

Research from 286 district websites across Kansas. The following are the results of those visits concerning Governance Documents.

- 6 districts have Governance documents ([Graham County](#), [Salina](#), [Andover](#), [Augusta](#), [Lyons](#), and [Lawrence](#) (click this link then go to “Board Operations Manual”). This document puts us in the 2%.
- I was unable to find any board policy limiting school board member visits to schools
- Governance Document Differences noted below (full Chanute Governance document at bottom of document)

I. Board Governance and Operating Procedures:

- Match **(Augusta, Andover, Graham Co, Lyons)**

II. Qualifications of a good school board member (KASB):

- Match **(Augusta only)**
- “Remember the responsibility is to all the children in the state, not solely to those in the local district” (Augusta) (Add?)

III. Board member expectations:

- **(Augusta, Andover, Graham Co, Lyons)**
- All 4 districts publish: “Understand that I have **not only the right, but** the duty to express my views and opinions and ask questions at the board table, and will make a good faith effort to understand the views of others”. (Highlighted words were removed from Chanute document only) Asked President why the highlighted removed, stated that they felt it meant the same thing and “it’s just words”.
- All 4 districts publish: “Hold confidential matters that, if disclosed, would needlessly injure individuals, schools, or the district” (Add?)

IV. As School Board President:

- Match **((Augusta (Appendix B), Andover, Graham Co, Lyons))**

V. Regular Meetings:

- Match **(Augusta, Andover, Graham Co, Lyons)**

VI. Developing the board meeting agenda:

- Match **(Augusta, Andover, Graham Co, Lyons)**

VII. Board member conduct during meetings:

- From **(Augusta, Andover, Salina, Graham Co, Lyons)**
- All 5 districts match minus “At no time should board members direct comments or questions to members of the audience. Those questions should be directed to the Superintendent or Board Clerk” (Graham County only) (Add?)

VIII. Persons addressing the board:

- **(Augusta, Salina, Graham Co, Lyons)**
- Match - Andover
- All 4 publish “No student or staff names or references to school employees or identifiable groups of employees shall be discussed during this time.” (Chanute and Andover -only districts that continue) **If names or references to identifiable employees are used, the Board President will immediately intervene. The speaker will forfeit any remaining time and may lose the opportunity to address the Board at future meetings.** See Notes at bottom of document. Why do we want to discourage members of the community from speaking out? Our Intent To Address the board form states (referenced at bottom) that “comments shall be respectful”. Legal definition of “respectful”?
- “Taping, videotaping, and photographing are permitted in an area designated by the board and in such a manner as to not disrupt the dignity and function of the board meeting. Taping, videotaping, and photographing of individuals or groups that are being recognized will be allowed outside the designated area during any Recognitions portion of the meeting. If the meeting is being disrupted, the board may direct all taping, videotaping, or photography to cease. (Lyons, Augusta, Salina, Graham Co)

IX. Discussion of Employee/Student Issues:

- **(Augusta, Andover, Salina, Graham Co, Lyons)**
- All but Salina add : “Neither the board nor individual board members will encourage or actively participate in negative comments regarding individual employees or students”. (Add?)
- Chanute / Andover Only: “Individual board members may also choose to follow up with the speaker outside of the meeting setting. (I think this is a good addition)

X. Board member participation in discussion, debate and voting:

- Match **(Augusta, Andover, Salina, Graham Co, Lyons)**

XI. Board Organization:

- Match **(Augusta, Andover, Salina, Graham Co, Lyons)**

XII. Board member communication with each other:

- Match **(Augusta, Andover, Salina, Graham Co, Lyons)**

XIII. Board member communication with the community:

- **(Augusta, Andover, Salina, Graham Co, Lyons)**
- All 5 publish “The board will communicate with the community through board meetings, public hearings, and written and electronic publications“. Chanute removes the highlighted. (Why did Chanute intentionally remove that?) Board president stated it was not necessary
- 4 districts add “Board members may communicate information in the superintendent’s weekly update unless it has been designated as confidential” (Augusta, Andover, Lyons) ((Worded differently by Graham Co)) (Add?) Did NOT add

XIV. Board member responses to community or employee contacts:

- Match **(Augusta, Andover, Salina, Graham Co)**

XV. Board member communication with the media:

- Match **(Augusta, Andover, Salina, Graham Co, Lyons)**
- Lawrence adds: “Board members may receive requests from the media for comment individually; board members may, but are not required, to respond to such requests. If the board member chooses to respond, the board member will clarify that the statement is provided in an individual capacity and is not an official statement on behalf of the board” (Add?) Added partial

XVI. Superintendent communication with board members:

- Match **(Augusta, Andover, Salina, Graham, Lawrence, Lyons)**

XVII. Board member communication with superintendent:

- Match **(Augusta, Andover, Salina, Graham Co, Lyons)**

XVIII. Board member building visits:

- **(Augusta, Andover, Graham Co, Lyons, Salina, Lawrence)**

- **Only match** is “Board members should not give the appearance of evaluating district employees”. (Augusta, Andover, Salina, Graham Co, Lyons)
- Board members are encouraged to **visit schools and** attend school events. (highlighted left out of Chanute) ((Augusta, Andover, Graham Co, Lyons))
- Lawrence requires members visit schools individually (per board self eval D16)
- All other districts encourage individual visits, require it, or designate the process.
- This is the only section of our document that is completely different from all other documents I found in Kansas.
- Asked board president why this policy read as if we only want school board members visiting schools as a group.
- Board president stated that board members visiting a school is inappropriate and will make teachers uncomfortable.
- Board member who volunteers at schools stated that they have seen things while volunteering and asked questions of the superintendent later. (already visiting school and acting as a board member)
- Policy KM - “encourages patrons and parents to visit district facilities.
- Handbook - “Parents/guardians are cordially invited to visit the school”
“Parents/guardians are invited to visit school OFTEN”
- Why is everyone encouraged and/or cordially invited to visit schools often, except for board members?
- Speaking with KSDE, KASB and researching 286 school districts in Kansas, it appears that Chanute would be the only district with a guideline like this.
- After discussing this at length, I asked the school board president why, last year, when the board was discussing a restroom procedure they were in favor of allowing males in female restrooms but a board member reaching out to the superintendent and scheduling a visit to a school was inappropriate. I don’t understand why this is so controversial, considering the evidence.

Other Building Visit “Guidelines”

Graham County, Andover, Lyons:

Board members' building visits

- Board members are encouraged to visit schools and school events,
- Board members should notify the superintendent or designee prior to visiting buildings during school hours, when they are not attending a normal parental activity or event
- Board members should not give the appearance of evaluating district employees,

Salina:

G. Board Members' Building Visits

Board members visiting attendance centers will proceed as follows:

- Provide prior notice to the board clerk of school visits to ensure that no building is left out, avoid surprises and decrease chances of KOMA violations.
- Have a stated purpose. Examples are to see an assembly, visit a specific classroom, etc. This builds trust that the board member is not on a fact-finding mission.
- Building administrators are not to use board member visits as an opportunity to solicit board members for favors.

Augusta:

Board member building visits

- Board members are encouraged to visit schools and school events.
- Board members should check in at the office when visiting a school during school hours, when they are not attending a normal parental activity or event.
- Board members should not give the appearance of evaluating district employees.

Lawrence:

D16. Individual board members visit schools occasionally, by appointment, during the school day.

Policy KM - "encourages patrons and parents to visit district facilities.

KM Visitors to the School

KM

The board encourages patrons and parents to visit district facilities. Patron visits shall be scheduled with the teacher and the building principal.

Notices shall be posted in school buildings to require visitors to check in at the office before proceeding to contact any other person in the building or on the grounds.

Any person who visits a building and/or grounds of the district will be under the jurisdiction of the building principal who shall be responsible for developing rules and regulations governing the presence of visitors in the buildings.

The principal has authority to request assistance from law enforcement if any visitor to the district's buildings or grounds refuses to leave or creates a disturbance. Violation of this rule may lead to removal from the building or grounds and denial of further access to the building or grounds. Violators of this board policy may be subject to the state trespass law.

Handbook: “Parents/guardians are cordially invited to visit the school”
“Parents/guardians are invited to visit school OFTEN”

SCHOOL VISITATION:

The success of the student can be measurably increased if parents/guardians show an active interest in school activities. Parents/guardians are cordially invited to visit the school. Should questions or misunderstandings arise, parents/guardians are urged to contact the teacher in order



that a better understanding and cooperative solution may be reached. Guidelines that may be of help to you in considering visitation of the school are:

- Parents/guardians are invited to visit school often. Guests arriving on school grounds must report directly to the Administration Office. Guests will be expected to follow school rules.
- Many students experience some separation anxieties the first few weeks of school. To help offset this, we ask that parents/guardians limit classroom visits during this time. This not only helps limit separation anxieties, but also helps aid in the development of effective student-teacher relationships.
- If a parent/guardian wishes to discuss his/her student's growth or progress, arrangements should be made in advance for an after-school conference.

Students not enrolled shall not visit unless accompanied by an adult.

XIX. Annual Board review and establishment of board goals:

- **(Augusta, Andover, Salina, Lyons)**
- Augusta Matches all except below
- "Educational activities should come from identification of special needs by the board and individual members" Not found on any other governance doc.
- Board self evaluations are to be done annually (Andover, Salina, Lyons)(Add?)
- Board self evaluations are to be done as a board and superintendent team (Andover, Salina, Lyons) (Add?)

XX. Board Member conflicts:

- Match **(Augusta, Andover, Salina, Graham, Lyons)**

XXI. Board training opportunities and procedures for travel:

- Match **(Augusta, Andover, Salina, Graham, Lyons)**

XXII. Key Roles of the board:

- Match **(Andover, Augusta, Graham Co, Lyons)**

XXIII. Development and adoption of the district budget:

- Match **(Augusta, Graham Co)**
- “The board will annually approve multi-year goals and action plan presented by administration” (Andover, Salina, Graham Co) (Add?)
- “The district data dashboard will be presented to the board on a quarterly basis” (Andover) (Add?)

