

Idaho Digital Learning Alliance

Meeting of the Board of Directors

Working Session

9199 W Black Eagle Drive, Boise ID 83709

Zoom: <https://idla.zoom.us/j/2083420207>

Meeting ID: 208 342 0207

November 3, 2026

- | | |
|------------|---|
| 12:00 p.m. | Lunch |
| 12:30 p.m. | Fiscal Audit Presentation - Mr. Dan Coleman, Quest CPA's |
| 1:00 p.m. | Clarity Overview - Ms. Julie Patterson & Mr. Zach Grammon |
| 1:30 p.m. | 2027 Legislative Prep Session |

2:00 p.m.	Adjourn / Break
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2:15 p.m.	Business Meeting
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IDLA Board of Directors

November 3, 2026
Working Session

Fiscal Audit Presentation

Mr. Dan Coleman, Quest CPAs

Idaho Digital Learning Academy

Audited Financial Statements

Year Ended June 30, 2026



IDAHO DIGITAL LEARNING ACADEMY

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Independent Auditor's Report

Board of Directors
Idaho Digital Learning Academy

Report on the Audit of the Financial Statements

Qualified and Unmodified Opinions

We have audited the accompanying financial statements of the governmental activities and each major fund of Idaho Digital Learning Academy (the Organization) as of and for the year ended June 30, 2026, and the related notes to the financial statements, which collectively comprise the Organization's basic financial statements as listed in the table of contents.

Qualified Opinion on the Governmental Activities

In our opinion, except for the effects of the matter described in the Matter Giving Rise to the Qualified Opinion on the Governmental Activities section of our report, the financial statements referred to above present fairly, in all material respects, the financial position of the governmental activities of the Organization, as of June 30, 2026, and the changes in financial position thereof for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Unmodified Opinions on All Other Opinion Units Described Below

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of each major fund of the Organization as of June 30, 2026, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Qualified and Unmodified Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Matter Giving Rise to the Qualified Opinion on the Governmental Activities

Management has elected not to adopt the provisions of GASB 75 *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*. Accounting principles generally accepted in the United States of America require recognition and measurement of an asset or liability, deferred outflows of resources, deferred inflows of resources, and expenses related to the other postemployment benefits as well as note disclosures and required supplementary information. The amount by which the departure would affect net position, assets, liabilities, deferred outflows of resources, deferred inflows of resources, expenses, note disclosures, and required supplementary information has not been determined.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the budgetary comparison schedules, schedule of employer's share of net pension asset and liability and schedule of employer contributions listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, and historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Management has not included the management's discussion and analysis information that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such information, although not part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, and historical context. Our opinion on the basic financial statements is not affected by not including this information.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated September 18, 2026, on our consideration of the Organization's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Organization's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control over financial reporting and compliance.

Quest CPAs PLLC

Payette, Idaho
September 18, 2026

IDAHO DIGITAL LEARNING ACADEMY

Statement of Net Position

June 30, 2026

	Governmental Activities
Assets	
Current Assets	
Cash & Investments	\$8,944,256
Accounts Receivable	176,778
Prepaid Expenses	322,424
Total Current Assets	<u>9,443,458</u>
Noncurrent Assets	
Depreciable/Amortizable Net Capital Assets	<u>406,983</u>
Total Noncurrent Assets	<u>406,983</u>
Total Assets	<u>9,850,441</u>
 Deferred Outflows of Resources	
Pension Deferred Outflows	<u>1,628,241</u>
Total Deferred Outflows of Resources	<u>1,628,241</u>
Total Assets and Deferred Outflows of Resources	<u><u>\$11,478,682</u></u>
 Liabilities	
Current Liabilities	
Accounts Payable	\$0
Long-Term Liabilities, Current	<u>506,099</u>
Total Current Liabilities	<u>506,099</u>
Noncurrent Liabilities	
Long-Term Liabilities, Noncurrent	<u>4,142,856</u>
Total Noncurrent Liabilities	<u>4,142,856</u>
Total Liabilities	<u>4,648,955</u>
 Deferred Inflows of Resources	
Pension Deferred Inflows	<u>1,644,666</u>
Total Deferred Inflows of Resources	<u>1,644,666</u>
Total Liabilities and Deferred Inflows of Resources	<u>6,293,621</u>
 Net Position	
Net Investment in Capital Assets	(28,874)
Unrestricted	<u>5,213,935</u>
Total Net Position	<u>5,185,061</u>
Total Liabilities and Net Position	<u><u>\$11,478,682</u></u>

IDAHO DIGITAL LEARNING ACADEMY

Statement of Activities
Year Ended June 30, 2026

Functions/Programs	Expenses	Program Revenues			Net (Expense) Revenue And Changes in Net Position
		Charges For Services	Operating Grants And Contributions	Capital Grants And Contributions	Governmental Activities
Governmental Activities					
Supervision and Instruction	\$14,779,983	\$1,005,214			(\$13,774,769)
Elementary	1,767,471	132,493			(1,634,978)
Curriculum	2,363,416	177,166			(2,186,250)
District Programs	1,975,477	148,086			(1,827,391)
Technology	5,036,499	377,546			(4,658,953)
Operations	1,956,787	144,520			(1,812,267)
Total	<u>\$27,879,633</u>	<u>\$1,985,025</u>	<u>\$0</u>	<u>\$0</u>	<u>(25,894,608)</u>
General Revenues					
Local Revenue					708,581
State Revenue					<u>25,229,275</u>
Total					<u>25,937,856</u>
Change in Net Position					43,248
Net Position - Beginning					<u>5,141,813</u>
Net Position - Ending					<u>\$5,185,061</u>

IDAHO DIGITAL LEARNING ACADEMY

Balance Sheet - Governmental Funds
June 30, 2026

Page 1 of 2

	General Fund
Assets	
Cash & Investments	\$8,944,256
Accounts Receivable	176,778
Prepaid Expenditures	322,424
Total Assets	\$9,443,458
Liabilities	
Accounts Payable	\$0
Total Liabilities	0
Fund Balances	
Nonspendable	322,424
Unassigned	9,121,034
Total Fund Balances	9,443,458
Total Liabilities and Fund Balances	\$9,443,458

IDAHO DIGITAL LEARNING ACADEMY

Balance Sheet - Governmental Funds

June 30, 2026

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**Reconciliation of Total Governmental Fund Balances to Net Position
of Governmental Activities**

Total Governmental Fund Balances	\$9,443,458
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Amounts reported for governmental activities in the statement of net position are different because:

Capital assets used in governmental activities are not financial resources and therefore are not reported in the funds.	406,983
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Certain long-term liabilities are not due and payable in the current period and therefore are not reported in the funds.	(849,892)
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Pension deferred outflows/inflows are not due and payable in the current period and therefore are not reported in the funds.	(3,815,488)
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Net Position of Governmental Activities	<u><u>\$5,185,061</u></u>
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IDAHO DIGITAL LEARNING ACADEMY
Statement of Revenues, Expenditures, and Changes in
Fund Balances - Governmental Funds
Year Ended June 30, 2026

Page 1 of 2

	General Fund
Revenues	
Local Revenue	\$2,693,606
State Revenue	<u>25,229,275</u>
Total Revenues	<u>27,922,881</u>
Expenditures	
Supervision and Instruction	13,409,636
Elementary	1,767,471
Curriculum	2,363,416
District Programs	1,975,477
Technology	5,036,499
Operations	<u>1,927,913</u>
Total Expenditures	<u>26,480,412</u>
Net Change in Fund Balances	1,442,469
Fund Balances - Beginning	<u>8,000,989</u>
Fund Balances - Ending	<u><u>\$9,443,458</u></u>

