



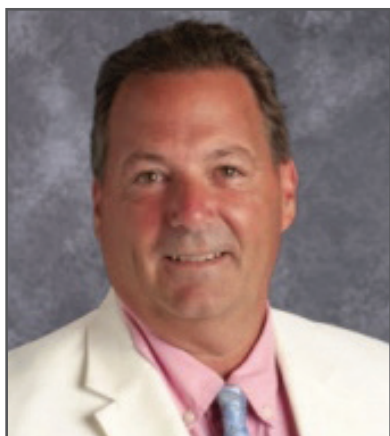
ET CETERA

a newsletter for district families



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October 2020 | volume 18, issue 1



From the desk of

DR. SMITS, DISTRICT ADMINISTRATOR

Working Together To Keep Our Schools Open

The HJT1 staff feels good about the start of the school year, and outside of a few hiccups with some sporadic quarantining, the first two months of school are officially in the history books. Since we are soon to enter flu season, the next few months will be critical to watch as students, families, and staff spend more time indoors.

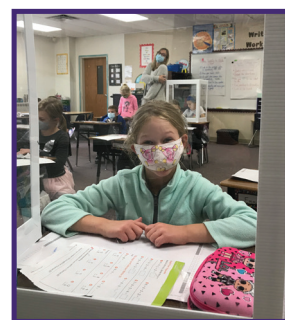
Examining the Washington Ozaukee County Health Department's website, the number of confirmed cases has reached the "Very High" level. **The trajectory of number of cases in the last two weeks is increasing, and the total number of**

confirmed cases during the previous two weeks has risen significantly. This is concerning!

While the various teaching options (*virtual, hybrid, and cohort instruction*) help protect the students, the District's ability to stay open is genuinely contingent on having enough working teaching and support staff. As daycares, businesses, and surrounding schools close, or shelter students or staff, because of their own positive COVID cases, we have found that many of our employees have to stay home to watch over their children that have been put into quarantine.

An individual's amount of time off from work has varied between a few days to up to 24 days. This inconvenience, compiled with a teacher and staffing shortage (a statewide issue), we have met our staffing limits more than once. In these circumstances, the principals have to piece together a scheduling puzzle. Principals and Deans of Students become teachers, teachers often are helping with extra duties, and support staff personnel are put into supervisory roles. Everyone pitches in, and somehow, thanks to the amazing school staff, they miraculously get it to work.

The days between now and winter break are critical. Continue to thank your children for doing their part and encourage them to continue to take the necessary precautions to keep the schools open. Tell your children why they are asked to wear a face covering, social distance, stay in their cohorts, and wash or disinfect their hands often. While there are more ideas on the best way to deal with the pandemic, the reality is that we have to work with the staff that can and are allowed and able to work. Currently, we have found a balance that is working and keeping our schools open for the Hartford Jt. 1 District. As the year moves forward, I thank you for your continued patience as we navigate through these unpredictable times. This is challenging. It is not fun for anyone, but I do appreciate your support, tolerance, and understanding as we look forward to better times.



CALENDAR OF EVENTS

**OCT
29**

Parent Teacher Conferences,
End of 1st Quarter



CMS

**NOV
20**

No Classes



District

**OCT
30**

No Classes, Parent Teacher
Conferences



District

**NOV
24**

End of 1st Trimester



Lincoln & Rossman

**NOV
11**

Central PTO Meeting, 6:30 PM



CMS

**NOV
25-27**

No Classes



District

**NOV
12**

Picture Retake Day



District

**DEC
10**

Lincoln PTO Meeting, 6:30 PM



Lincoln

**NOV
12**

Lincoln PTO Meeting, 6:30 PM



Lincoln

**DEC
11**

No Classes



District

**NOV
17**

School Board Meeting, 6:00 PM



District

**DEC
15**

School Board Meeting, 6:00 PM



District

**NOV
18**

Rossman PTO Meeting, 6:30 PM



Rossman

**DEC
23-31**

No Classes, Winter Break



District

VIEW OUR DISTRICT CALENDAR HERE



From the desk of **MR. MAJERUS, FINANCIAL MANAGER**

It is hard to believe we are already in the seventh week of the 2020-21 school year! As you can imagine, there was an incredible amount of effort, planning and coordination heading into this unusual year.

My departments: Technology, Food Service, Building and Grounds, Accounting/ Finance and Transportation are responsible for the instructional tools, the physical learning environment and general support for the educational system.