XXIV. Hiring and evaluation of the superintendent:

- **(Augusta, Andover, Salina, Graham Co, Lyons)**
- By state statute, new superintendents will be evaluated twice within the 60th school day of each semester for two years, by February 15th in each following year. (Augusta, Andover, Salina, Graham Co, Lyons)(Add?)
- Chanute/Augusta only “The superintendent will be evaluated annually”

XXV. Development, review, and update of board policy:

- **(Augusta)**
- Board policies are initially reviewed and updated by a board policy committee consisting of board officers, superintendent, and board clerk (Andover, Graham Co, Lyons)(Add?)
- The policies, rules and regulations of the board may be amended at any regular, special or adjourned meeting of the board by a majority vote of the members of the board (Salina)(Add?)

XXVI. Additional items to consider:

- **Executive sessions (Lawrence, Graham Co, Lyons, Augusta, Andover, Salina)**
- **Regular Board Meeting Agenda (Graham Co, Lyons, Lawrence, Augusta, Andover, Salina)**

Opening Items

- Call to order
- Roll Call

Additions and Deletion to the Agenda

Approval of the Consent Agenda

- Agenda
- Minutes
- Financial

Comments from the Public at Discretion of Presiding Officer

Standing Reports

Discussion/Action Items

Executive Session (as needed)

Adjourn

- **Discussion of motions (Graham Co, Lawrence, Augusta, Andover, Salina)**

Discussion of motions

- All discussions shall be directed solely to the business currently under deliberation.
- The board president or designee has the responsibility to keep the discussion to the motion at hand and shall halt discussions that do not apply to the business currently before the board.
- Board members, prior to giving their comments, shall ask for and receive recognition by the presiding officer.

- **New Member Orientation (Graham Co, Lawrence, Augusta, Andover, Salina)**

Key items to be reviewed with the new board member by the superintendent or board president:

- o School district direction and overview
- o Mission statement
- o Annual District Goals
- o Multi-Year Plan
- o Budget Summary

- o Board member responsibilities
 - o Board Policy
 - o Hiring/evaluation of superintendent
 - o Budget and strategic planning
- o Board member documents
 - o Board Governance Handbook
 - o Board policy include role of the board
 - o Board annual calendar
 - o Superintendent evaluation document
 - o Collective Bargaining Agreements
 - o KASB documents and training opportunities
 - o Contact list for fellow board members and key administrative staff
- o Other background information deemed appropriate

Chanute Governance Document:

LYONS AUGUSTA
ANDOVER
SALINA
WANASSEE
BARBARA CO.

CHANUTE USD 413 BOARD GOVERNANCE and OPERATING PROCEDURES

In effective school systems, the superintendent and the board function as a "board team." The school board is the corporate policy making body for the district, and the superintendent and staff provide the leadership to cause board policies to be implemented. Therefore, the Chanute Board of Education and superintendent function as a "board team" to provide open communication to the staff, students, parents, and community members of the district.

The Chanute Board of Education adopts these guidelines and procedures to facilitate clear expectations and smooth operations of the school board, and to effectively communicate these with the board team, staff, and members of the district.

Mission Statement:

The Mission of Unified School District 413, a unique, indispensable learning community, is to ensure each student pursues a lifetime of personal fulfillment while positively impacting society through a vital system distinguished by:

- Educating and nurturing the whole child
- Maintaining a variety of diverse learning experiences
- Providing engaging & creative educators
- Investing in collaborative family & community relationships
- Believing unconditionally in unlimited student potential!

District Goals:

District goals will be established on an annual basis in a special board meeting to take place during summer break before school is back in session.

Qualifications of a Good School Board Member (KASB)

Although legal requirements for board members are few, the qualifications for effective service as a board member are many. A board member should:

- have a broad background of experience and knowledge and a sincere desire to serve the community;
- be visionary, able to understand the forces of societal change, and plan for the future;
- be tolerant and without prejudice, respecting diverse points of view;
- understand education today is complex and simplistic approaches will not meet today's challenges;
- be willing to invest the time and energy required for meetings, phone calls, conversations, visits to schools, professional development seminars, and workshops;
- be responsive to human needs of individuals and groups;
- be willing to be part of a team, supporting group decisions;
- listen for real consensus and not confuse a few vocal constituents with a majority feeling;
- learn and grow as you become more aware of your responsibilities.

It is very important for each board member to work as a team member and cooperate with other board members. Decision making authority is vested in the board of education, not individual members.

Board Member Expectations

As members of the Chanute Public Schools Board of Education, we will promote the best interests of the school district as a whole, and make decisions that place student learning and the success of all students first by adhering to the following educational and ethical standards:

As a board member, I will strive to:

- make decisions based on the educational welfare of all children.
- focus board action on policy making, strategic planning, and selecting/evaluating the superintendent.
- make attending board meetings a priority and give presenters my full attention.
- recognize that the role of the board is to govern and oversee the management of the district. I will delegate authority to the superintendent for the day-to-day operations of the district and will not seek to participate in the day-to-day operations.
- review and evaluate district policies and will work to make desired changes so they will be current and relevant.
- come to board meetings prepared to discuss and take action on all agenda items. I will study the material in BoardBook and follow established procedures to obtain additional information prior to each board meeting.
- work to avoid surprises and will give the superintendent or board president notification of my concerns prior to the board meetings, so that the concerns can be properly addressed either prior to or during the meeting.
- understand that I have the duty to express my views and opinions and ask questions at the board table, and will make a good faith effort to understand the views of others.
- recognize that the board must make decisions as a whole in public. I will attempt to render decisions based on the available facts and my independent judgment and refuse to surrender my independent judgment to individuals or special interest groups.
- avoid being placed in a position of conflict of interest, and, if such a conflict is unavoidable, I will disclose such interest and remove myself from the discussion and voting on such matters.
- respect and support the decisions made by the majority of the board.
- recognize that while I am free to express my personal views, the board president is the spokesperson for the board, and the superintendent is the spokesperson for the district.
- be respectful and listen to ideas presented to the board at either a meeting or in informal situations, be it from parents, staff, students, community members, other board members, or other stakeholders. I will listen and then refer any person to appropriate school personnel.
- let the superintendent or other board members know of public reaction to board policies and school programs as appropriate.
- exercise caution when communicating between and among board members including electronic communication, and will abide by the Kansas Open Meetings Act ("KOMA").

NOT ONLY THE
LIGHT, BUT

- I will respect the confidentiality of information that is privileged under applicable law, including executive session discussions.
- stay informed about current educational issues by individual study and through participation in programs providing needed information; for example, those sponsored by the Kansas Association of School Boards ("KASB") and the National School Boards Association ("NSBA").
- take no private action that will compromise the board, the administration, or the district.
- refrain from using my board position for personal or partisan gain.
- support the employment of those persons best qualified to serve as district staff.
- support and protect district personnel in the proper performance of their duties.
- review and revise Board Governance & Operating Procedures annually at the beginning of each fiscal year.
- • • HOLD CONFIDENTIAL MATTERS THAT, IF DISCLOSED, WOULD NECESSARILY INJURE INDIVIDUALS, SCHOOLS, OR THE DISTRICT.

As School Board President:

- I understand that there is an additional time commitment when serving as president.
- I will work closely with the superintendent to develop both short and long term plans for board business, including the agenda development.
- I will serve as the spokesperson for the board when dealing with the media and other public communications. *DEFER*
- I will advise persons addressing the board to follow established guidelines and to do so in a respectful manner and not allow inappropriate communication to be directed to the board or the superintendent during board meetings.
- I will ensure that all board members are given an opportunity to express their views.
- I will work toward building consensus among all board members.
- I will work with respective board members as conflict arises between board members or between board members and the superintendent.
- I will follow parliamentary procedure, to the extent that it does not conflict with board policy.

Board Meetings

Regular meetings

- The board shall meet at least once each month.
- Regular attendance at board meetings is expected and shall be a high priority.
- During the month of July of each year, the board shall adopt a resolution specifying the regular hour of commencement of board meetings as well as the day of the week and the week of the month of such meetings.
 - Such resolution also shall specify the alternative date and time of any meeting if the regular meeting date occurs on a Sunday, a legal holiday, or on a holiday specified by the board.
 - Such resolution also shall specify the regular meeting place of the board and may specify that any regular meeting may be adjourned to another time and place.



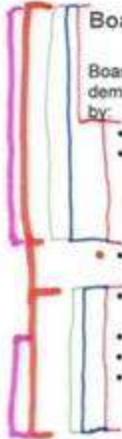
- If the board cancels a regularly-scheduled meeting because of an emergency, within 24 hours of such cancellation, the board shall establish and give notice of the new meeting date and time.
- Special meetings may be called at any time by the president of the board or by joint action of any three members of the board.
 - Unless waived, written notice, stating the time and place of any special meeting and the purpose for which it is called shall be given to each member of the board at least two days in advance of the special meeting, and no business other than that stated in the notice shall be transacted at such meeting.
- A majority of the full membership of the board (four members) shall constitute a quorum for the purpose of conducting any business of the school district.
- A passage of any motion or resolution requires the affirmative vote of the majority of the full membership of the board.
- Any member who abstains from voting shall be counted as having voted against the motion or resolution.
- If a member announces a conflict of interest with regard to the issue, the member shall leave the meeting until the voting on the issue is concluded and, thereby, shall not be counted as having voted.



Developing the board meeting agenda

President

- Agendas are created by the superintendent and board officers and are presented to the board no later than 72 hours preceding the regularly scheduled meeting.
- Any board member may provide a written or verbal request to the superintendent or board president to have an item placed on the agenda. The request will be discussed at the next agenda planning session, assuming the request is received prior to such session, and may be added at the discretion of the board president.