IDAHO DIGITAL LEARNING ACADEMY
Statement of Revenues, Expenditures, and Changes in
Fund Balances - Governmental Funds
Year Ended June 30, 2026

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**Reconciliation of the Statement of Revenues, Expenditures, and Changes
in Fund Balances - Governmental Funds to the Statement of Activities**

Net Change in Fund Balances - Total Governmental Funds	\$1,442,469
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Amounts reported for governmental activities in the statement of activities are different because:

Government funds report capital outlays as expenditures. However, in the statement of activities the cost of those assets is allocated over their estimated useful lives as depreciation expense or allocated over the appropriate term as amortization expense. This is the excess of capital outlays over (under) depreciation/amortization expense in the current period.	(101,746)
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Repayment of long-term liability principal is an expenditure in the governmental funds, but the repayment reduces long-term liabilities in the statement of net position.	72,872
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In the statement of activities, compensated absences are accrued when earned, but the expenditure is reported when due in the governmental funds.	(68,831)
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Changes in net pension asset/liability and related pension deferred outflows/inflows do not provide or require current financial resources and therefore are not reflected in the funds.	(1,301,516)
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Change in Net Position of Governmental Activities	<u><u>\$43,248</u></u>
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IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

A. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Reporting Entity – Idaho Digital Learning Academy (the Organization) was created by the Idaho State Legislature (Title 33 Chapter 55) to provide supplemental online learning opportunities for students across the state of Idaho. The Organization is governed by a Board of Directors who are responsible for its development and oversight as outlined in section 33-5503 of Idaho code. These financial statements are prepared in accordance with generally accepted accounting principles (GAAP) as applied to special purpose government entities. The governmental accounting standards board (GASB) is responsible for establishing GAAP for state and local governments through its pronouncements (statements and interpretations). The more significant accounting policies established in GAAP and used by the Organization are discussed below.

Basic Financial Statements - Government-Wide Statements – The Organization’s basic financial statements include both government-wide (reporting the Organization as a whole) and fund financial statements (reporting the Organization’s major funds). Both government-wide and fund financial statements categorize primary activities as either governmental or business type. Currently, all the Organization’s activities are categorized as governmental activities.

In the government-wide statement of net position, the activities columns (a) are presented on a consolidated basis by column, (b) and are reported on a full accrual, economic resource basis, which recognizes all long-term assets and receivables as well as long-term debt and obligations.

The government-wide statement of activities reports both the gross and net cost of each of the Organization’s functions. The functions are also supported by general government revenues as reported in the statement of activities. The statement of activities reduces gross expenses (including depreciation when recorded) by related program revenues and operating and capital grants. Program revenues must be directly associated with the function. Internal activity between funds is eliminated in the government-wide statement of activities. Operating grants include operating-specific and discretionary (either operating or capital) grants while the capital grants column reports capital-specific grants.

The net costs (by function) are normally covered by general revenues.

As the Organization has only one function (providing supplemental online learning) which is reported in one fund, all expenses are considered direct and, accordingly, there is no allocation of indirect costs.

The government-wide focus is more on the sustainability of the Organization as an entity and the change in the Organization’s net position resulting from the current year’s activities. Fiduciary funds are not included in the government-wide statements.

Basic Financial Statements - Fund Financial Statements – The financial transactions of the Organization are reported in individual funds in the fund financial statements. Each fund is accounted for by providing a separate set of self-balancing accounts that comprises its assets, deferred outflows of resources, liabilities, deferred inflows of resources, fund equity, revenues and expenditures/expenses.

The emphasis in fund financial statements is on the major funds. Nonmajor funds by category are summarized into a single column. Generally accepted accounting principles set forth minimum criteria (percentage of assets and deferred outflows of resources, liabilities and deferred inflows of resources, revenues or expenditures/expenses of the funds) for the determination of major funds.

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

The focus of the governmental funds' measurement (in the fund statements) is upon determination of financial position and changes in financial position (sources, uses, and balances of financial resources) rather than upon net income. Major governmental funds of the Organization include:

General Fund – The general fund is the Organization's primary operating fund. It is used to account for all financial resources except those required to be accounted for in another fund.

Basis of Accounting – Basis of accounting refers to the point at which revenues or expenditures/expenses are recognized in the accounts and reported in the financial statements. It relates to the timing of the measurements made regardless of the measurement focus applied.

Activities in the government-wide and fiduciary fund financial statements are presented on the full accrual basis of accounting. Revenues are recognized when earned and expenses are recognized when incurred.

The governmental funds financial statements are presented on the modified accrual basis of accounting. Under the modified accrual basis of accounting, revenues are recorded when susceptible to accrual (when they become both measurable and available). "Measurable" means the amount of the transaction can be determined and "available" means collectible within the current period or within sixty days after year end. Expenditures are recorded when the related fund liability is incurred. Exceptions to this general rule include principal and interest on long-term debt which, if any, are recognized when due and payable.

Investments – Investments are measured using the market approach and include the local government investment pool, reported and measured at amortized cost following the provisions of GASB 79 which provide for consistent measurement of investment value amongst pool participants.

Receivables – Receivables are reported net of any estimated uncollectible amounts.

Inventories – Material supplies on hand at year end are stated at the lower of cost or net realizable value using the first-in, first-out method.

Capital Assets and Depreciation – Capital assets purchased or acquired with an original cost of \$10,000 or more are reported at historical cost or estimated historical cost. Contributed assets are reported at acquisition value as of the date received. Additions, improvements and other capital outlays that significantly extend the useful life of an asset are capitalized. Other costs incurred for repairs and maintenance are expensed as incurred. Depreciation over the estimated useful lives of depreciable assets is recorded using the straight line method.

Leases/SBITAs and Amortization – Material long-term leases and subscription-based information technology arrangements (SBITAs) are reported in accordance with the provisions of GASB 87 *Leases* and GASB 96 *SBITAs*. When incurred, amortization over the appropriate lease or SBITA term is recorded using the straight-line method.

Pensions – For purposes of measuring the net pension asset/liability and pension revenue/expense, information about the fiduciary net position of the Public Employee Retirement System of Idaho Base Plan (the Base Plan) and additions to/deductions from the Base Plan's fiduciary net position have been determined on the same basis as they are reported by the Base Plan. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value. Pension obligations will be paid by the fund in which the employee works.

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

Deferred Outflows/Inflows of Resources – The Organization’s financial statements may report deferred outflows/inflows of resources. Deferred outflows of resources represent a consumption of net assets that apply to a future period. Deferred inflows of resources represent an acquisition of net assets that apply to a future period. Deferred outflows/inflows of resources generally represent amounts that are not available in the current period.

Net Position – Net position is assets plus deferred outflows of resources less liabilities less deferred inflows of resources. The net investment in capital assets component of net position consists of the historical cost of capital assets less accumulated depreciation less any outstanding debt that was used to finance those assets plus deferred outflows of resources less deferred inflows of resources related to those assets. Restricted net position consists of assets that are restricted by creditors, grantors, contributors, legislation, and other parties. All other net position not reported as restricted or net investment in capital assets is reported as unrestricted.

