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Date: January 29, 2025

To: Superintendent's Cabinet

From: Kellee McManus

Regarding: For Your Review and Feedback at Board Presentation Review on February 3, 2025

[Policy 3210/Procedure 3210P](#) Nondiscrimination

Revisions are from WSSDA to better align with [Chapter 392-190 WAC](#) (Equal Educational Opportunity—Unlawful Discrimination) and OSPI's publication—[Prohibiting Discrimination in Washington Public Schools](#). Language has also been added regarding a school district's obligation to adopt the model student handbook language required by [RCW 28A.300.286](#), and reorganized language to help employees, parents, and students better understand the complaint process.

[Policy 5010/Procedure 5010P](#) Affirmative Action and Nondiscrimination

Revisions are from WSSDA to better align with [Chapter 392-190 WAC](#) (Equal Educational Opportunity—Unlawful Discrimination) and OSPI's publication—[Prohibiting Discrimination in Washington Public Schools](#). Language has been added to provide examples of employment discrimination and no longer includes language about affirmative action plans—school districts can include those in their affirmative action plans if desired. Instead, it focuses on the complaint process, making it easier for employees to understand. The revisions include changing the title from "Affirmative Action and Nondiscrimination" to "Nondiscrimination and Affirmative Action."

[Policy 5320.8](#) Leaves of Absence without Pay

WSSDA has revised this policy to remove outdated language regarding the Governor's vaccine mandate.