Board member conduct during meetings

Board members will maintain professional and courteous behavior throughout the meeting and demonstrate respect to fellow board members and public participants

by:

- Commenting solely on the business under deliberation and not extraneous matters.
- Directing requests for documentation or reports at the board table to the superintendent and not to the presenter. A majority of the board members must concur that the information is needed before the superintendent will be responsible to gather and distribute it. The board and the superintendent will agree on a reasonable timeframe for the requested material to be provided to all board members.
- At no time should board members direct comments or questions to members of the audience. Those questions should be directed to the Superintendent or Board Clerk.
- Seeking solutions and reasonable compromises or consensus when there are differences of opinions.
- Setting electronic devices in a non-audible mode.
- Directing attention to the presenter and business at hand.
- Trying to eliminate surprises. Board members should inform the superintendent or board president of any pertinent knowledge of an agenda item prior to the meeting. Emergency situations warrant exceptions.

Persons addressing the board

- Audience participation at board meetings is limited to any portion of the meeting designated as "Open Forum", if such portion is included on the agenda for a given meeting. At all other times during a board meeting, the audience shall not enter into discussion or debate on matters being considered by the board, unless recognized by the presiding officer.
- Patrons wishing to speak to the board regarding an agenda item for that meeting, need to contact the board clerk by 4:30 p.m. on Monday preceding the regular meeting with their request and the nature of the comments or concerns they wish to share. If the person has a concern or complaint on another matter, no request to address the Board during public comments shall be granted by the Board President or designee until all the steps outlined in BOE Policy KN (Complaint) have been completed and verification has been received by the Board President from the superintendent or designee.
- At regular meetings, the board president may allot no more than 30 minutes during Comments from the Public to hear persons who desire to make comments to the board. Each patron may have up to five minutes, at the board president's discretion, to address the board with comments or concerns.
- No student or staff names or references to school employees or identifiable groups of employees shall be discussed during this time. If names or references to identifiable employees are used, the Board President will immediately intervene. The speaker will forfeit any remaining time and may lose the opportunity to address the Board at future meetings.
- Delegations of several persons addressing the same issue are encouraged to appoint one person to present their views to the board.

• • • TAPE W/ VIDEO ? • • •

Board response to persons addressing the board

- During any Comments from the Public, board members are to listen to comments without response.
- The board president may direct administration to investigate item(s) and report back to the board and/or the individual citizen.
- Individual board members may also choose to follow up with the speaker outside of the meeting setting.

• • • NEITHER THE BOARD NOR INDIVIDUAL BOARD MEMBERS WILL ENCOURAGE OR ACTIVELY PARTICIPATE IN NEGATIVE COMMENTS REGARDING INDIVIDUAL EMPLOYEES OR STUDENTS.

Board member participation in discussion, debate and voting

- All board members in attendance at a meeting shall vote on all action items unless a conflict of interest applies.
- All board members may make motions, second motions, and enter into debate on all agenda items.
- In case of a tie, the motion fails. The president may bring the item back to the board during a subsequent meeting.



- In case of a less than unanimous vote, the board members will respect the decision and the implementation of the will of the quorum of the board once a decision has been made.
- A majority of the entire board (4 votes) is needed to pass a motion.

Board Organization



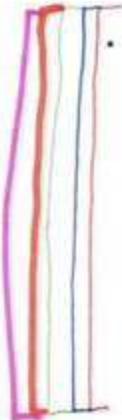
- Election of officers
 - An individual board member may decline nomination for any or all offices.
 - The officers shall be a president and a vice president. The president and vice president shall be members of the board. Board officers shall serve for a term of one year or until a successor is elected. Officers are not term limited.
 - At the organizational meeting in July, the current board president will ask for board officer nominations. Each office will be voted on separately by the board.
 - In the case of a vacancy of the office of president, the vice-president shall succeed to the office of president for the remainder of the term. A vacancy in the office of vice-president of the board shall be filled by a majority vote of the board.
- Role and authority of officers
 - No board member or officer has authority to speak for the board outside the board meeting unless authorized to do so by the board.
 - No individual board member can direct employees in regard to performance of their duties.

Communication

Board member communication with each other

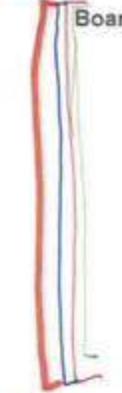


- Board members shall abide by the Kansas Open Meetings Act ("KOMA"). KOMA defines a "meeting" as:
 - A gathering or assembly of four or more board members (in person or through use of telephone or any other medium for interactive communication); and
 - It must be for the purpose to discuss business or affairs of the school district or board.
 - Board members should refrain from deliberating board issues outside of official board meetings.
- Social Gatherings
 - Four or more board members may attend the same social event (i.e. football game, wedding) if the purpose is not to discuss school business.
 - Board members should refrain from discussing school business at these events.
- Telephone Calls
 - Four or more board members may not participate in a conference call to discuss board business unless such a call is an official meeting of the board.
 - Four or more board members may not share a common topic of discussion in a



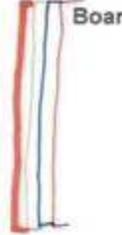
- series of calls regarding school business with an intent to reach agreement.
- Electronic Communication
 - KOMA also applies to electronic communication between four or more board members.
 - Four or more members may not participate in an interactive discussion via group text or email if the purpose is to discuss school business or affairs.
 - The superintendent or board clerk may initiate group emails or texts to the board.
 - Individual board members may reply directly to the superintendent or clerk but should not "reply all" to the group.
 - If a board member has information he/she would like sent to the entire board, he/she should contact the superintendent or board clerk, who will disseminate the information as appropriate.
 - Board members should not text or email other board members during board meetings.
 - Board members should keep personal communications (including email) separate from their board communications.
 - Board email should be checked daily.
 - Treat all communication as potentially subject to requests under the Kansas Open Records Act ("KORA") and the Freedom of Information Act ("FOIA")

Board member communication with the community



- The board will communicate with the community through board meetings and public hearings. AND WRITTEN AND ELECTRONIC PUBLICATIONS •
- Board members are encouraged to interact with the community; however, individual board members cannot speak for the board or in an official capacity outside of the board room unless specifically authorized to do so by the board.
- Board members should not communicate information in the agenda prior to the board meeting which is not part of the public agenda. Because such information is often confidential, in draft form, and/or includes recommendations not subject to disclosure under KORA prior to citation in a board meeting or a board decision on the matter, individual members should not forward such information to any other individual.
- If a board member receives a request for written information, they should refer the request to the board clerk, who serves as the Freedom of Information Officer for the district.
- • • BOARD MEMBERS MAY COMMUNICATE INFORMATION IN THE SUPERINTENDENT'S WEEKLY UPDATE UNLESS IT HAS BEEN DESIGNATED AS CONFIDENTIAL .

Board member responses to community or employee contacts



- The board recognizes that, as elected officials, they will receive requests and comments from constituents which may include students, parents, employees, community members, or other stakeholders.
- The board member should listen to comments/concerns and then, if necessary, refer the individual to the lowest level in the chain of command which can address their concern: teacher, counselor, building administrator, etc.
- The board member should take care to not become individually and personally involved in the issue.



- The board member should notify the superintendent or board president of potentially significant requests or issues.



Board member communication with the media

- The superintendent or his/her designee shall be the spokesperson for the district.
- The board president shall be the spokesperson for the board.
- All board members who are contacted by the media should direct them to the superintendent.

* Some members may, but should not, be required to answer requests from the media or any other source.



Superintendent communication with board members

The superintendent or designee will exercise best judgment and discretion to determine what board members need to know based on the specific situation, which will generally include one of three types of communication:

- Not urgent or not in the media – board weekly email update;
- Very important – Email;
- Crisis / Emergency situation – Text message or phone calls.
 - In the case of an emergency or crisis, the superintendent or designee will provide the following six pieces of information: What, Where, When, Who, Action Taken, and if appropriate, Public Statement for board members.
 - Phone calls will be placed in the following order: President, Vice President, and board members.
 - The superintendent or designee will provide updates as needed.



Board member communication with superintendent

- Following the guidance outlined below keeps the superintendent informed, promotes efficient use of staff time, communicates to staff that we are on the same team, and keeps all board members informed.
- Board members should channel important questions, concerns, and requests for information directly to the superintendent and not to staff.
- The superintendent will then work with district staff to coordinate an appropriate response and share information, as appropriate, with all board members.



Board member building visits

visit schools and

- Board members are encouraged to attend school events.
- Board members are able to visit buildings as a board. These visits will be posted as an official meeting and will be scheduled with the building administration.
- Board members should not give the appearance of evaluating district employees.



Some say-avoid it. Also want that "individual board members visit schools occasionally, by appointment, during the school day".

Annual board review and establishment of board goals



- The board will review board goals and establish annual priorities/areas of focus for the board.
 - A continuing concern for the board is obtaining necessary knowledge to govern and keep it current. Since little pre-membership training exists for board members, inservice education is the method for gaining that knowledge and skill.
 - Educational activities should come from identification of special needs by the board and individual members.
 - Annually a trained facilitator from KASB or similar organization will be used to meet with the entire board to conduct a review of board goals and to set new goals.
 - Board training: KASB also sponsors a series of workshops each year following the election of new board members. These meetings are tailored to meet the needs of those newly elected board members and are scheduled in convenient meeting places across Kansas.
- * BOARD SELF EVALUATIONS ARE TO BE DONE ANNUALLY
* BOARD SELF EVALUATIONS ARE TO BE DONE AS A BOARD + SUPERINTENDENT TEAM

Board member conflicts



- If a board member has a concern about another board member's performance, he or she should first discuss it with the member at issue.
- If still unsatisfied with the results of the first meeting, the member should then discuss it with the board president.
- If still unsatisfied with the results, or if the concern relates to the board president, then the concern will be taken to the board vice-president. * OFFERED
- At any time in the process, the superintendent may be enlisted to support the process.