Fund Balance Classifications – Restrictions of the fund balance indicate portions that are legally or contractually segregated for a specific future use. Nonspendable portions of the fund balance are those amounts that cannot be spent because they are in a nonspendable form or because they are legally or contractually required to be maintained intact. Committed portions represent amounts that can only be used for specific purposes pursuant to formal action (i.e. board approval) of the reporting entity’s governing body. Assigned portions represent amounts that are constrained by the government’s intent to be used for a specific purpose. Remaining fund balances are reported as unassigned. When expenditures are incurred that qualify for either restricted or unrestricted resources, the Organization first utilizes restricted resources. When expenditures are incurred that qualify for either committed or assigned or unassigned resources, the Organization first utilizes committed resources then assigned resources before using unassigned resources.

Contingent Liabilities – Amounts received or receivable from grantor agencies are subject to audit and adjustment by grantor agencies. Any disallowed claims, including amounts already collected, may constitute a liability of the applicable funds. The amount, if any, of expenditures which may be disallowed by the grantor cannot be determined at this time although the Organization expects such amounts, if any, to be immaterial.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Custodial Credit Risk – The Organization maintains its cash at insured financial institutions. Periodically, balances may exceed federally insured limits. The Organization does not have a formal policy concerning custodial credit risk.

Risk Management – The Organization is exposed to various risks related to its operations. Insurance is utilized to the extent practical to minimize these risks.

Subsequent Events – Subsequent events were evaluated through the date of the auditor’s report, which is the date the financial statements were available to be issued.

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

B. CASH AND INVESTMENTS

Cash and investments consist of the following at year end:

Cash - Deposits	\$708,619
Investments - Local Gov't Investment Pool	8,235,637
Total	<u><u>\$8,944,256</u></u>

Deposits – At year end, the carrying amounts of the Organization’s deposits were \$708,619 and the bank balances were \$1,461,019. Of the bank balances, \$250,000 was insured and the remainder was uninsured and uncollateralized.

Considerations for interest rate risk and credit rate risk relating to investments are shown below.

Interest rate risk:

Investment Type	Investment Maturity Schedule (In Years)	
	Less Than 1	Total
Local Gov't Invest Pool	\$8,235,637	\$8,235,637
Total	<u><u>\$8,235,637</u></u>	<u><u>\$8,235,637</u></u>

Credit rate risk:

Investment Type	Investment Rating Schedule	
	Not Rated	Total
Local Gov't Invest Pool	\$8,235,637	\$8,235,637
Total	<u><u>\$8,235,637</u></u>	<u><u>\$8,235,637</u></u>

Investments – State statutes authorize government entities to invest in certain bonds, notes, accounts, investment pools, and other obligations of the state, U.S. Treasury, and U.S. corporations pursuant to Idaho Code 67-1210 and 67-1210A. These statutes are designed to help minimize the custodial risk that deposits may not be returned in the event of the failure of the issuer or other counterparty, interest rate risk resulting from fair value losses arising from rising interest rates, or credit risks that an issuer or other counterparty will not fulfill its obligations. The Organization’s investment policy complies with state statutes.

The local government investment pool is managed by the state treasurer's office and is invested in accordance with state statutes and regulations. The local government investment pool is not registered with the SEC and is a short-term investment pool. The state treasurer’s office investment policy for the local government investment pool includes the following three primary objectives in order of priority: safety, liquidity, and yield. Participants have overnight availability to their funds, up to \$10 million. Withdrawals of \$10 million or more require three business days’ notification. More information on the local governmental investment pool including regulatory information, ratings, and risk information can be found at www.sto.idaho.gov.

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

C. RECEIVABLES

Receivables consist of the following at year end:

	<u>General Fund</u>	<u>Total</u>
Local Sources		
Other Local Sources	\$176,778	\$176,778
Total	<u>\$176,778</u>	<u>\$176,778</u>

D. CAPITAL ASSETS

A summary of capital assets for the year is as follows:

	<u>Beginning Balance</u>	<u>Increases</u>	<u>Decreases</u>	<u>Ending Balance</u>
Depreciable/Amortizable Capital Assets				
Leased Building	\$508,729	\$0	\$0	\$508,729
Subtotal	<u>508,729</u>	<u>0</u>	<u>0</u>	<u>508,729</u>
Accumulated Amortization				
Leased Building	0	101,746	0	101,746
Subtotal	<u>0</u>	<u>101,746</u>	<u>0</u>	<u>101,746</u>
Total	<u>508,729</u>	<u>(101,746)</u>	<u>0</u>	<u>406,983</u>
 Net Capital Assets	 <u>\$508,729</u>	 <u>(\$101,746)</u>	 <u>\$0</u>	 <u>\$406,983</u>

Amortization expense of \$101,746 was charged to the operations program.

E. LONG-TERM LIABILITIES

At year end, the Organization had a lease as follows:

Lease for facilities for 5 years starting July 2025, due in monthly payments whose annual total ranges from \$121,120 to \$136,322, with interest at 7.50%, paid through the general fund.	\$435,857
Total	<u>\$435,857</u>

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

Future lease payments are estimated as follows:

Year Ended	Principal	Interest	Total
6/30/27	\$92,064	\$32,689	\$124,753
6/30/28	102,712	25,784	128,496
6/30/29	114,270	18,081	132,351
6/30/30	126,811	9,511	136,322
Total	\$435,857	\$86,065	\$521,922

Changes in long-term liabilities are as follows:

Description	Beginning Balance	Increases	Decreases	Ending Balance	Due Within One Year
Facilities Lease - Sundance	\$508,729	\$0	\$72,872	\$435,857	\$92,064
Comp. Absences	345,204	491,138	422,307	414,035	414,035
Net Pension Liability	4,247,178	0	448,115	3,799,063	0
Total	\$5,101,111	\$491,138	\$943,294	\$4,648,955	\$506,099

Interest during the year amounted to \$38,155 and was charged to the operations program. Compensated absences are paid through the general fund.

F. PENSION PLAN

Plan description

The Organization contributes to the Base Plan which is a cost-sharing multiple-employer defined benefit pension plan administered by Public Employee Retirement System of Idaho (PERSI or System) that covers substantially all employees of the State of Idaho, its agencies and various participating political subdivisions. The cost to administer the plan is financed through the contributions and investment earnings of the plan. PERSI issues a publicly available financial report that includes financial statements and the required supplementary information for PERSI. That report may be obtained on the PERSI website at www.persi.idaho.gov.

Responsibility for administration of the Base Plan is assigned to the Board comprised of five members appointed by the Governor and confirmed by the Idaho Senate. State law requires that two members of the Board be active Base Plan members with at least ten years of service and three members who are Idaho citizens not members of the Base Plan except by reason of having served on the Board.

Pension benefits

The Base Plan provides retirement, disability, death and survivor benefits of eligible members or beneficiaries. Benefits are based on members' years of service, age, and highest average salary. Members become fully vested in their retirement benefits with five years of credited service (5 months for elected or appointed officials). Members are eligible for retirement benefits upon attainment of the ages specified for their employment classification. The annual service retirement allowance for each month of credited service is 2.0% of the average monthly salary for the highest consecutive 42 months.

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

The benefit payments for the Base Plan are calculated using a benefit formula adopted by the Idaho Legislature. The Base Plan is required to provide a 1% minimum cost of living increase per year provided the Consumer Price Index increases 1% or more. The PERSI Board has the authority to provide higher cost of living increases to a maximum of the Consumer Price Index movement or 6%, whichever is less; however, any amount above the 1% minimum is subject to review by the Idaho Legislature.