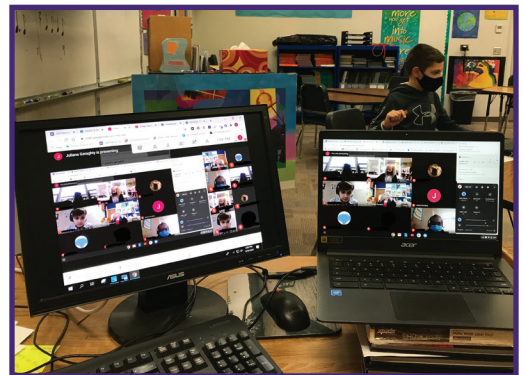
Minimizing Cross-Contamination & Co-mingling

The District has gone to great lengths to minimize student contact on the school premises. Some examples are purchasing and using many types of protective equipment, grouping kids by cohort to try to minimize cross-contamination and serving meals in the classrooms. Maintenance and custodial staff are rigorously cleaning the facilities during the school day, in the evenings and during our deep-cleaning days. We have taken these steps to keep students and staff as safe as reasonably possible. From my perspective, things have gone really well considering the circumstances. The students are generally doing a great job with the new protocols and the staff have adjusted very well to the additional or different work they are doing.



Technology & Learning Management Systems

The District has spent a lot of money on more than just cleaning supplies during this pandemic. The additional technology and staff development and the new learning management systems were intentional investments to deliver the best educational product we can under the current circumstances. Mrs. Simonson and Dr. Rugotska can provide much more information on those systems, how the District uses them and their impact on student achievement. The District did apply for Cares Act funding and the DPI recently approved our Cares Act budget, so we now can claim the funds and help offset what was spent from the general fund.



USDA Free Meals Program

The school board approved the District's participation in the USDA free meals program in September and all meals served after September 1 have been free for all students. This program was scheduled to end on December 31 or when USDA funds were exhausted. Recently, Congress drafted and the President signed an appropriations bill providing funding for the extension of the USDA program through the end of the 2020-2021 school year. We are grateful that all of our students will have access to nutritional breakfasts and lunches all year long, no matter their instructional model or their family's financial status. Please see the Food Service area of the District website for menus, ordering instructions and more information.



The District will continue to work hard to keep the school buildings open and safe for students and staff. As always, if you have a question regarding your student's educational experience, please contact the building principal and they will communicate with the department supervisors and with me to address the situation. Stay safe and best wishes for a successful school year!

SCHOOL LUNCH ROCKS!



Our school lunches are nutritious and promote learning! Students who eat nutritious school lunches are:



Prepared To Learn



Perform Better On
Standardized Tests



Have Energy to do
Well in School

Our lunches always have fruit, vegetables, protein, whole grains and milk. Try one of our delicious, healthy meals!



THANK YOU

TO OUR **FOOD SERVICE TEAM** FOR PROVIDING
FANTASTIC MEALS EACH DAY!

DISTRICT NEWS



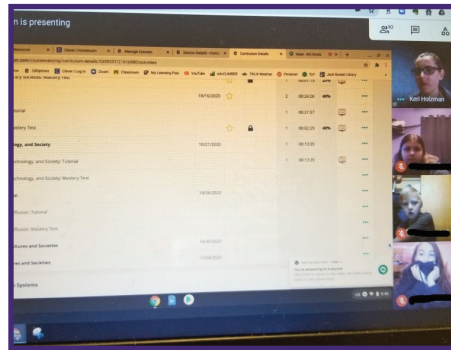
From the desk of **MRS. SIMONSON, DIRECTOR OF CURRICULUM & INSTRUCTION**

The start of the 2020-21 school year has been an extraordinary adventure; one never before seen in my 30 plus years as an educator. As part of the reopening process, the District created a Steering Committee made up of parents, community leaders, Board Members and educators to best determine how to move forward for the start of school this fall. As a result - students and families had voice and choice in the decision-making process resulting in four different instructional models available to fit learner needs.

Remarkable things have happened in the District over the past few months. I have been so impressed with how teachers have embraced the new instructional technologies this year and have done some amazing things with students. One of the most impressive is the way teachers have used the new Learning Management System (LMS) to create groups to share resources, post and answer questions, and celebrate successes. What a great way to improve instructional practice and support each other in a learning environment like no other! Although this school year things may look a bit different, our amazing students and staff continue to rise to the challenge. Learn on!