Board training opportunities and procedures for travel



- Board members are expected to attend KASB board member training within the first six months of their board term in order to be educated on the diverse issues that they will be facing as a board member.
- Board members are expected to continue their professional training and take advantage of available training or conferences within or outside of the district on an ongoing basis.
- Board members should arrange travel, accommodations, and classes through the board clerk.
- All board members are to comply with the board policy on travel expenditures and submitting travel/training expenses.
- Board members are encouraged to give a summary of training at an upcoming board meeting.

Key Roles of the Board

Establish the district's vision, mission, and goals

- The board shall ensure the development of district vision, mission statement, strategic action plan, annual district goals, and the monthly action plan.
- The board will also approve specific measures of success for each goal.
- Staff will present periodic updates on progress with district goals at board meetings or, as appropriate, provide written reports.

Development and adoption of the district budget

- In July, the administration will present updated information on budget development.

- In August or September, the board will hold the required budget hearing and formally approve the district budget for the current school year.

• THE BOARD WILL ANNUALLY APPROVE MULTI-YEAR GOALS & ACTION PLAN PROPOSED BY ADMINISTRATION
• THE DISTRICT OPERATING BUDGET WILL BE PRESENTED TO THE BOARD ON A QUARTERLY BASIS

Hiring and evaluation of the superintendent

- The only employee the board is responsible for recruiting and evaluating is the superintendent of schools. All other staff are recruited by the superintendent and presented to the board for approval.

- The superintendent will be evaluated annually.

- The board shall do a mid-year review in January of progress toward goals, and evaluation of the superintendent's performance in accordance with state law

- The superintendent's evaluation tool shall be selected by the superintendent and the board, and shall meet the state guidelines.

- All board members will have input into the superintendent's evaluation.

- The board officers and superintendent will meet together to complete the final evaluation.

- Outside of the formal evaluation process, if a board member has concerns about the superintendent's professional performance, he or she should:

- Communicate concerns directly to the superintendent.
- Communicate with the board officers to address questions and/or concerns.
- If neither of those addresses the concern, it may be shared with the entire board during an executive session.

• BY STATE STATUTE, NEW SUPERINTENDENTS WILL BE EVALUATED TWICE WITHIN THE 60TH SCHOOL DAY OF EACH SCHOOL YEAR FOR 2 YEARS, BY FEBRUARY 15TH IN EACH FOLLOWING YEAR.

Development, review, and update of board policy

- Board policies are developed, reviewed, and updated on a bi-annual basis due to recommendations from KASB or as required in response to legislative and other governmental actions, judicial rulings, district attorney, and administrative review, or current practice shifts.

- The written policies of the board provide the conceptual and practical framework for administering the school district. Well-written policy ensures compliance with federal and state laws and sets a foundation for fair and efficient school governance.

- New and updated board policies are prepared by KASB's attorneys twice a year.

- New or revised board policies are approved by the voting procedure of the board.

Review, and update Board Governance and Operating Procedures

- Board Governance and Operating Procedures are updated annually in response to district or board needs.

- New or revised board procedures are approved by a majority of the board.

• BOARD POLICIES ARE INITIALLY REVIEWED AND UPDATED BY A BOARD POLICY COMMITTEE CONSISTING OF BOARD OFFICERS, SUPERINTENDENT, + BOARD CLERK

• THE POLICIES, RULES, REGULATIONS OF THE BOARD MAY BE AMENDED AT ANY REGULAR MEETING OR ADJOURNED MEETING OF THE BOARD BY A MAJORITY VOTE OF THE BOARD

Annual Calendar

The annual calendar reflects a planned schedule to help the Board of Education meet its responsibilities as outlined by board policy and best practice including:

- Setting Policy
- Evaluation of Superintendent
- Goal Setting
- Budget Review

Persons Addressing the Board:



Educational Support Center
321 E Main St
Cherokee, KS 66720-1836
620-432-2500

INTENT TO ADDRESS THE BOARD

WELCOME:

Pursuant to the Kansas Open Meetings Act (K.S.A. 75-4317, *et seq.*), the public has the right to attend and observe the meetings of the Board of Education. However, citizens may speak and participate in meetings only to the extent allowed by the Board of Education. **Prior to being allowed to address the Board, this form must be completed and given to the Board Clerk no later than 4:30 p.m. on the Monday before the meeting.** Your comments may not exceed five (5) minutes. Public comments should be directed toward board policies and administrative procedures and should be respectful. Failure to observe the requirements set out in this form may result in loss of the privilege to address the Board at this and future meetings.

PLEASE PRINT:

NAME: (Mr./Ms./Dr./Rev.) _____ DATE: _____

ADDRESS: _____

TELEPHONE: _____ EMAIL: _____

TOPIC YOU WISH TO ADDRESS (BE SPECIFIC): Item on the Agenda Item Not on the Agenda

I AM ASSOCIATED WITH USD 413 AS FOLLOWS (CHECK ALL THAT APPLY):

Employee _____ Student _____ Parent/Guardian _____ Grandparent _____ Patron/Taxpayer _____

I have read the requirements for speaking to the Board of Education and hereby agree to comply.

Signature

RULES FOR THE OPEN FORUM

1. Patrons may speak to the Board on any item on the agenda of a board meeting or on other items of concern to the school district, provided she/he has completed and signed an "Intent to Address the Board" form specifically identifying the subject matter of the concern and properly filed it with the Board Clerk.
2. Each patron will be limited to one appearance not to exceed five (5) minutes. Patrons may not defer their time to another patron. Public communications will be limited to a cumulative total of 30 minutes, unless the time period is extended by the board. In the event that more than six persons wish to speak, the president shall determine the time allocations for each.
3. Allegations or complaints against individual employees or students will not be allowed at an open public meeting and public communications shall be respectful. Complaints about individual employees will be referred to the Superintendent for investigation and resolution.
4. Failure to observe the requirements of this policy may result in loss of the privilege to address the Board.

<https://www.nsba.org/ASBJ/2019/October/First-Amendment#:~:text=Public%20Can%20Speak&text=Generally%2C%20if%20a%20school%20board,within%20the%20school%20board's%20authority.>

<https://heartlandernews.com/2023/11/06/kansas-resident-removed-from-meeting-wins-first-amendment-case-against-school-board-member/>

<https://www.educationlawyers.com/blog/2023/3/14/protecting-your-first-amendment-rights-at-school-board-meetings-a-guide-for-parents>

<https://splc.org/2017/02/legal-analysis-can-school-boards-restrict-public-comments/>

First Amendment at Board Meetings

Protect Your Citizens' Free Speech Rights at Your Meetings

October 01, 2019

First Amendment issues are complicated, especially regarding the rights of citizens attending public school board meetings. An attorney with a Massachusetts law firm provides valuable insight into the legal background of public comment sections.

You, your board colleagues, school administration, staff members, and even most (let's hope) of your district's students are excited to get back to school. The school district has got all of its ducks in a row. Everyone else can feel it. This is going to be a great year.

In your first meeting as the chair of your school board, you are relaxed following a nice long break and ready to convene your first board meeting of the 2019-20 school year. "Welcome back, everyone," you say with a big smile. "I call this meeting of the school board for The Best School District in All the Land to order. I hope everyone had a great summer and is ready for a great school year. First order of business: Is there any comment from the public?"

And then it happens. A citizen steps forward and says, "Yes, I'd like to make a formal complaint." The citizen then proceeds to talk about how a teacher harassed his child last year, the administrator who investigated did a lousy job, and the superintendent failed to do anything about it. Welcome back, indeed.

Flustered and not sure of what to do, but wanting to defend those involved, you tell the citizen you will not allow him to abuse and defame teachers and administrators in an open meeting. He should have brought his complaint to you as required by school board policy. Frustrated by being cut off, the citizen then continues on to grumble that the school board and administration has done nothing to replace the "state-of-the-art" Apple II Plus with external floppy drive that finally stopped working six months ago or the social studies textbooks that make it sound like the wall everyone is talking about is in Germany.

That's it! You're done and so is the citizen — at least as far as you're concerned. In your best calm but firm voice, you say, "Sir, you are out of line. I don't believe in being a stickler about these things, but our policy only allows one minute per speaker. You are out of time." For good measure, you add, "Thank you for coming. We always love to hear from the public. And we'll be sure to get right on that complaint. Bye."

You take a 10-minute break to lower your blood pressure, and then move on to the next order of business feeling confident that you did your job by defending staff and will never hear from the citizen again. Sure enough, you don't. You hear from his lawyer, who claims the school board violated the citizen's First Amendment free speech rights. And guess what: The lawyer is right.

Gray Areas

First Amendment issues are complicated. There are a lot of gray areas in which attorneys and judges struggle to determine what speech is protected and what is not, which makes it unfair to expect board members or administrators to know how to handle these issues when they arise. I hope this article will help.

When a school board allows for the public to comment, it creates a "designated public forum." This means the public generally has the right to speak regarding matters within the jurisdiction of the school board. The board, however, may place reasonable restrictions as to the time, place, and manner of the speech. For example, it can set time limits on speakers and when, where, and how speech is allowed. Any content-based restrictions, however, must be necessary to achieve a compelling state, i.e., school board interest.

Issues of Authority

What does this mean for the School Board for The Best School District in All the Land? Well, one of the first things we must consider is what issues are within the authority of the school board. In Massachusetts, where I practice, school committees (our name for school boards) have the authority to hire, fire, and evaluate the superintendent and a limited number of other high-level administrators.

All other employees are hired by the superintendent or building principal. School committees also have the authority to set the school district's goals/direction, curriculum, budget, and policy.

If the School Board for The Best School District in All the Land has the same authority as a school committee in Massachusetts, the school board would have no authority over complaints against anyone in this scenario other than the superintendent. As such, refusing to allow the citizen to complain publicly at the school board meeting about the superintendent interfered with the citizen's First Amendment right to speak about a matter over which the school board had jurisdiction.

Concerns about defamation are legitimate. Over the years, I've received a number of calls from school committee members, superintendents, and other school administrators concerned that they or someone in their district has been defamed by a member of the community. For a public figure to prove defamation, he or she must show the speaker knew the statement was maliciously false or made with reckless disregard for the truth. The statement also must be a statement of fact and not a statement of opinion.