Member and employer contributions

Member and employer contributions paid to the Base Plan are set by statute and are established as a percent of covered compensation. Contribution rates are determined by the PERSI Board within limitations, as defined by state law. The Board may make periodic changes to employer and employee contribution rates (expressed as percentages of annual covered payroll) that are adequate to accumulate sufficient assets to pay benefits when due.

The contribution rates for employees are set by statute at 60% of the employer rate for general members and school employee members. As of June 30, 2025 it was 7.18% for general members and 8.08% for school employee members. The employer contribution rate as a percent of covered payroll is set by the Retirement Board and was 11.96% for general members and 13.48% for school employee members. The Organization's contributions were \$912,331 for the year ended June 30, 2026.

Pension asset/liabilities, pension revenue (expense), and deferred outflows/inflows of resources related to pensions

At June 30, 2026, the Organization reported a liability for its proportionate share of the net pension liability. The net pension liability was measured as of June 30, 2025, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date. The Organization's proportion of the net pension liability was based on the Organization's share of contributions in the Base Plan pension plan relative to the total contributions of all participating PERSI Base Plan employers. At June 30, 2025, the Organization's proportion was .15710536%.

For the year ended June 30, 2026, the Organization recognized pension revenue (expense) of (\$2,213,847). At June 30, 2026, the Organization reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$715,910	
Changes in assumptions or other inputs		\$668,055
Difference between projected and actual earnings on pension plan investments		976,611
Employer contributions subsequent to the measurement date	912,331	
Total	<u>\$1,628,241</u>	<u>\$1,644,666</u>

\$912,331 reported as deferred outflows of resources related to pensions resulting from Organization contributions made subsequent to the measurement date will be recognized as an adjustment to the pension revenue (expense) in the year ending June 30, 2027.

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

The average of the expected remaining service lives of all employees that are provided with pensions through the System (active and inactive employees) determined at the beginning of the measurement period ended June 30, 2025 was calculated at 4.4 years.

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension revenue (expense) as follows:

Year Ended	
6/30/27	(\$649,756)
6/30/28	634,937
6/30/29	581,043
6/30/30	362,532
Total	\$928,756

Actuarial assumptions

Valuations are based on actuarial assumptions, the benefit formulas, and employee groups. Level percentages of payroll normal costs are determined using the Entry Age Normal Cost Method. Under the Entry Age Normal Cost Method, the actuarial present value of the projected benefits of each individual included in the actuarial valuation is allocated as a level percentage of each year's earnings of the individual between entry age and assumed exit age. The Base Plan amortizes any unfunded actuarial accrued liability based on a level percentage of payroll. The maximum amortization period for the Base Plan permitted under Section 59-1322, Idaho Code, is 25 years.

The total pension liability in the June 30, 2025 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.40%
Salary increases including inflation	3.15%
Investment rate of return, net of investment expenses	6.55%
Cost-of-living (COLA) adjustments	1.00%

Contributing members, service retirement members, and beneficiaries

General Employees and All Beneficiaries - Males	Pub-2010 General Tables, increased 11%
General Employees and All Beneficiaries - Females	Pub-2010 General Tables, increased 21%
Teachers - Males	Pub-2010 Teacher Tables, increased 12%
Teachers - Females	Pub-2010 Teacher Tables, increased 21%
Fire & Police - Males	Pub-2010 Safety Tables, increased 21%
Fire & Police - Females	Pub-2010 Safety Tables, increased 26%
	5% of Fire & Police active member deaths are assumed to be duty related. This assumption was adopted July 1, 2021.
Disabled Members - Males	Pub-2010 Disabled Tables, increased 38%
Disabled Members - Females	Pub-2010 Disabled Tables, increased 36%

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

The long-term expected rate of return on pension plan investments was determined using the building block approach and a forward-looking model in which best estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Even though history provides a valuable perspective for setting the investment return assumption, the System relies primarily on an approach which builds upon the latest capital market assumptions. Specifically, the System uses consultants, investment managers and trustees to develop capital market assumptions in analyzing the System's asset allocation. The assumptions and the System's formal policy for asset allocation are shown below. The formal asset allocation policy is somewhat more conservative than the current allocation of System's assets.

The best-estimate range for the long-term expected rate of return is determined by adding expected inflation to expected long-term real returns and reflecting expected volatility and correlation. The capital market assumptions are as of 2025.

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Large Cap US Equity	22%	4.75%
Small/Mip Cap US Equity	10%	4.95%
International Equity	11%	4.75%
Emerging Markets Equity	11%	4.95%
Domestic Fixed	20%	2.25%
TIPS	10%	2.05%
Core Real Estate	8%	3.75%
Private Equity	8%	6.00%

Discount rate

The discount rate used to measure the total pension liability was 6.55%. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contribution rate. Based on these assumptions, the pension plans' net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension asset. The long-term expected rate of return was determined net of pension plan investment expense but without reduction for administrative expense.

Sensitivity of the Organization's proportionate share of the net pension liability to changes in the discount rate.

The following presents the Organization's proportionate share of the net pension liability calculated using the discount rate of 6.55%, as well as what the Organization's proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate:

IDAHO DIGITAL LEARNING ACADEMY
Notes to Financial Statements

	1% Decrease	Current	1% Increase
	(5.55%)	Discount Rate	(7.55%)
	(5.55%)	(6.55%)	(7.55%)
Organization's proportionate share of the net pension liability (asset)	\$9,140,565	\$3,799,063	(\$564,706)

Pension plan fiduciary net position

Detailed information about the pension plan's fiduciary net position is available in the separately issued PERSI financial report.

PERSI issues a publicly available financial report that includes financial statements and the required supplementary information for PERSI. That report may be obtained on the PERSI website at www.persi.idaho.gov.

Impact on the Organization's net position

Depending on the annual performance of the Base Plan and the various non-financial factors that affect the collective Base Plan net pension liability (as described above), the Organization may periodically experience a deficit in its net position. This can occur as a result of recording the Organization's allocable portion of the net pension liability which is an estimated liability that changes substantially from year to year depending on the factors described above but does not currently require cash outflows. As the net pension liability of the Base Plan is closely monitored by PERSI's board (who makes changes to the contribution rates and other terms of the Base Plan when deemed necessary), such deficits are not deemed to be of substantial concern.

IDAHO DIGITAL LEARNING ACADEMY

Budgetary Comparison Schedule - General and Major Special Revenue Funds Year Ended June 30, 2026

General Fund	Budgeted Amounts (GAAP Basis)		Original Budget Variance With Final Budget Over (Under)	Actual Amounts	Final Budget Variance With Actual Amounts Over (Under)
	Original	Final			
Revenues					
Local Revenue	\$2,079,600	\$2,664,600	\$585,000	\$2,693,606	\$29,006
State Revenue	24,252,500	25,229,275	976,775	25,229,275	0
Total Revenues	<u>26,332,100</u>	<u>27,893,875</u>	<u>1,561,775</u>	<u>27,922,881</u>	<u>29,006</u>
Expenditures					
Supervision and Instruction	12,829,518	13,149,925	320,407	13,409,636	259,711
Elementary	2,099,699	1,781,843	(317,856)	1,767,471	(14,372)
Curriculum	2,312,866	2,354,358	41,492	2,363,416	9,058
District Programs	2,002,579	1,919,083	(83,496)	1,975,477	56,394
Technology	5,104,632	5,065,837	(38,795)	5,036,499	(29,338)
Operations	1,874,257	1,856,591	(17,666)	1,927,913	71,322
Total Expenditures	<u>26,223,551</u>	<u>26,127,637</u>	<u>(95,914)</u>	<u>26,480,412</u>	<u>352,775 *</u>
Net Change in Fund Balances	108,549	1,766,238	1,657,689	1,442,469	(323,769)
Fund Balances - Beginning	<u>7,754,268</u>	<u>8,000,989</u>	<u>246,721</u>	<u>8,000,989</u>	<u>0</u>
Fund Balances - Ending	<u>\$7,862,817</u>	<u>\$9,767,227</u>	<u>\$1,904,410</u>	<u>\$9,443,458</u>	<u>(\$323,769)</u>
<i>*Total expenditures over (under) appropriations are:</i>					<u>\$352,775</u>

NOTE:

A. Significant Variances - Variances between the original and final budget arise when budget amendments are made to better estimate revenues and expenditures. Variances between the final budget and actual amounts result from unanticipated revenues and expenditures as well as final updates to revenue allocations and budget category utilization.

