslshplusuWUslshvznlpA==
5144	Discipline - https://simbli.eboardsolutions.com/SU/ltDMHkjWVAlZA1SM72QLdg==
5144.1	Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/s8D3Hd2dvXwcVuZqv6TK2g==
5144.1	Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/UyBjZ7iR23YJEWLislsh3wKQA==
5144.2	Suspension And Expulsion/Due Process (Students With Disabilities) - https://simbli.eboardsolutions.com/SU/9DuN1leplsys2QseWvYMF3zUA==
5145.12	Search And Seizure - https://simbli.eboardsolutions.com/SU/XjZg0IMckCq531FAqbSrQA==
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5145.2	Freedom Of Speech/Expression - https://simbli.eboardsolutions.com/SU/IOD7CNHUjl5jyyCBaSjkEQ==
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5145.6	Parent/Guardian Notifications - https://simbli.eboardsolutions.com/SU/4gCGHtQliMzLxkQlnQywgQ==
5145.6-E PDF(1)	Parent/Guardian Notifications - https://simbli.eboardsolutions.com/SU/vASkYnplusa2CQqxAl5UusbOrQ==
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5145.9	Hate-Motivated Behavior - https://simbli.eboardsolutions.com/SU/uvPluBMgsCYBjug4p2slshe1w==
5146	Married/Pregnant/Parenting Students - https://simbli.eboardsolutions.com/SU/vcKFHO2V5slshF2bimslshslshXrbhw==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/Yb6dp9X24dAWt6bSO4SxLA==

6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/8xqcI5LuZqSjfxRZIRaMuQ==
6142.8	Comprehensive Health Education - https://simbli.eboardsolutions.com/SU/j3z743Lli549DplusK9slshwMUDA==
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6143	Courses Of Study - https://simbli.eboardsolutions.com/SU/S7YR9tOjwz93kM1Livcm0w==
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6144	Controversial Issues - https://simbli.eboardsolutions.com/SU/mOdNQp0TrKplusLtADNLBitvQ==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/YX4BdZCK5ZP5AKNQpQ8KYw==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/UsdQTsZ1rAumqn0VAYN7EQ==
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6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/l8aqzZ1U7o3LQOeWh2RdAw==
6153	School-Sponsored Trips - https://simbli.eboardsolutions.com/SU/o4yrALFcUBrAJU6v0wfdmg==
6153	School-Sponsored Trips - https://simbli.eboardsolutions.com/SU/uMNHctIRDJLEF03P5K1cig==
6159.4	Behavioral Interventions For Special Education Students - https://simbli.eboardsolutions.com/SU/HplusyyCzQxYysYfoPUh7dMkw==
6161.1	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/AfbqbKbJ2V11meDimrtjbQ==
6161.1	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/H6TGvgY3lplusoZ4grWCLQ4Hg==
6161.1-E PDF(1)	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/sk3pslshu81wNGqydBEWplusF8yg==
6161.11	Supplementary Instructional Materials - https://simbli.eboardsolutions.com/SU/CUPewX6J9PKDVeJBLnSDag==
6163.1	Library Media Centers - https://simbli.eboardsolutions.com/SU/XM1p52EKkhh0rnnJPcEBxA==
6163.4	Student Use Of Technology - https://simbli.eboardsolutions.com/SU/kl9nYplusXMVbQgJanqHITBuw==
6163.4	Student Use Of Technology - https://simbli.eboardsolutions.com/SU/5S8FPfiE6X6zCTDIb8iQfg==
6164.2	Guidance/Counseling Services - https://simbli.eboardsolutions.com/SU/plus78E16plusi9TDupZ0UzVmsFw==
6164.2	Guidance/Counseling Services - https://simbli.eboardsolutions.com/SU/rxOXP1ukXJeIIEWltcnBhQ==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/cT85PBmqJxplusbYNh80ACCLg==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/jcgqiCMUKg9zwJRDE17cNA==
7110	Facilities Master Plan - https://simbli.eboardsolutions.com/SU/zh8gvN6MplusnpTOppluspcR7ow==