For our purposes, it is important to know that although an individual who has been defamed can bring a civil action, the courts rarely will uphold a prohibition on allegedly defamatory statements unless there has been a final legal determination that a statement was defamatory. This ultimately leaves school boards with limited ability to curtail false statements. The only real, immediately available response is to correct the false statements.

What about the citizen's complaint about the teacher and the other administrator's failure to investigate and the school's curriculum? If the school board has no authority to hire or fire the teacher or administrator, prohibiting the resident from complaining publicly about them does not violate the First Amendment. The citizen's statements about the school's curriculum, however, are, like the complaint about the superintendent, squarely within the authority of the school board, and protected by the First Amendment.

Public Can Speak

I hope the take-away from this article is clear: School boards must be extremely cautious about restricting what citizens say during the period set aside for public comments at school board meetings. Generally, if a school board is going to allow for public comment (which is not constitutionally required), it must allow the public to speak about any matter within the school board's authority.

To curtail this, school boards can adopt policies that restrict the length of a person's statements, prohibit someone from repeating the same comments at multiple meetings, or limit the amount of time for public comment at the meeting as a whole. Any such policies, however, must be consistently enforced on a content-neutral basis.

This article is based on court cases interpreting the First Amendment to the U.S. Constitution. State constitutions and state laws may provide for greater protections. I strongly advise school boards to confer with their local school board attorney or state association counsel regarding their own policies and practices related to public comments at their board meetings.

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FEATURED 11.06.2023 - Free Speech

Kansas resident removed from meeting wins First Amendment case against school board member

By Patrick Richardson

(The Sentinel) – In a victory for free speech rights, a federal jury recently sided with Olathe resident Jennifer Gilmore who was removed from an Olathe Board of Education [meeting](#) in 2022.

Gilmore, who ran for a seat on the Olathe Board of Education in 2021 and lost by 65 votes, was awarded \$1 by the jury.

The Kansas City Star [reports](#) that after a four-day trial earlier this week, a jury found that her First Amendment rights were violated when she was prevented from speaking during the meeting last year when then-president of the board Joe Beveridge disliked her views.

The award comes after the Olathe school district spent some \$300,000 on attorney's fees.

"The Board majority sought to cover up Beveridge's wrongdoing by spending over \$300,000 and counting of the taxpayer's dollars in this lawsuit," Gilmore's attorney, Linus Baker, said in a statement. "In the end, the board majority spent \$300,000 to avoid paying Ms. Gilmore one dollar."

The Star article states the "jury did not find that punitive damages should be assessed against Beveridge. In order to find that Beveridge should pay damages to Gilmore, the jury would have needed to agree there was proof he acted with evil motive or intent, or reckless indifference to her rights, according to court documents."

U.S. District Judge Holly Teeter had previously denied Gilmore's attempt to ask for damages against the district and school board, but the \$1 in nominal damages acknowledges that her rights were violated.

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By Michael Ryan

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The background

In the fall of 2021, Gilmore was running for a seat on the board, campaigning partly against mask mandates and [social-emotional learning](#), but was narrowly defeated by Julie Steele — who earlier this year [warned](#) parents who are critical of “diversity, equity and inclusion” training should leave Kansas.

Gilmore attended the January 2022 Board of Education meeting, where new board members were to be sworn in.

During the public comment section, she stated, “Good evening. I didn’t buy my board seat, but I’m still here because I care about this district.”

Beveridge started to interrupt her at that point but let her continue.

Gilmore then said: “We were told prior to enrollment that masks would be optional. We’re doing the same thing year after year. I agree that liars lie, but the only liar that lied in this election was Jim Randall.”

Randall, who is a former Olathe City Council member, is Steele’s father and Beveridge’s father-in-law.

Beveridge, at this point, cut Gilmore off and said, “Ok, you’re done,” and asked to have her removed, stating she was “done talking” and that she had mentioned a person.

The Star reports that at this point, Gilmore said: “Your father-in-law ... that spent \$37,000 for her (Steele’s) board seat?” Gilmore replied to Beveridge,⁴ and noted that “Steele raised nearly double the amount that Gilmore did leading up to the 2021 election, reporting about \$60,000 in contributions, more than half coming from loans Steele made to her own campaign.”

The board’s public comment rule at the time said the board would not hear “personal attacks or rude or defamatory remarks of any kind about any employee or student of the School District or any person connected with the School District.”

The policy also allowed the board president to interrupt any comments that were “not germane to the business of the board.”

A new policy, adopted in April of 2022, retains the “germane” language but omits the language about personal or defamatory remarks.

Earlier this summer, Teeter [denied](#) most of the claims by Gilmore in denying — in part — a request for summary judgment.

Teeter dismissed the claims against the board and the district and also dismissed — as moot — Gilmore’s claim against the revised policy for lack of standing, as it was not in force at the time Gilmore was removed from the meeting.

However, Teeter let stand Gilmore’s primary claim, saying a jury could reasonably conclude her First Amendment rights had been violated.

1.30.2024 - Congress

DOJ said to be probing St. Louis Rep. Cori Bush for possible improper payments for security

By Michael Ryan

[READ MORE](#)

because she had been blocked from speaking because of her views.

Teeter had also said in court documents a reasonable jury might conclude Beveridge "acted in anger" because of Gilmore's criticism of his father-in-law rather than because of board policy.

The judge and both parties did agree that a board meeting is what is called in law a "limited public forum" where government can put reasonable restrictions on speech, so long as they are not being used to prevent viewpoints from being expressed. The jury found Beveridge did engage in viewpoint discrimination against Gilmore simply because he disliked or did not want to hear her opinion.

TAGS: [Federal jury](#) [First Amendment rights](#) [Jennifer Gilmore](#) [Lewistown](#) [Ohio State Board of Education](#)

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Legal Analysis: Can school boards restrict public comments?



UNCATEGORIZED

When Dean Paterakis stepped to the microphone to comment on restroom accommodations for transgender students, he was already a familiar antagonist to the Brevard County school board.

A former third-grade teacher, Paterakis had sued the district alleging wrongful termination in retaliation for blowing the whistle on grade tampering by an administrator. On this occasion in May 2016, though, Paterakis was before the board as an upstart candidate challenging a two-term incumbent. And he gave the board an earful.

According to news reports¹, Paterakis was told to step away from the microphone for "inappropriate" remarks and, when he refused, was removed from the meeting by sheriff's deputies and jailed on two misdemeanor charges.

A school board member said Paterakis (who accused a teacher of showing a photo of his genitals to students during a class presentation) was in violation of a policy forbidding "talking about a teacher," which is a "personal matter and not allowed at Board meetings due to possible slander."²

Though it's a rarity when a school board speech escalates into an arrest, it's increasingly commonplace for

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OK Privacy policy

What is a government employee? Are government employees, which may include school board members, subject to the First Amendment? This article will look at the growing consensus of legal authorities that citizens may freely criticize school practices – including named employees – during public meetings.

The First Amendment and government meetings

The ability to speak directly to a government board – a city council, a school board, college trustees – is perhaps the purest and most basic form of citizen participation. It may come as a surprise, then, that the Constitution is not understood to guarantee citizens a right to be heard before their elected officials make a decision; the Supreme Court said as much in a 1964 ruling involving labor negotiations in a community college district.³

Once an agency does agree to accept public comment, however, the commenting system cannot be operated in a discriminatory or viewpoint-restrictive way.

When a speaker seeks to use government-owned property as a platform for delivering a message, the degree of First Amendment protection depends on the nature of the property. Some property is recognized as being traditionally a "public forum" where speech can never be restricted on the basis of its message, such as a park or a sidewalk.

The Supreme Court set forth its "forum doctrine" in a case about access to mailboxes in a public school.⁴ In that case, a union wanted to place recruitment flyers in teachers' inboxes, noting that the boxes were built specifically for communicative purposes. The Court, however, found that the boxes were not a "forum" open to general expressive use, but rather, were limited by their nature to communications about official school business by authorized users. Therefore, non-school organizations had no constitutional right to insist on using the mailboxes.

The podium at a governmental meeting is considered a "designated" public forum, meaning a piece of property that has been purposefully set aside for expressive use. Regardless of whether property is a forum by tradition or by designation, the government cannot pick-and-choose among viewpoints; once the property is opened for one opinion, it must be open on equal terms to all.

However, unlike a park or a sidewalk, when the government "designates" a location as a space where citizens can express themselves, the use of the space can be limited to speech consistent with the purpose of the space. While a city or county or school board cannot differentiate based on a speaker's opinion, speakers can be limited to subjects relevant to that agency; for instance, a person who insisted on using the school board microphone for a speech about U.S. military strategy in Afghanistan could be silenced on the grounds that the speech is unrelated to the purpose of the school board meeting.⁵

Content based versus content neutral

Once a piece of property is declared to be a "forum," any regulation on the content of a speaker's message is presumed to be unconstitutional and is likely to be struck down if it is challenged.⁶ Only if a judge finds that the restriction is absolutely necessary to achieve a compelling governmental purpose will the restrictions be constitutional.

But even in a public forum, the government can always enforce reasonable regulations on the use of property that are "content neutral," applying even-handedly to all speakers. For instance, a federal appeals court decided that a five-minute limit on speeches at a congressional hearing is a lawful, content-neutral restriction.⁷ A government body also may remove a speaker who causes a disturbance—shouting, refusing to leave after the expiration of a time limit—without violating the First Amendment.⁸

Judges sometimes have trouble making this distinction. Regulations that clearly seem targeted to the substance of a speaker's message are, at times, mistakenly deemed to be "content neutral."

For example, a federal judge decided that a City of Topeka regulation prohibiting "personal, rude or slanderous remarks" at city council meetings was a constitutionally valid, content-neutral regulation.⁹ But the rule should have been analyzed as content-based, since it targeted the speakers' choice of words rather than their method of delivery.