Mr. Boyle's hybrid music classroom uses Seesaw (the LMS for primary grades) to engage students in a real time activity from home and in the classroom.



Self-paced fourth grade virtual classroom checking in with Mrs. Holzman.



Live stream virtual instruction facilitated by Ms. Hadley. This provides students with real-time teacher instruction while learning from home.



Mrs. Powell's hybrid classroom blends face-to-face and virtual instruction.



Mrs. Clemens confers with a student in a face-to-face instructional model.

A goal of the Curriculum and Instructional Department is to ensure quality teaching and learning regardless of the instructional model students have chosen. It is clear that in order to accomplish this, partnering with educational stakeholders is key. Just look at what has been accomplished in a very short period of time. Thank you to educators, parents, students, the Board, and community for your ongoing support.

Together we can accomplish great things for kids!

DISTRICT NEWS



From the desk of

MRS. KENEALY, INTERIM PUPIL SERVICES DIRECTOR

Hi! I am Alex Kenealy, the new Interim Pupil Services Director for the District. I am responsible for special education programming, pupil health and safety, and student support services. This is my sixth year in the district and I was previously a School Psychologist primarily at Rossman Elementary. I live with my husband, two young children and a golden retriever in Hartland. I completed my Bachelor's degree in Psychology and Communication Arts at the University of Wisconsin - Madison, Educational Specialist degree in School Psychology at The Chicago School of Professional Psychology, and Master's degree in Educational Leadership at Cardinal Stritch. I am very excited for this new and exciting opportunity. I

am very passionate about each student's success and look forward to making a positive impact on our community!

Our healthcare professionals are working hard to combat COVID-19

Jeannine Biewer, our District Nurse, has been working tirelessly to ensure our PPE is stocked, completes contact tracing, and discusses quarantine with families. Jeannine is in constant contact with our health room aides and the Health Department to ensure we are doing everything we can to keep our schools safe and open. A case worker from The Washington Ozaukee County Health Department told one of our parents last week that Hartford School District was excellent to work with, very on top of keeping our kids safe, proactive, erring on the side of caution and great at containing the cases to avoid the spread. Not all districts are doing the same and parents should feel safe sending our kids to our school. We are very proud that we have been able to ensure the safety of students and staff while providing excellent instruction. Jeannine communicates updated COVID positive cases on the new dashboard on the district website. With the help of our amazing health room aides, student and staff safety are our number one priority.



Ways we are keeping students safe

Hartford Jt. 1 is constantly looking for ways to mitigate the spread of COVID-19. Students have been testing trifold protectors. As you can see they provide plenty of visibility for the student to see around the classroom. The trifold acts as another layer of protection for students and staff. Staff are encouraged to complete instruction outside to give students cloth face covering breaks. Students of all ages are doing an amazing job of wearing their cloth face coverings. We are so impressed with the maturity and understanding of our students and families. Thank you! My contact information is on the district website under Pupil Services. Please do not hesitate to reach out! I look forward to a fun, productive, and safe school year!

THANK YOU TO OUR HEALTH ROOM AIDES!



PENNY ALLEN, Central



KRISTIN KANIA, Lincoln



KATIE McCAULEY, Rossman

Welcome New Staff!

LAURA BAUMANN
Special Education Teacher,
Lincoln

TONI BELL
Teaching Assistant Specialist,
Central & Lincoln

LYNN BITAR
Grade 3 Teacher, Lincoln

ALLISON CRAIGHEAD
Grade 1 Teacher, Lincoln

DREW EGAN
Teaching Assistant Specialist,
Lincoln

AZALEA ESCOBEDO
Teaching Assistant Specialist,
Rossman

HANNAH GAST
4K Teacher, Rossman & Lincoln

JENNIFER GIERACH
LLI/ELA Teacher, Central

EMILY GROONWALD
4K Teacher & Substitute Teacher,
Rossman

BRYAN GUAGLIARDO
Maintenance

TAMMY KENNEDY
Special Education Teacher, Central

ELIZABETH KOVACEVICH
Substitute Teacher

DESTINY KRUEGER
Teaching Assistant Specialist,
Lincoln

KATIE MCCAULEY
Health Room Aide, Rossman

BROOKE MEIFERT
Teaching Assistant Specialist -
Lincoln

JESSE MILLER
Substitute Teacher

LIBBY SCHELLPFEFFER
Substitute Teacher

ROBERT YOUNG
Teaching Assistant Specialist -
Central

TANYA YOUNG
Science Teacher - Central

SARAH ZELLNER
Teaching Assistant Specialist,
Rossman




We're HIRING!