IDAHO DIGITAL LEARNING ACADEMY
Schedule of Employer's Share of Net Pension Asset and Liability
and Schedule of Employer Contributions
PERSI - Base Plan

Schedule of Employer's Share of Net Pension Asset and Liability*

Fiscal Year Ended June 30	Employer's Portion of the Net Pension (Asset) Liability	Employer's Proportionate Share of the Net Pension (Asset) Liability	Covered Payroll	Employer's Proportional Share of the Net Pension (Asset) Liability as a Percentage of Covered Payroll	Plan Fiduciary Net Position as a Percentage of the Total Pension (Asset) Liability
2017	0.09107550%	\$1,846,240	\$2,393,781	77.13%	87.26%
2018	0.09460500%	\$1,487,028	\$2,663,684	55.83%	90.68%
2019	0.08982120%	\$1,324,878	\$2,938,366	45.09%	91.69%
2020	0.10552310%	\$1,204,517	\$2,889,876	41.68%	93.79%
2021	0.09940250%	\$2,308,257	\$3,539,606	65.21%	88.22%
2022	0.15777608%	(\$124,608)	\$5,887,990	-2.12%	100.36%
2023	0.13610063%	\$5,360,675	\$5,160,494	103.88%	83.09%
2024	0.11485164%	\$4,583,351	\$4,883,392	93.86%	83.83%
2025	0.11354133%	\$4,247,178	\$5,564,240	76.33%	85.54%
2026	0.15710536%	\$3,799,063	\$8,075,736	47.04%	90.89%

*As of the measurement date of the net pension (asset) liability.

Schedule of Employer Contributions

Fiscal Year Ended June 30	Actuarially Determined Contribution	Contributions in Relation to Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a Percentage of Covered Payroll
2017	\$301,529	\$301,529	\$0	\$2,663,684	11.32%
2018	\$332,623	\$332,623	\$0	\$2,938,366	11.32%
2019	\$327,134	\$327,134	\$0	\$2,889,876	11.32%
2020	\$422,629	\$422,629	\$0	\$3,539,606	11.94%
2021	\$703,026	\$703,026	\$0	\$5,887,990	11.94%
2022	\$616,163	\$616,163	\$0	\$5,160,494	11.94%
2023	\$583,077	\$583,077	\$0	\$4,883,392	11.94%
2024	\$622,082	\$622,082	\$0	\$5,564,240	11.18%
2025	\$965,858	\$965,858	\$0	\$8,075,736	11.96%
2026	\$912,331	\$912,331	\$0	\$7,628,186	11.96%



**Independent Auditor's Report on Internal Control Over Financial Reporting
and on Compliance and Other Matters Based on an Audit of Financial Statements
Performed in Accordance With *Government Auditing Standards***

Board of Directors
Idaho Digital Learning Academy

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Idaho Digital Learning Academy (the Organization), as of and for the year ended June 30, 2026, and the related notes to the financial statements, which collectively comprise the Organization's basic financial statements, and have issued our report thereon dated September 18, 2026. In our report, we expressed a qualified opinion on the governmental activities as management has elected not to adopt the provisions of GASB 75 *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Organization's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, we do not express an opinion on the effectiveness of the Organization's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that have not been identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Organization's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws,

regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Organization's internal control or compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control over financial reporting and compliance. Accordingly, this communication is not suitable for any other purpose.

Quest CPAs PLLC

Payette, Idaho
September 18, 2026

Clarity Overview

Ms. Julie Patterson and Mr. Zach Grammon,
IDLA

The IDLA Data Team

- Who we are
- What we do
- Updates
- Up Next for Data

Who we are



Marsha Baker

- workflow wizard
- product prophet



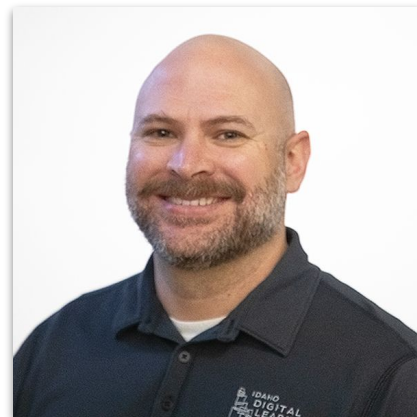
Tonya Robbins

- query chiropractor
- data magistrate



Megan Dembi

- question architect
- chaos cartographer



Zach Grammon

- binary welder
- data futurologist

What we do

We equip IDLA and its school partners with **trusted data** and **practical tools** to support every student and strengthen the quality of Idaho-built digital learning.



Clarity

We provide clarity into near real-time data on day-to-day processes of students, courses, and



Insight

We provide insights into patterns, trends, and experiences for leadership and stakeholders.



Workflows

We provide high-leverage workflow apps to support our staff in

As a Site Coordinator, I want to check on my students all in one place.



STUDENT PULSE MARKER - Site Coordinator

Date: 10/29/26



Site Coordinat... (1) ▾ SC Type ▾ Course ▾ Session ▾ Program ▾ Duration ▾ Student ▾ Stu Status:... (2) ▾ Stu Type ▾ Adv Opp ▾

Orientation

Early Actions

Main Course Actions

Late Actions

Student Pulse

Student Profile

(Last Updated On: 10/29/26 07:10 AM MT)

STUDENT PULSE

LEGEND: Non-Flex Only (^) , Flex Only (*)

Current Grade ▾

Grad Year ▾

School ▾

Site Coordinator ▾

Reset Filter(s)

Student ① ▲	Course ② ▲	New To IDLA	Current Grade	Last Activity	Avg Days/Week	^# Missing Assignments
[REDACTED]	German 1A - Sec 1 - Late Fall 2026	N	88.31	10/27/26 10:54 PM	3.89	3
[REDACTED]	Business Computer Applications 1 with Microsoft - Sec 1 - Late Fall 20...		65.28	10/27/26 11:44 PM	2.96	0
[REDACTED]	German 1B - Sec 1 - Late Fall 2026		80.24	10/27/26 10:14 AM	3.27	2
[REDACTED]	Anatomy and Physiology A - Sec 1 - Late Fall 2026		83.6	10/26/26 04:05 PM	2.02	0
[REDACTED]	English 11A - Sec 1 - Late Fall 2026		80.47	10/16/26 01:01 PM	2.18	0
[REDACTED]	Medical Terminology - Sec 1 - Late Fall 2026		88.08	10/26/26 03:33 PM	2.02	1
[REDACTED]	Zoology - Sec 2 - Late Fall 2026		62.45	10/27/26 11:04 AM	1.71	1
[REDACTED]	Spanish 2A - Sec 1 - Late Fall 2026	N	74.69	10/15/26 01:17 PM	0.93	9

As a parent, I want to help my student identify which assignments to focus on to get caught up.