Had the judge analyzed the rule properly, it would have been declared unconstitutional because of its excessive breadth. "Rude" and "personal" are not terms with any accepted legal definition, and any potential speaker would be unable to anticipate what speech is and is not permitted, which is a red flag of unconstitutionality. (There is no indication that the ruling was appealed, but because it comes only from a district court, the decision is not binding on other courts.)

Restraints on commenting rarely succeed

When speakers who've been restrained from commenting at public meetings bring constitutional challenges, they've generally been successful. Judges have no difficulty recognizing that a government

meeting is meant for the airing of complaints, even if that requires naming or criticizing a particular employee.

Examples include:

- A federal district court in California ordered a school board not to enforce a regulation against "charges or complaints against any employee of the District" during board meetings.¹¹ The plaintiff, who was silenced - and ultimately removed from the room by sheriffs' deputies - when addressing the board about why grievances against a principal and superintendent went unaddressed, argued that the rule violated her free-speech rights. The judge agreed. In a ruling that was primarily based on the California state constitution's strong free-speech protections rather than on federal law, the judge found that protecting employees against speech defaming them or invading their privacy was not a compelling government interest overriding the public's right to speak. (The judge also noted that the policy was not well-tailored to its purpose; for instance, a speaker could reveal intimate personal information about an employee without violating the policy, as long as the disclosure was not a "charge" or a "complaint.")
- Another California district court struck down a school-district bylaw prohibiting "improper conduct or remarks" by public presenters. The district defined "improper remarks" to mean "complaints against an individual employee." A speaker who twice was silenced while trying to raise questions about the qualifications of the district school superintendent sued to invalidate the bylaw, and a judge found the restrictions unconstitutional. Debate over public issues, including the qualifications and performance of public officials (such as a school superintendent), lies at the heart of the First Amendment. Central to these principles is the ability to question and challenge the fitness of the administrative leader of a school district, especially in a forum created specifically to foster discussion about a community's school system.¹²
- A Virginia Beach school board policy prohibiting "personal attacks" was struck down as an unconstitutional prior restraint on speech.¹³ The school district attempted to defend the restriction by saying it narrowly applied only to "personal" remarks (such as "the principal is a liar") and not to complaints about professional conduct (such as "the principal lied about spending the money"). But the judge found that the regulation still would inhibit speakers from voicing opinions about school officials, because the average person would not make such a distinction and would assume that any criticism mentioning an employee's name was forbidden.

In a 2010 case going against the majority view, a federal appeals court refused to strike down a Texas school district's restrictions that forbade speakers from using the microphone to air complaints about specific district employees.¹⁴

A three-judge panel of the federal Fifth Circuit analyzed the restriction as an extension of the school district's complaint-resolution process. Because the district had a complaint mechanism requiring grievances to first be presented to a lower-level district employee before the board would hear them, the judges regarded the restriction on speech as a legitimate method of enforcing compliance with the complaint procedure.

The ruling is a fairly narrow one, and it can be interpreted as applying only to speech that involves disputes with employees that are subject to a formal grievance procedure. That is different from saying that a board could constitutionally prohibit the mention of any names, which is a much broader restriction.

During 2016, two rulings - one in Illinois and one in Virginia - added to the growing consensus that the First Amendment protects the right to criticize the performance of school employees during board meetings.

Two regulations struck down

When the chairman of an Illinois school board shut off the microphone in the midst of a citizen activist's speech criticizing school personnel, Komaa Mryotu responded with a federal lawsuit. Mryotu alleged that his speech was cut short because of his unfavorable opinion, an act of unlawful viewpoint discrimination. He challenged the board's decision in U.S. district court as a violation of his First Amendment rights.

The district judge agreed that Mryotu had a constitutionally protected right to use the public-comment period to criticize school employees - in fact, the judge wrote, the right is "clearly established" by decades of federal precedent.¹⁵

In an unusual maneuver, the school district filed a "preemptive strike" lawsuit attempting to have Myofu banished from attending board meetings, arguing that his demeanor demonstrated a likelihood of future disruptive behavior. The judge threw out the case, finding that a government agency cannot preemptively ban a citizen from speaking at public meetings.¹⁶

Virginia AG opinion

In Virginia, meanwhile, the state's attorney general issued an interpretation instructing the Franklin City School Board to stop enforcing a regulation banning "personal attacks against employees" and comments that "identify specific individuals" during the public portions of meetings.¹⁷

When evaluating a governmental restriction on speech, the first question is always whether the restriction is based on the content of the speaker's message; if so, then the regulation is presumed to be unconstitutional unless it is shown to be necessary to achieve a compelling government purpose.

Herring concluded that the rule was not based on content, because it prohibited all mentions of identifiable people (students as well as employees) and did not differentiate based on the speaker's message.¹⁸ Nevertheless, even a content-neutral regulation can be struck down as invalid if it is unreasonably broad or vague – and the Franklin school board's flunked the test.

Because the school board comment period is a "designated public forum" for the expression of public views, access to the forum can be closed or limited only if the speaker has reasonable alternative channels to be heard. The school board's lawyers argued that speakers could request to air personnel grievances in a closed-door "executive session," but Herring noted that there is no assurance the request will be granted.¹⁹ He concluded that allowing discussion of individual school employees only during closed session does not meet the constitutional standard of "leaving open ample channels of communication."¹⁹

Anticipating libel?

When a journalist questioned the validity of a Miami-Dade School Board policy that prohibits "individual grievances" and "personal attacks" during board meetings, the district's attorney claimed the policy was necessary to prevent members of the public from defaming school employees.²⁰

The argument that criticism of employees must be forbidden to prevent defamation fails on two legal grounds. First, not all critical speech is defamatory. Defamation requires proof of a false statement of fact. Accurately describing wrongdoing by a school employee is a non-defamatory act of constitutionally protected speech. A restraint on referring to identifiable individuals fails the constitutional test of "overbreadth," since it restrains far more speech than is necessary to accomplish its objective.²¹

Even if it's reasonably anticipated that some speakers will abuse the comment period to make defamatory statements, the Supreme Court has made clear that speech cannot be restrained in anticipation that it will harm someone's reputation.²² Rather, the proper remedy is to let the speech be heard and – if it causes harm – compensate any injured parties by way of a civil suit for money damages.

The Miami-Dade policy (which, while rare, is not unique) goes even further than prohibiting criticism of school employees and even prohibits mention of the names of individual school board members themselves (as well as any other proper name, even that of President Obama or the U.S. education secretary). While it's arguably unfair for a speaker to be given a platform to berate a schoolteacher who's not present at the meeting to defend herself, the school board members are present and have microphones of their own. Any policy extending beyond low-level school employees that insulates elected officials against criticism is undoubtedly unconstitutional.

As a reporter monitoring Miami-Dade school board meetings observed, policies against "mentioning" names are an invitation to abuse, since a speaker almost never will be silenced for commending an employee – indeed, reporter Rowan Moore Gerety witnessed several instances of speakers thanking people by name (including named school board members) without interruption.²³

Conclusion

It's important for journalists who cover school boards – or student advocates who may find themselves speaking before school boards – to appreciate the strong First Amendment protection for citizen speech to government officials addressing matters of public concern. (Indeed, the First Amendment not only protects the freedom of speech, but also the freedom to petition government officials for the redress of grievances, and a restraint on speech to school boards jeopardizes both of these rights.)

An increasing number of school districts are buying cookie-cutter policies from vendors of uncertain reliability, who may or may not have written their policies in consultation with constitutional-law experts. When journalists discover that their school district is purchasing policies from an outside company rather than preparing them internally with the assistance of qualified legal counsel, that's a red flag that the policies may be shoddy and collapse if challenged in court.

Like any government agency, a school district acts only through the acts of its employees. Criticizing the way a school district is delivering educational services almost always requires commenting on the performance of employees.

The law recognizes that – especially when it comes to high-ranking officials – criticism of government functions occupies a specially protected status. The burden for a “public official” (such as a school board member or superintendent) to win a defamation suit is purposefully high, recognizing the need for speakers to feel confident they can safely express dissatisfaction with government services.¹⁴

While restrictions on criticism of school employees may be rationalized on fairness grounds – protecting the reputations of people who aren't present to defend themselves – school districts are notoriously image-conscious and it's likely that at least some “no-criticism” rules are motivated by aversion to controversy. But when a member of the public takes to the microphones to complain about a school's performance, it's almost always because lower-volume options have been tried and failed. That a citizen feels compelled to resort to the podium to air a grievance should be recognized as suggesting a weakness in the school's dispute-resolution process.

Attorney Frank LaMonte is Executive Director of the Student Press Law Center.

Footnotes:

1 <http://www.hondatoday.com/story/news/education/2016/05/24/school-board-packing-1gb-meeting/84814172/>

2 <http://m.washingtontimes.com/news/2016/may/25/dean-pataki-is-honda-school-board-candidate-hair/>

3 *Minnesota State Bd. for Community Colleges v. Knight*, 465 U.S. 271 (1984).

4 *Perry Ed. Ass'n. v. Perry Local Educators' Ass'n.*, 460 U.S. 37 (1983).

5 For example, in *Jones v. Heyman*, 888 F.2d 1328 (11th Cir. 1995), a federal appeals court said a speaker could be ejected from a public meeting after he refused repeated requests from the chairman to limit his remarks to the item on the agenda and responded with belligerent remarks interpreted as threatening.

6 “Selective exclusions from a public forum may not be based on content alone, and may not be justified by reference to content alone.” *Police Dept. of Chicago v. Mosley*, 408 U.S. 92, 96 (1972).

7 *Wright v. Anthony*, 733 F.2d 575 (8th Cir. 1984).

8 *Kirkland v. Luken*, 536 F. Supp. 2d 857 (S.D. Ohio 2008). See also *White v. City of Norwalk*, 900 F.2d 1421 (9th Cir. 1990) (upholding an ordinance that prohibited speech during council meetings that “disrupts, disturbs or otherwise impedes the orderly conduct of the Council meeting.”).