Join our team! Our district is seeking **Teaching Substitutes** and **Substitute Aides**. Substitute Aides will assist in classroom management and support students.

Any questions regarding any open positions, please contact Human Resources at (262) 673-3155 x4102.

[View Our Employment Opportunities](#)



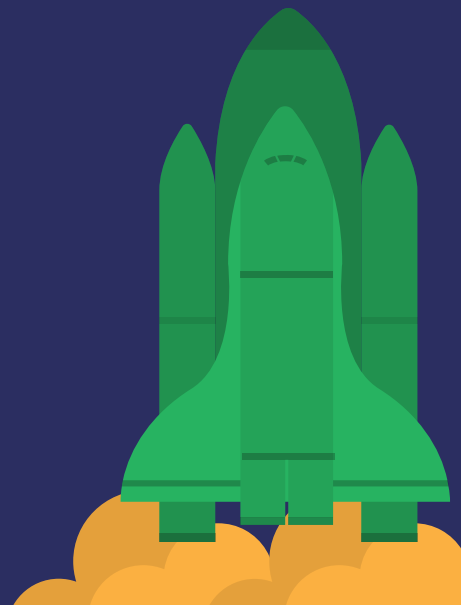
*Let's discover and learn
together!*

HARTFORD JT. 1 VIRTUAL SCIENCE FAIR

Featuring innovative projects by
Hartford students

November 10 at 3:30 pm - 5:30 pm

To register check your
email for a message from
your school principal.





LINCOLN ELEMENTARY

 Lincoln PTO Facebook



From the desk of **MR. HANLON, PRINCIPAL**

To say that the start to this year has been different is probably the biggest understatement of my career. We knew that things would look, feel, and operate on a new normal, but we were unsure of what this would look like in reality. District administration, teaching staff, and support staff, have all played crucial roles in having us re-open in a safe, secure manner. In addition to this, we could not have achieved the level of success we have in managing Covid related issues without the ongoing support of our families. Parents from all three District schools have been present and engaged in the re-opening plan, the instructional model selection process, and the ongoing importance of monitoring their children's health.

I wanted to say a special thank you to all of the staff at Lincoln, particularly Mrs. Kania, our health room aide, and our building secretaries, Mrs. Wiedmeyer and Mrs. Corrie, for their hard work and diligence in keeping students safe and reporting information to necessary parties in a reassuring and positive manner.

Our teaching staff have been incredibly busy over the first few months of the year and have been wonderful in their attitude regarding setting up live streaming for quarantined students within 24 hours of each incidence. Following the information and guidance from the Washington/Ozaukee Health Departments, our student quarantines are related to family members experiencing Covid or Covid related symptoms, as the District dashboard will highlight. We will continue to be as prepared and organized as we can in getting materials out to families so that they can continue to receive education through online means during these difficult times.

It has been amazing to see all parts of the Lincoln School machine work closely together to provide information and education to students and families. Support staff continue to work with our student population who require extra assistance, special education and specials teachers have found new ways to work with and reach their students with the latter taking their lessons 'on the road' as they visit classrooms rather than having students come to them. This learning curve has been steep for all of us, and there have been pitfalls that we have fallen into, but this is a new system, a new normal, and a new process, but the constant has been the care, compassion, and commitment that staff have shown to students and families. I could not be more proud of these 'three C's' and how our building continues to try and forge on with the importance of building strong relationships with families.

We have worked through and completed our first diagnostic tests for the year, we have held a virtual Lion Eyes, and we are working on how we can still bring a Veterans Day celebration to the community. Even though it may feel as though the world has stopped, we haven't stopped moving. We continue to plan, dream, strive, and push forward, and we thank you and your children for being on this journey with us.



Spreading Kindness

Submitted by Mrs. Baley, 1st Grade Teacher

First graders in Mrs. Baley's classroom loved learning about how to sprinkle a little kindness wherever they go.