6:24

72

<

Jenaya's Assignments
Algebra 1A - FX

Status

Potential Gain

Released

Potential Gain: 6.73%

U7T1: Exponents Test

-/33

Due Date: Dec 4, 2026

Graded

Potential Gain: 5.91%

U3T1: Functions Test

0/29

Due Date: Dec 4, 2026

Graded

Potential Gain: 5.10%

U4T1: Graphing Equations Test
(Proctored)

0/25

Due Date: Dec 4, 2026

Graded

Potential Gain: 5.10%

U5T1: Different Equation Forms Test

0/25

Due Date: Dec 4, 2026

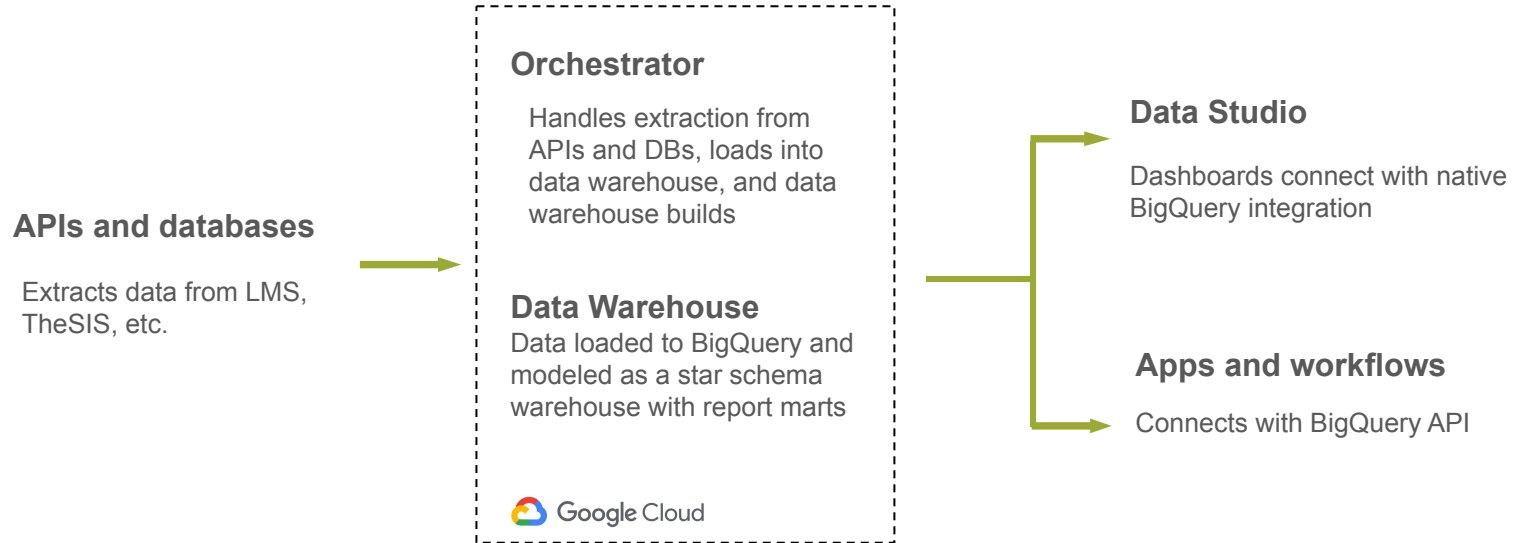
Released

Potential Gain: 5.99%

Snapshot

Profile

Updates: but first, a quick Data Platform recap



Updates: A Summer of Efficiency

In Summer of 2026, our team...

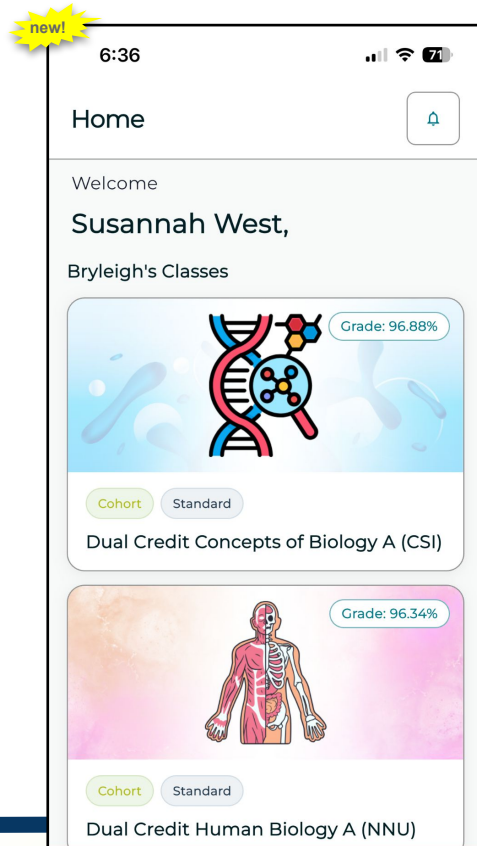
- right-sized architecture
- cleaned up infrastructure
- restructured data flows
- reduced scan size

Results:

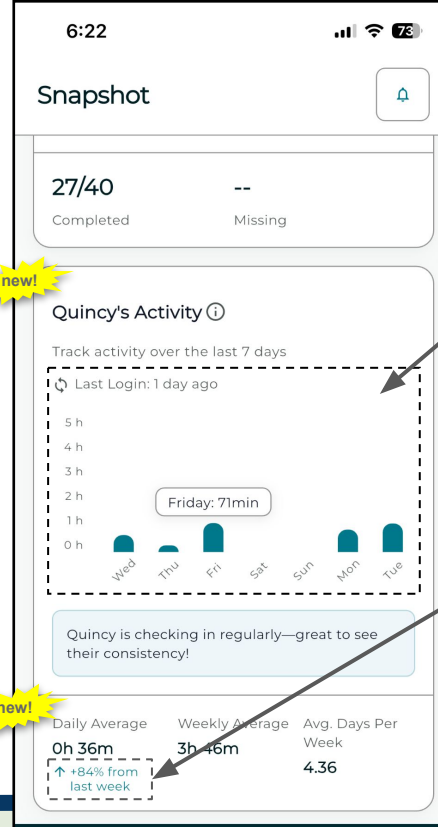
\$140k → **\$66k**



Updates: A new Parent App release!