9 *Scroggins v. City of Topeka*, 2 F. Supp. 2d 1362 (D. Kan. 1998).

10 *Baca v. Moreno Valley-United Sch. Dist.*, 836 F. Supp. 719 (C.D. Calif. 1996). <

¹¹ *Leventhal v. Vista Unified Sch. Dist.*, 973 F. Supp. 951 (S.D. Calif. 1997).

¹² *Id.* at 958.

¹³ *Bach v. School Bd. of the City of Virginia Beach*, 139 F. Supp. 2d 738 (E.D. Va. 2001).

¹⁴ *Fairchild v. Liberty Independent Sch. Dist.*, 597 F. 3d 747 (5th Cir. 2010).

¹⁵ *Miyofu v. Bd. of Educ. of Rich Tep. High Sch. Dist.*, 2016 LEXIS 45773, No. 15-C-8884 (N.D. Ill. April 5, 2016).

¹⁶ Erin Gallagher, "Federal judge bars school district's effort to limit comments," *The Daily Southtown* (May 16, 2016).

¹⁷ Letter of Attorney General Mark R. Herring to the Hon. Richard L. ("Rick") Morris, April 15, 2016, available at http://ag.virginia.gov/files/Opinions/2016/15-020_Morris.pdf.

¹⁸ This is probably erroneous; the prescription should have been treated as content-based because certain categories of message were deemed acceptable and certain were not, which is the definition of content discrimination.

¹⁹ Herring, *supra*, at *3.

²⁰ Rowan Moore Gerty, "Don't Say My Name Unless You're Saying Thank You," *WLRN.org*, July 24, 2016, available at <http://wlrn.org/story/dont-say-my-name-unless-youre-saying-thank-you>.

²¹ See *United States v. Stevens*, 130 S.Ct. 1577, 1587 (2010) (restriction on speech may be struck down "if a substantial number of its applications are unconstitutional, judged in relation to the statute's plainly legitimate sweep.") (internal quotes omitted).

²² See *Near v. Minnesota*, 283 U.S. 697 (1931) (striking down state statute that enabled courts to issue injunctions prohibiting the publication of defamatory speech).

²³ See Gerty, n. 14.

²⁴ See *Gertz v. Robert Welch, Inc.*, 418 U.S. 323, 326 (1974) (explaining differing standards of proof for libel cases involving public officials versus private citizens).

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District Data List

USD#	Organization	County	Website
101	Erie-Galesburg	Neosho	https://usd101.com/
102	Cimarron-Ensign	Gray	https://www.cimarronschools.net/
103	Cheylin	Cheyenne	https://www.cheylin.com/
105	Rawlins County	Rawlins	https://www.usd105.org/
106	Western Plains	Ness	https://www.usd106.org/
107	Rock Hills	Jewell	https://www.usd107.org/
108	Washington Co.	Washington	https://www.usd108.org/
109	Republic County	Republic	https://www.usd109.org/
110	Thunder Ridge	Phillips	https://usd110.net/
111	Doniphan West	Doniphan	https://www.usd111.org/
112	Central Plains	Ellsworth	https://www.usd112.org/
113	Prairie Hills	Nemaha	https://www.usd113.org/
114	Riverside	Doniphan	https://www.usd114.org/
115	Nemaha Central	Nemaha	https://www.usd115.org/
200	Greeley County	Greeley	https://www.tribuneschools.org/
202	Turner-Kansas City	Wyandotte	https://www.turnerusd202.org/
203	Piper-Kansas City	Wyandotte	https://www.piperschools.com/
204	Bonner Springs	Wyandotte	https://www.usd204.net/
205	Bluestem	Butler	https://www.usd205.com/
206	Remington-Whitewater	Butler	https://www.usd206.org/
207	Fort Leavenworth	Leavenworth	https://www.usd207.org/
208	Trego	Trego	https://www.tregoeagles.com/
209	Moscow	Stevens	https://www.usd-209.org/
210	Hugoton	Stevens	https://www.usd210.org/
211	Norton	Norton	https://wp.usd211.org/
212	Northern Valley	Norton	https://www.nvhuskies.org/
214	Ulysses	Grant	https://www.usd214.org/
215	Lakin	Kearny	https://www.usd215.org/
216	Deerfield	Kearny	https://www.usd216.org/
217	Rolla	Morton	https://www.usd217.org/
218	Elkhart	Morton	https://www.usd218.org/
219	Minneola	Clark	https://www.usd219.org/
220	Ashland	Clark	https://www.usd220.net/
223	Barnes	Washington	https://www.usd223.org/
224	Clifton-Clyde	Washington	https://www.usd224.com/
225	Fowler	Meade	https://www.usd225.org/
226	Meade	Meade	https://www.usd226.org/
227	Unified School District 227	Hodgeman	https://www.usd227.org/
229	Blue Valley	Johnson	https://www.bluevalleyk12.org/
230	Spring Hill	Johnson	https://www.usd230.org/
231	Gardner Edgerton	Johnson	https://www.usd231.com/
232	De Soto	Johnson	https://www.usd232.org/
233	Olathe	Johnson	https://www.olatheschools.org/
234	Fort Scott	Bourbon	https://www.usd234.org/

235	Uniontown	Bourbon	https://www.uniontown235.org/
237	Smith Center	Smith	https://www.usd237.org/
239	North Ottawa County	Ottawa	https://www.usd239.org/
240	Twin Valley	Ottawa	https://www.usd240.org/
241	Wallace County	Wallace	https://www.usd241.org/
242	Weskan	Wallace	https://www.weskanschools.org/
243	Lebo-Waverly	Coffey	https://www.usd243ks.org/
244	Burlington	Coffey	https://usd244ks.org/
245	LeRoy-Gridley	Coffey	https://www.usd245ks.org/
246	Northeast	Crawford	https://www.usd246.org/
247	Cherokee	Crawford	https://usd247.com/
248	Girard	Crawford	https://www.girard248.org/
249	Frontenac	Crawford	https://old249.joshstroester.com/
250	Pittsburg	Crawford	https://www.usd250.org/
251	North Lyon County	Lyon	https://www.usd251.org/
252	Southern Lyon County	Lyon	https://www.usd252.org/
253	Emporia	Lyon	https://www.usd253.org/
254	Barber County North	Barber	https://www.usd254.org/
255	South Barber	Barber	https://www.southbarber.com/
256	Marmaton Valley	Allen	https://www.marmatonvalley.org/
257	Iola	Allen	https://www.usd257.org/
258	Humboldt	Allen	https://www.usd258.net/
259	Wichita	Sedgwick	https://www.usd259.org/
260	Derby	Sedgwick	https://www.derbyschools.com/
261	Haysville	Sedgwick	https://www.usd261.com/
262	Valley Center	Sedgwick	https://www.usd262.net/
263	Mulvane	Sedgwick	https://www.usd263.com/
264	Clearwater	Sedgwick	https://www.usd264.org/
265	Goddard	Sedgwick	https://www.goddardusd.com/
266	Maize	Sedgwick	https://www.usd266.com/
267	Renwick	Sedgwick	https://www.usd267.com/
268	Cheney	Sedgwick	https://www.usd268.org/
269	Palco	Rooks	https://www.usd269.net/
270	Plainville	Rooks	https://www.plainville270.net/
271	Stockton	Rooks	https://www.usd271.com/
272	Waconda	Mitchell	https://www.usd272.org/
273	Beloit	Mitchell	https://www.usd273.org/
274	Oakley	Logan	https://www.oakleyschoolsks.com/
275	Triplains	Logan	http://triplains.weebly.com/
281	Graham County	Graham	https://www.usd281.com/
282	West Elk	Elk	https://www.westelk.us/
283	Elk Valley	Elk	https://www.usd283.org/
284	Chase County	Chase	https://www.usd284.org/
285	Cedar Vale	Chautauqua	https://www.cvs285.net/
286	Chautauqua Co	Chautauqua	https://www.usd286.org/

287	West Franklin	Franklin	https://www.usd287.org/
288	Central Heights	Franklin	https://www.usd288.org/
289	Wellsville	Franklin	https://www.wellsville-usd289.org/
290	Ottawa	Franklin	https://www.usd290.org/
291	Grinnell	Gove	https://www.usd291.com/
292	Wheatland	Gove	https://www.thunderhawks.net/
293	Quinter	Gove	https://www.quinterschools.org/
294	Oberlin	Decatur	https://www.usd294.org/
297	St Francis	Cheyenne	https://www.usd297.org/
298	Lincoln	Lincoln	https://www.usd298.com/
299	Sylvan Grove	Lincoln	https://sites.google.com/usd299.org/usd299/
300	Comanche County	Comanche	https://www.usd300ks.com/
303	Ness City	Ness	https://www.nesscityschools.org/
305	Salina	Saline	https://www.usd305.com/
306	Southeast Of Saline	Saline	https://www.usd306.org/
307	Ell-Saline	Saline	https://www.ellsaline.org/
308	Hutchinson	Reno	https://www.usd308.com/
309	Nickerson	Reno	https://www.usd309ks.org/
310	Fairfield	Reno	https://www.usd310.org/
311	Pretty Prairie	Reno	https://www.usd311.com/
312	Haven	Reno	https://www.havenschools.com/
313	Buhler	Reno	https://www.usd313.org/
314	Brewster	Thomas	http://usd314.weebly.com/
315	Colby	Thomas	https://www.colbyeagles.org/
316	Golden Plains	Thomas	https://www.usd316.k12.ks.us/
320	Wamego	Pottawatomie	https://www.usd320.com/
321	Kaw Valley	Pottawatomie	https://www.kawvalley.k12.ks.us/
322	Onaga-Havensville-Wheaton	Pottawatomie	https://www.usd322.org/
323	Rock Creek	Pottawatomie	https://www.usd323.org/
325	Phillipsburg	Phillips	https://www.usd325.com/
326	Logan	Phillips	https://www.logan326.net/
327	Ellsworth	Ellsworth	https://www.usd327.org/
329	Wabaunsee	Wabaunsee	https://www.usd329.com/
330	Mission Valley	Wabaunsee	https://www.mv330.org/
331	Kingman - Norwich	Kingman	https://www.knused331.com/
332	Cunningham	Kingman	https://www.usd332.org/
333	Concordia	Cloud	https://www.usd333.com/
334	Southern Cloud	Cloud	https://www.sc334.org/
335	North Jackson	Jackson	https://www.jhcobras.net/
336	Holton	Jackson	https://www.holtonks.net/district-office
337	Royal Valley	Jackson	https://www.rv337.com/
338	Valley Falls	Jefferson	https://www.usd338.com/
339	Jefferson County North	Jefferson	https://www.usd339.net/
340	Jefferson West	Jefferson	https://www.usd340.org/
341	Oskaloosa	Jefferson	https://www.usd341.org/