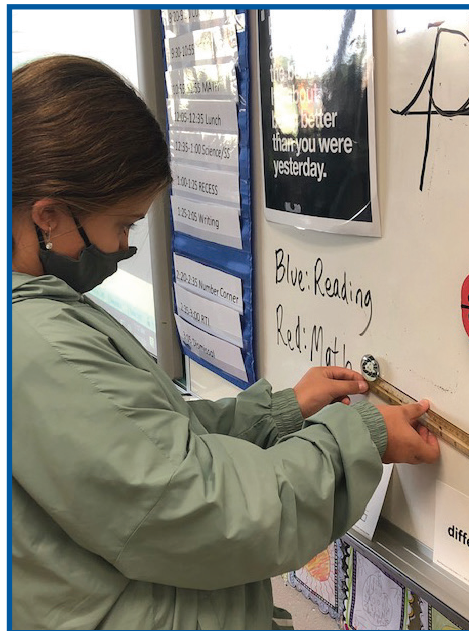
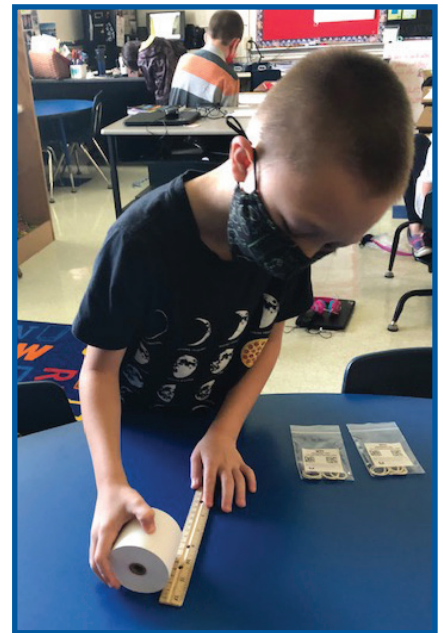
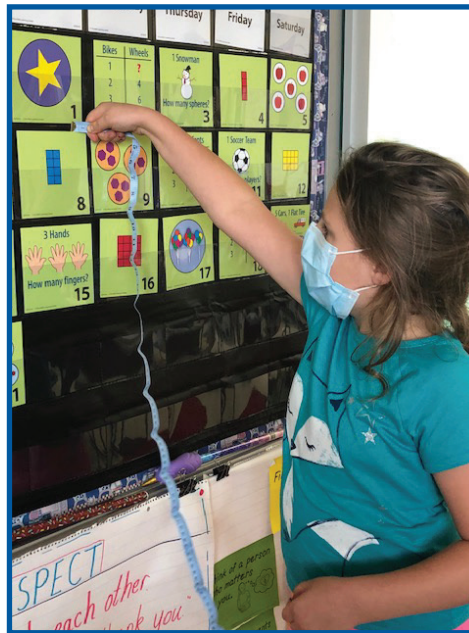
Students read the story, *Have You Filled A Bucket Today*, by Carol McCloud and David Messing, and brainstormed all the ways they could be bucket fillers. Students wrote about how to be kind at home, school and in the community. The best part was students made their own little kindness buckets!

Throughout the school year, students will work hard to fill each other's buckets by being helpful, caring, thoughtful, polite and of course KIND!

Classroom Objects Scavenger Hunt

Submitted by Mrs. Olejnik, 3rd Grade Teacher

Third grade students at Lincoln school went on a scavenger hunt to find classroom objects of specified lengths. They created a number line chart to record the lengths of the different items they found, and practiced adding and subtracting those multi-digit numbers. Students had a lot of fun while learning and practicing math!



“Never Put Someone Else Down
To Make Yourself Feel Better.”

BE KIND
to one another



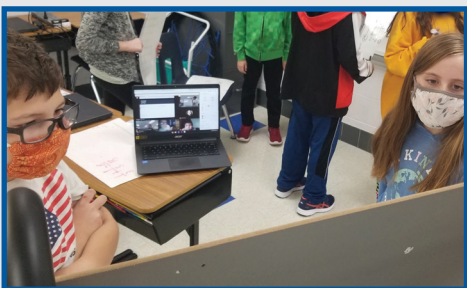
Learning in a Hybrid Environment

Submitted by Mrs. Benson, 5th Grade Teacher

Many of our students have started their school year in a hybrid/virtual classroom. Fifth graders at Lincoln are adjusting well to this new type of learning model.