→ A redesign and enhancement of the original Parent app



→ Weekly activity chart with a quick view of daily time spent within the course for that week

→ Trends comparing course activity this week to last week

Up Next for Data: A Supervision App

Walkthrough Workbench | Preview | Milestone 13 - Teacher history workspace | View as: Supervisor | Principal | Teacher | EN | Emmy No

ALGEBRA 1A - SEC 2 - EARLY FALL 2026 ALG101.2.AUG16.26

Alan Turing

Cohort | Class size 32 | Course: Completed

Early Fall | AUG16.26 - 2026-08-24 to 2026-12-18 - 4 walkthroughs expected - Emmy Noether - Synthetic scenario as of 2027-01-20

< All my teachers

Available | Recurring scheduling and coverage

Right now
Completed course - final review 2026-12-18 - 4 of 4 walkthroughs signed off

CHECKPOINTS | In course order

- ✓ **Initial Course Setup**
Before 2026-08-24
- ✓ **Walkthrough 1**
2026-09-14
Exception: leave 2026-09-10 to 09-17 - approved
- ✓ **Walkthrough 2**
2026-10-16
- ✓ **Walkthrough 3**
2026-11-20
- ✓ **Final walkthrough**
4 of 4 - 2026-12-18
- ✓ **End of course**
Completed 2026-12-21

Available | Walkthrough evidence

CHECKPOINT 3 - 2026-10-16
Walkthrough 2 ✓ Signed off
Alan Turing - Algebra 1A - Early Fall - AUG16.26 - 2026-08-24 to 2026-12-18 - walkthrough 2 of 4

✎ Signed 2026-10-16 - snapshot - snap_alan_vt2 - revision 1

Evaluated as of 2026-10-16 14:22 UTC - ruleset 2026-27_v3f9a12 - Evidence unavailable for 2 criteria; details below

☐ Compare with walkthrough 1

1 WHAT WAS DECIDED

- > **Ongoing Course Setup** 2 lines **Met**
- > **Teacher tips** 2 lines **Not met**
- > **Gradebook and feedback** 3 lines **Needs review**
- > **Communication** 4 lines **Met**
- > **Interventions** 1 line **Met**
- > **Professional development** 1 line **Met**
- > **Student achievement and evaluations** 2 lines **Needs review**

App Concept: A high-leverage workflow tool for supervisors and principals to ensure high quality instructional delivery.

Development began Fall 2026

Up Next for Data: A New Experience Data Platform

qualtrics → Alchemer

Migration work begins January 2027

Migrating for:

- cost savings (\$60k to \$30k annually)
- improved integration (integrates with BigQuery and Data Studio)

2027 Legislative Prep

2027 IDLA Legislative Priorities

1. FY28 Budget Request
2. Rural Access to Dual Credit
3. Screen Time Legislation
4. Other?

2027 IDLA Legislative Priorities

FY28 Budget Request

- Original Request - \$3.56 million increase
- FY28 Request from Dept of Ed (9/1) - \$100,000 increase (1% CEC only)
- Revised Request (10/27) - \$1.95 million increase
 - Reflects both summer and fall 2026 enrollment data

2027 IDLA Legislative Priorities

Rural Access to Dual Credit

Summer and Fall 2026 Dual Credit Enrollment

- - 2,560 enrollments (-46%)
- 70% - % of rural schools stating the required \$40/\$100 course fee is the cause of reduced dual credit enrollment in their school (H 940)

2,560 enrollments = Up to 7,680 college credits

7,680 college credits = Up to \$2,311,680 additional cost of college credit for rural Idaho families

Dual Credit Enrollment Fell 46% After H 940

Summer and fall course enrollments declined from 5,540 in 2025–26 to 2,980 in 2026–27. *Rural districts show some of the steepest losses.*

-46.2%

COMPARED TO PREVIOUS YEARS

2,560

FEWER ENROLLMENTS

Up to 7,680

LOSS OF COLLEGE CREDITS

Cost to Families

Up to \$2,311,680

Based on avg cost per credit of \$301/credit during the 25-26 academic year

Additional cost of college to rural Idaho families due to loss of access through IDLA

Rural districts: the ten largest declines

Together, these districts account for 602 fewer course enrollments—about 61% of the reported rural decline.

District	Change	Decline	District	Change	Decline
Cassia County Joint	-166	-68.9%	Fremont County Joint	-43	-61.4%
Soda Springs Joint	-68	-85.0%	Kimberly	-42	-35.6%
Minidoka County Joint	-66	-60.0%	Firth	-40	-88.9%
Oneida County	-56	-68.3%	Gooding Joint	-39	-79.6%
Preston Joint	-43	-91.5%	Blackfoot	-39	-95.1%

Why the fee matters

Before H 940, IDLA waived its dual credit course fee. For 2026–27, the IDLA fee is \$40 for a course meeting a graduation requirement and \$100 for one that does not.

70%

OF RURAL DISTRICT SURVEY RESPONDENTS rated the end of the dual credit course-fee waiver as having a medium or large negative impact (22% medium; 48% large).

LEGISLATIVE CONSIDERATION: Restore access to dual credit for rural students by approving use of existing Advanced Opportunities funds to cover the IDLA dual credit course fee.

2027 IDLA Legislative Priorities

Restore Access to Rural Credit

- Work with college partners for data and stories to complement IDLA data and stories
- Present data and stories to the State Board in December with a request for partnership
- Explore use of existing Advanced Opportunities funds to cover IDLA Dual Credit course fees during the 2027 Legislative session

2027 IDLA Legislative Priorities

Screen Time legislation

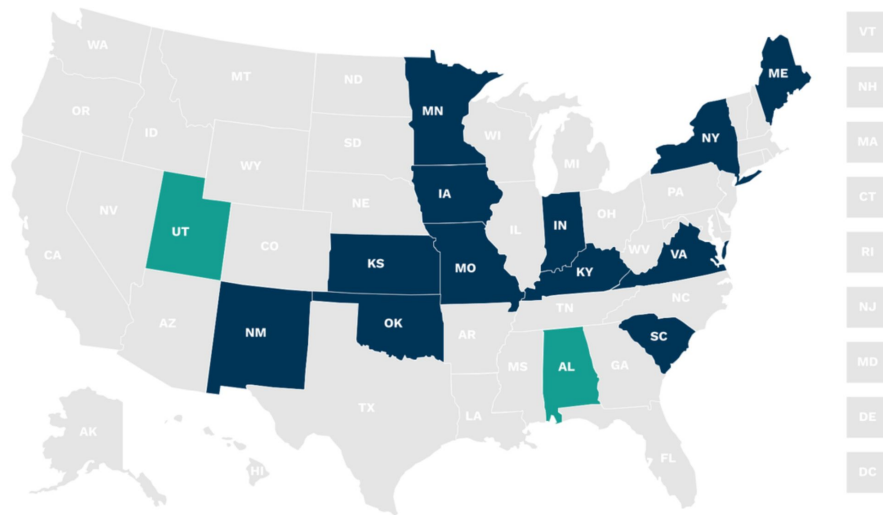
Support appropriate age, grade-level, or instructional purpose legislation

Ensure language supports ongoing use of IDLA supplemental online courses

Which states are considering screen time limitations in classrooms?

■ Introduced screen time bills

■ Enacted screen time bills in 2026



Source: MultiState. Data as of April 2, 2026.



Source:

<https://www.multistate.us/insider/2026/4/8/elementary-school-screen-time-limits-gain-momentum-in-2026>

2027 IDLA Legislative Priorities

Are there other legislative items we should focus on in the upcoming legislative session?

Break

Idaho Digital Learning Alliance

Meeting of the Board of Directors
9199 W. Black Eagle Drive, Boise ID 83709

Zoom: <https://idla.zoom.us/j/2083420207>

Meeting ID: 208 342 0207

November 3, 2026

Tuesday, November 3, 2026

2:15 PM

Board Members Present

-

Board Members Absent

-

Staff Members Present

-

Others Present

-

Call to Order, Introductions, and Welcome @ 2:15 PM

I. Agenda

II. Public Comment

Open Forum is held only during regularly scheduled Board meetings—not during special meetings or Executive Sessions—and is limited to a total of fifteen minutes, with individual speakers allowed up to five minutes each. The Board Chair may adjust speaking time, limit the number of speakers, or request group representatives to summarize shared viewpoints. Priority is given to individuals addressing agenda items or those who have not recently spoken at Open Forum. Public testimony must not include comments about employees, personnel matters, disciplinary issues, personal grievances, or partisan political topics. Board members do not respond during the forum, but concerns raised will be recorded and may be addressed at a future time.