342	McLouth	Jefferson	https://www.mclouth.org/
343	Perry	Jefferson	https://www.usd343.net/
344	Pleasanton	Linn	https://www.usd344.org/
345	Seaman	Shawnee	https://www.seamanschools.org/
346	Jayhawk	Linn	https://www.usd346.org/
347	Kinsley-Offerte	Edwards	https://www.kinsleypublicschools.org/
348	Baldwin City	Douglas	https://www.usd348.com/
349	Stafford	Stafford	https://www.stafford349.com/
350	St John-Hudson	Stafford	https://www.usd350.com/
351	Macksville	Stafford	https://mackvilleschools.com/
352	Goodland	Sherman	https://www.usd352.org/
353	Wellington	Sumner	https://www.usd353.com/
355	Ellinwood	Barton	https://www.usd355.org/
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357	Belle Plaine	Sumner	https://www.usd357.org/
358	Oxford	Sumner	https://www.usd358.com/
359	Argonia	Sumner	https://www.argonia359.org/
360	Caldwell	Sumner	https://www.usd360.com/
361	Chaparral	Harper	https://www.usd361.org/
362	Prairie View	Linn	https://www.pv362.org/
363	Holcomb	Finney	https://www.usd363.com/
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365	Garnett	Anderson	https://usd365.org/
366	Woodson	Woodson	https://www.usd366.net/
367	Osawatomie	Miami	https://www.usd367.org/
368	Paola	Miami	https://www.usd368.org/
369	Burton	Harvey	https://www.usd369.org/
371	Montezuma	Gray	https://www.usd371.org/
372	Silver Lake	Shawnee	https://www.usd372students.org/
373	Newton	Harvey	https://www.usd373.org/
374	Sublette	Haskell	https://www.usd374.org/
375	Circle	Butler	https://www.usd375.org/
376	Sterling	Rice	https://www.usd376.com/
377	Atchison Co	Atchison	https://www.usd377.org/
378	Riley County	Riley	https://www.usd378.org/
379	Clay County	Clay	https://www.usd379.org/
380	Vermillion	Marshall	https://www.usd380.com/
381	Spearsville	Ford	https://www.usd381.org/
382	Pratt	Pratt	https://www.usd382.com/
383	Manhattan-Ogden	Riley	https://www.usd383.org/
384	Blue Valley - Riley	Riley	https://www.usd384.org/
385	Andover	Butler	https://www.usd385.org/
386	Madison-Virgil	Greenwood	https://www.usd386.net/
387	Altoona-Midway	Wilson	https://www.usd387.org/
388	Ellis	Ellis	https://www.usd388.com/

389	Eureka	Greenwood	https://www.usd389.net/
390	Hamilton	Greenwood	https://www.hamilton390.com/
392	Osborne County	Osborne	https://www.usd392.com/
393	Solomon	Dickinson	https://www.usd393.net/
394	Rose Hill	Butler	https://www.usd394.com/
395	LaCrosse	Rush	https://www.usd395.org/
396	Douglass	Butler	https://www.usd396.net/
397	Centre	Marion	https://www.usd397.com/
398	Peabody-Burns	Marion	https://www.usd398.net/
399	Paradise	Russell	https://www.usd399.com/
400	Smoky Valley	McPherson	https://www.smokyvalley.org/
401	Chase-Raymond	Rice	https://www.usd401.com/
402	Augusta	Butler	https://www.usd402.com/
403	Otis-Bison	Rush	https://www.usd403.org/
404	Riverton	Cherokee	https://www.usd404.org/
405	Lyons	Rice	https://www.usd405.com/
407	Russell County	Russell	https://www.usd407.org/
408	Marion-Florence	Marion	https://www.usd408.com/
409	Atchison	Atchison	https://www.usd409.net/
410	Durham-Hillsboro-Lehigh	Marion	https://www.usd410.net/
411	Goessel	Marion	https://www.usd411.org/
412	Hoxie	Sheridan	https://www.hoxie.org/
413	Chanute	Neosho	https://www.usd413.org/
415	Hiawatha	Brown	https://www.hiawathaschools.org/
416	Louisburg	Miami	https://www.usd416.org/
417	Morris County	Morris	https://www.usd417.net/
418	McPherson	McPherson	https://www.mcpherson.com/
419	Canton-Galva	McPherson	https://www.usd419.org/
420	Osage City	Osage	https://www.usd420.org/
421	Lyndon	Osage	https://usd421.org/
422	Kiowa County	Kiowa	https://www.usd422.org/
423	Moundridge	McPherson	https://www.usd423.org/
426	Pike Valley	Republic	https://www.pikevalley.com/
428	Great Bend	Barton	https://www.greatbendschools.net/district
429	Troy	Doniphan	https://www.troyusd.org/
430	South Brown County	Brown	https://www.usd430.org/
431	Hoisington	Barton	https://www.usd431.net/
432	Victoria	Ellis	https://www.usd432.org/
434	Santa Fe Trail	Osage	https://www.usd434.org/
435	Abilene	Dickinson	https://www.abileneschools.org/
436	Caney Valley	Montgomery	https://www.caney.com/
437	Auburn-Washburn	Shawnee	https://usd437.net/
438	Skyline	Pratt	https://www.skylineschools.org/
439	Sedgwick	Harvey	https://www.usd439.com/
440	Halstead	Harvey	https://www.usd440.com/

443	Dodge City	Ford	https://www.usd443.org/
444	Little River	Rice	https://www.usd444.com/
445	Coffeyville	Montgomery	https://www.cvilleschools.com/
446	Independence	Montgomery	https://www.indyschools.com/
447	Cherryvale	Montgomery	https://www.usd447schools.org/
448	Inman	McPherson	https://www.usd448.com/
449	Easton	Leavenworth	https://www.easton449.org/
450	Shawnee Heights	Shawnee	https://www.usd450.net/
452	Stanton County	Stanton	https://www.usd452.org/
453	Leavenworth	Leavenworth	https://www.usd453.org/
454	Burlingame School	Osage	https://www.usd454.net/
456	Marais Des Cygnes Valley	Osage	https://www.mdcv.org/
457	Garden City	Finney	https://www.gckschools.com/
458	Basehor-Linwood	Leavenworth	https://www.usd458.org/
459	Bucklin	Ford	http://www.bucklinschools.com/
460	Hesston	Harvey	https://www.hesstonschools.org/
461	Neodesha	Wilson	https://www.neodesha.k12.ks.us/
462	Central	Cowley	https://www.usd462.org/
463	Udall	Cowley	https://www.usd463.org/
464	Tonganoxie	Leavenworth	https://www.tong464.org/
465	Winfield	Cowley	https://www.usd465.com/
466	Scott County	Scott	https://www.usd466.com/
467	Leoti	Wichita	https://www.leoti.org/
468	Healy	Lane	https://www.usd468.org/
469	Lansing	Leavenworth	https://www.usd469.net/
470	Arkansas City	Cowley	https://www.usd470.com/
471	Dexter	Cowley	https://www.usd471.org/
473	Chapman	Dickinson	http://www.usd473.net/
474	Haviland	Kiowa	https://www.usd474.org/
475	Geary County	Geary	https://www.usd475.org/
476	Copeland	Gray	https://www.usd371.org
477	Ingalls	Gray	https://www.ingallsusd477.com/
479	Crest	Anderson	https://www.usd479.org/
480	Liberal	Seward	https://www.usd480.net/
481	Rural Vista	Dickinson	https://www.usd481.org/
482	Dighton	Lane	https://www.usd482.org/
483	Kismet-Plains	Seward	http://www.usd483.net/
484	Fredonia	Wilson	https://www.fredoniaks.com/
487	Herington	Dickinson	https://www.heringtonschools.org/
489	Hays	Ellis	https://www.usd489.com/
490	El Dorado	Butler	https://www.usd490.org/
491	Eudora	Douglas	https://www.eudoraschools.org/
492	Flinthills	Butler	https://www.usd492.org/
493	Columbus	Cherokee	https://www.usd493.com/
494	Syracuse	Hamilton	https://www.usd494.org/

495	Ft Larned	Pawnee	https://www.usd495.com/
496	Pawnee Heights	Pawnee	https://www.phtigers.net/
497	Lawrence	Douglas	https://www.usd497.org/
498	Valley Heights	Marshall	https://www.valleyheights.org/
499	Galena	Cherokee	https://www.usd499.org/
500	Kansas City	Wyandotte	https://www.kckschools.org/
501	Topeka	Shawnee	https://www.topekapublicschools.net/
502	Lewis	Edwards	https://usd502.com/
503	Parsons	Labette	https://www.usd503.org/
504	Oswego	Labette	https://www.usd504.org/
505	Chetopa-St. Paul	Labette	https://www.usd505.org/
506	Labette County	Labette	https://www.usd506.org/
507	Satanta	Haskell	https://www.usd507.org/
508	Baxter Springs	Cherokee	https://www.usd508.org/
509	South Haven	Sumner	https://www.usd509.org/
511	Attica	Harper	https://www.usd511.net/
512	Shawnee Mission	Johnson	https://www.smsd.org/