Students have already learned how to successfully navigate several new technologies like Google Meet, Kami, Schoology, and so much more. All these different learning tools create a space for students to participate and collaborate, whether they are in the classroom or at home.

In person students work with online students often, whether it is on math assignments or a group project for social studies. A hybrid classroom may look different, but it continues to encourage students to work together, set goals for their learning, and enjoy social interactions in a safe environment. The fifth graders have done an excellent job of adjusting to this new platform and continue to work hard.



“If you never try, you never know.”

Submitted by Mrs. Malterer, 5th Grade Teacher

Lincoln 5th grade students have been taking an up-close look at the meaning and purpose of having a “mission.” While exploring missions around the world and studying mission statements within our community, these students came up with their own thoughtful, attainable, personal mission statements in writing class. The 5th grade students are revved up for their next steps to achieve these goals. Can you see them smiling with their eyes?! :)

These students have also noticed the benefits of their growth mindsets when they are faced with challenges along the way. “Persevere!” “Never give up.” “Keep shining!” are some of the reminders they have written as words of wisdom for themselves and to their classmates. Students, continue to share your positive vibes and always remember that YOU CAN.





ROSSMAN ELEMENTARY



Rossman PTO Facebook



From the desk of **DR. BUI, PRINCIPAL**

Welcome to Rossman Elementary School! Rossman is such a special place! There is no doubt that our greatest asset is the students, staff, and families. We are fortunate to have a very talented, dedicated staff who put the needs of the students above all else. They work tirelessly to create a positive, warm learning environment where students thrive.

Throughout my teaching and administrative experiences, I have learned that above all else, our belief in young people is critical. When we hold all students to high expectations, we affirm our belief in their ability to achieve. At Rossman, we focus on growing the whole child through not only teaching academics; but we also focus on the child's social and emotional growth. The positive character traits of respect, responsible, safety, honesty, empathy, growth mindset, and resilient to name a few are infused in our everyday teaching. We strongly believe that these characteristics will provide our students with the essential skills to be successful during their elementary years and after.

I grew up in Beloit, Wisconsin and went on to get my Bachelor's degree from the University of Wisconsin - Whitewater, Instructional Technology Coordinator license from University of Wisconsin - Madison, Master's in Administrative Leadership from Concordia University - Mequon, and a Doctorate in Administrative Leadership and Curriculum Instruction from Cardinal Stritch University - Milwaukee.

I have been in the education field for twenty-four years and ten of these have been in this amazing district. Prior to being a principal at Rossman, I taught in the Randolph, Wauwatosa, and Erin school districts. From there I gained administrative experience as the Director of Technology and Instruction at Erin and Waterford.

In my free time, I enjoy spending time with my wife Jennifer and our two beautiful girls (Jordan and Laura). A few of my favorite hobbies include spending time with family and friends, lifting weights, running/walking, and golfing!

I look forward to working together to ensure that every student is learning, growing, and succeeding. Please do not hesitate to contact me with questions, concerns, or input at any time.

ROSSMAN ELEMENTARY



Recess is Fun For All Ages!

Recess is important because it serves as a necessary break from the rigors of concentrated, academic challenges in the classroom. Many pediatricians feel that it offers cognitive, social, emotional, and physical benefits as well. It is clear that custodian, Mr. Sonn, feels so too!



Equations in 1st Grade Math

Mrs. Champan's first graders understand the meaning of the equal sign and determine if equal addition equations are true or false.



Rossman Picture Day a Success

Not only did we cover all the in-person, hybrid, and virtual classrooms with minimal instructional interruptions, but our 4K students were able to join us this year as well. Great Job Rossman!



CENTRAL MIDDLE SCHOOL

 Central PTO Facebook



From the desk of **MR. VISTE, PRINCIPAL**

Central's year is off to a great start! Students are learning and are having a great time in the process. Teachers have really been thinking outside the box to teach all instructional models.

Recently, we finished our first round of Exact Path testing and our progress reports have gone out for quarter one. Students and staff are getting into a rhythm and we are all trying to make the most of the situation.

What is Schoology?

Submitted by Mrs. Stapleton, Gifted & Talented & Community Coordinator

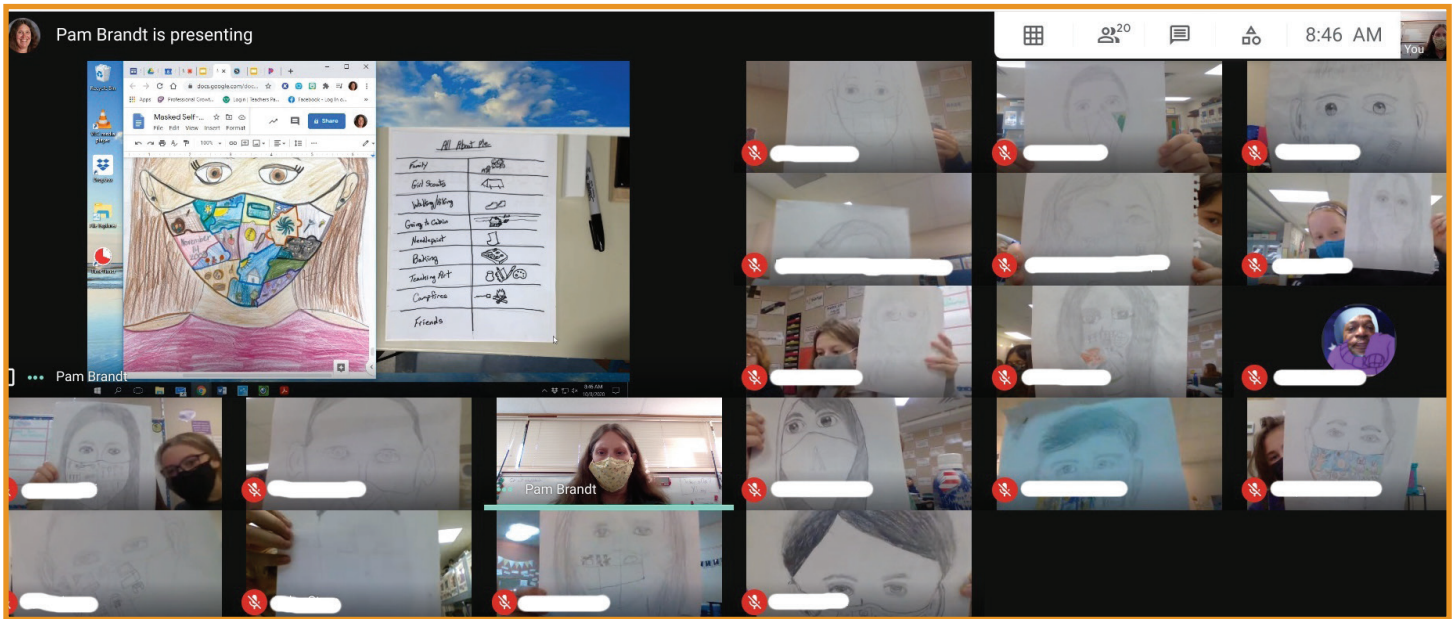
Schoology is a digital, online platform known as a Learning Management System. Schoology provides a unique way to bring everyone together to accomplish the same goal - helping students learn and grow. Teachers have the ability to personalize learning for every individual within this platform. It works collaboratively with other applications to provide a unique and engaging learning experience. It offers parents and guardians the opportunity to communicate with teachers easily, monitor student progress, and view the student learning experience from their perspective. If you haven't had the opportunity to see Schoology for yourself, click here to watch an informational video <https://www.youtube.com/watch?v=bKOPeiTbWgk>.



Working Outside

The leaves are starting to fall, and before we know it, we will have our first snowfall. Meanwhile, middle school students in Hartford are working hard as they practice making and measuring angles in outdoor math class.

CENTRAL MIDDLE SCHOOL



Art Class

Submitted by Mrs. Brandt, Art Teacher

Students attend art class every day in the Google Meet including the one day a week that they come to the art room. Each day class begins with a warm-up drawing that students take a picture of and upload it on a weekly document to turn in. Once a project is introduced and directions for the day are given, students are given work time. They keep their cameras on during the meet so that I can see what they are working on.

Periodically during the class, I will have students do a progress check where they have to hold their work up to the screen for me to see how they are doing. This provides me with a visual to see their progress as well as to provide help and support for those struggling or have questions. During class I make sure that the directions for the project are typed out in steps in case someone misses all or part of the lesson so that they can catch up on the work that they might miss.



Music Class

Submitted by Mrs. Geraghty, Music & Choir Teacher

The 6th grade music class participates in a daily live Google Meet with kids from different cohort rooms. Students from one cohort each day are able to also attend in person. I introduce a lesson and then, depending on the lesson, students either finish the lesson on their computer or I conduct the rest of the lesson on the Google Meet.

One of my favorite activities to do right now is to check students' understanding by using Kahoot. The kids find Kahoot so fun (and so do I)!



ET CETERA

a newsletter for district families



SCHOOL BOARD GOALS:

GOAL: Continue to Make School Safety a Priority.

- Improve and augment safety and crisis management plans.
- Practice drills to better enhance preparedness.
- Upon completion of drills, debrief to assist in upgrading safety practices.
- Educate stakeholders and inform the public of District initiatives, accomplishments and expectations.

GOAL: Be Responsive to Making Decisions that are Student-Centered.

- Work on measuring District priorities and maximizing student learning.
- Set specific, measurable, attainable, realistic and timely expectations via continuous improvement plans.
- Review and align school programs and competitions.
- Celebrate accomplishments that support behavioral and learning expectations.
- Reward desired outcomes.

GOAL: Promote Fiscal Responsibility.

- Create, optimize, develop and maintain a sustainable balanced budget that reflects District needs and the community's expectations.
- Develop long-range plans for maintenance and capital improvements.
- Communicate success to staff and public.
- Maintain a sustainable staffing plan.
- Leverage opportunities to retain high quality educators.

2020-21 SCHOOL BOARD MEETINGS

The public is welcome to attend school board meetings. Regular meetings will be held on the 3rd Tuesday of each month at 6:00 PM in the District Administration Building at 402 W. Sumner Street, unless otherwise indicated. Meeting notices are posted at each school, District Office, main entrance of City Hall, Jack Russell Memorial Library and on the District website. Questions regarding the agenda should be directed to Dr. Mark Smits, District Administrator, at 262-673-3155.

MEETING DATES

| | |
|-------------------|----------------|
| November 17, 2020 | March 16, 2021 |
| December 15, 2020 | April 20, 2021 |
| January 19, 2021 | May 18, 2021 |
| February 16, 2021 | |

BOARD OF EDUCATION

Jeff Becker, Presidentjbecker@hjt1.org
Don Pridemore, Vice Presidentdpridemore@hjt1.org
Greg Erickson, Clerkgerickson@hjt1.org
Andy Hughes, Treasurerahughes@hjt1.org
Erin Wilk, Directorewilk@hjt1.org

NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

The School District of Hartford Jt. 1 Board of Education is committed to providing an equal educational opportunity for all students in the District. The Board does not discriminate on the basis of race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex, (including transgender status, change of sex or gender identity), or physical, mental, emotional, or learning disability ("Protected Classes") in any of its student program and activities. Federal laws Title IX, 34 CFR 106.9, Section 504, 34 CFR 104.8, Title II, 28 CFR 35.106; Student Policy 2260, AG 2260D & Form 2260 F2; Staff Policy 1422, 3122, 4122. The Board designates the following individual to serve as the District's "Compliance Officer" – Alex Kenealy, Director of Pupil Services, School District of Hartford Joint #1, 402 W. Sumner St, Hartford, WI 53027, 262-673-8042, kenealy@hjt1.org. Students, parents and all other members of the School District community are encouraged to promptly report suspected violations of this policy to a teacher or administrator. The complaint procedure will follow Board Policy 2260. The Board of the Hartford Jt. 1 School District does not discriminate on the basis of sex in its education program or activity and is required by Title IX and its implementing regulations not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to admission and employment. The District's Title IX Coordinator(s) is: Alex Kenealy, Director of Pupil Services, School District of Hartford Joint #1, 402 W. Sumner St, Hartford, WI 53027, 262-673-8042, kenealy@hjt1.org. Any inquiries about the application of Title IX and its implementing regulations to the District may be referred to the Title IX Coordinator(s), the Assistant Secretary for the U.S. Department of Education's Office for Civil Rights, or both. The Board has adopted a grievance process that provides for the prompt and equitable resolution of student and employee complaints alleging any action that is prohibited by Title IX and/or its implementing regulations. The grievance process is included in Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, which is available at: <https://go.boarddocs.com/wi/hjt1/Board.nsf/Public?open&id=policies>. The grievance process specifically addresses how to report or file a complaint of sex discrimination, how to report or file a formal complaint of Sexual Harassment, and how the District will respond.