III. Consent Agenda

1. Approval of the Minutes
2. Expenditures
3. Personnel - No Changes; no action requested

IV. Action Items

1. FY 2025-2026 Fiscal Audit
2. Policies, 1st Reading
 - a. #3295 - Hazing, Harassment, Intimidation, Bullying and Inappropriate Online Behavior
 - b. #3295-P(1) - Hazing, Harassment, Intimidation, Bullying and Inappropriate Online Behavior Procedures
 - c. #5265 - Employee Responsibilities Regarding Student Harassment
3. Policies, 2nd Reading
 - a. #4120 - Uniform Grievance Procedure
 - b. #5250 - Staff Grievances
 - c. #5260 - Abused and Neglected Child Reporting
 - d. #5290 - Political Activity - Staff Participation
4. Policies, Final Reading
 - a. #5240 - Sexual Harassment/Intimidation in the Workplace
 - b. #3085 - Sexual Harassment, Discrimination, and Retaliation
 - c. #3085-P(1) - Sexual Harassment, Discrimination, and Retaliation - Title IX Sexual Harassment Grievance Procedure, Requirements and Definitions

V. Updates

1. Board Member Updates
2. Superintendent Update - Mr. Jeff Simmons
 - a. Enrollment Update
 - b. 2027 Legislative Outlook

2026 - 2027 Board Meeting Dates

- January 12, 2027, Virtual 10:00 AM MST
- February 2, 2027, Face to Face, Boise, Noon MST
- April 13, 2027, Virtual 10:00 AM MST
- May 11, 2027, Virtual 10:00 AM MST
- June 8, 2027, Face to Face, Boise, Noon MST

IDLA Board of Directors

November 3, 2026
Business Meeting

Public Comment

GUIDELINES FOR ADDRESSING THE BOARD DURING OPEN FORUM

Open Forum is allowed during a regular scheduled Board meeting and will not be permitted during a special Board meeting or an Executive Session. The duration of time allowed per speaker will not exceed five minutes. Should a large number of speakers wish to speak on the same issue or topical area, the Chair of the Board may limit the time allocated to each speaker, ask representatives of the group to summarize their colleague's statements, or limit the number of speakers. The total time allotted for the Open Forum will not exceed fifteen minutes. Speakers may not air personnel matters, personal complaints, grievances, or partisan political issues.

The following priority will be given to speakers during the Open Forum:

- I. Presentations from individuals or groups on matters scheduled for Board action or discussion on the meeting agenda;
- II. Presentations from individuals or groups on matters not scheduled for Board action or consideration, and who have not made presentations at the Open Forum within the previous six (6) months; and
- III. Presentations from individuals or groups on matters not scheduled for Board action or consideration and who have made presentations at the Open Forum within the previous six (6) months.

Because of the diversity of issues, members of the Board do not respond to the speaker during the Open Forum. Instead, the speakers' concerns are recorded, and time is allotted in the future for the Board to follow up.

Consent Agenda

Action Items

FY26 Fiscal Audit

Policy - First Reading

- 3295 - [Hazing, Harassment, Intimidation, Bullying and Inappropriate Online Behavior](#)
 - Requirement for IDLA to investigate any reported incidents, including incidents of cyberbullying
- 3295-P(1) - [Hazing, Harassment, Intimidation, Bullying and Inappropriate Online Behavior Procedures](#)
 - Definition of terms
 - Reporting and escalation processes
 - Includes when both the school and parent of the student would be notified
- 5265 - [Employee Responsibilities Regarding Student Harassment](#)
 - Outlines reporting responsibilities of all IDLA employees

Policy - Second Reading

- 4120 - [Uniform Grievance Procedure](#)
 - Grievance policy for students, parents, and patrons
 - Covers the escalation process for handling a grievance
 - *Supports Policy 3085 and 3085-P(1) in Final Reading
- 5250 - [Staff Grievances](#)
 - Grievance policy for employees
 - Follows the same escalation process as 4120
- 5260 - [Abused and Neglected Child Reporting](#)
 - Requires all employees to report suspected cases of child abuse or neglect
 - Supports the current reporting process in IDLA Handbooks
- 5290 - [Political Activity - Staff Participation](#)
 - Protects employees' First Amendment rights to participate in political activities
 - Identifies what activities should not occur during the workday

Policy - Final Reading

- 5240 - [Sexual Harassment/Intimidation in the Workplace](#)
 - Applies to employees in the workplace
 - Includes requirements for investigation and confidentiality in following up on complaints
- 3085 - [Sexual Harassment, Discrimination, and Retaliation](#)
 - Similar to 5240, but applicable to students, parents, and members of the community
 - Enforces Title IX rights and protections
 - Would be implemented in the case of a student-employee or student-student complaint
 - Refers to Policy 4120 (Grievance Procedure) which will be introduced for 1st reading in October
 - *Reviewed to reflect 2020 regulations - no substantial changes
- 3085-P(1) - [Sexual Harassment, Discrimination, and Retaliation - Title IX Sexual Harassment Grievance Procedure, Requirements and Definitions](#)
 - Process for investigating and resolving a Title IX complaint
 - K-12 is not required to provide live hearings
 - Brian Smith is established as the IDLA Title IX Coordinator
 - Both Brian and Jeff S are participating in Title IX Training this year
 - *Reviewed to reflect 2020 regulations - no substantial changes

Board Member Updates

Superintendent Update

Enrollment Update - Fall 2026

12,056 enrollments

- 8,559 unique students (avg 1.4 courses/student)
- +806 over appropriation



2027 Legislative Outlook

IDLA Priority Items for the 2027 Legislative Session

1. Budget

- a. Proposed FY28 budget = \$100,000 increase for CEC only
- b. \$4m gap/year over the next two years
 - i. Increase revenue
 - ii. Decrease costs

2. Rural Access to Dual Credit

- a. Allow IDLA dual credit course fees to be covered by Advanced Opportunities funds
- b. Will be presented to the State Board in December

3. Screen Time

- a. Reasonable age and instructional restrictions on screen time in classrooms

Board Meeting Dates

Upcoming Board Meetings

- January 12, 2027, Virtual 10:00 AM MST
- February 2, 2027, Face to Face, Boise, Noon MST
- April 13, 2027, Virtual 10:00 AM MST
- May 11, 2027, Virtual 10:00 AM MST
- June 8, 2027, Face to Face, Boise, Noon MST

Thank you!

Idaho Digital Learning Alliance

Virtual Meeting of the Board of Directors
9199 W. Black Eagle Drive, Boise ID 83709

Zoom: <https://idla.zoom.us/j/2083420207>

Meeting ID: 208 342 0207

October 13, 2026

Tuesday, October 13, 2026

10:00 AM

Board Members Present

- Mr. Norm Stewart, Mr. Matt Valadao , Mrs. Megan Sindt , Mr. John Stiffler, Mr. Thane Price, Mr. Brian Lee, Mrs. Alica Holthaus

Board Members Absent

- Mrs. Karla LaOrange

Staff Members Present

- Dr. Simmons, Mr. Jeff Farden, Ms. Julie Patterson , Ms. Jolene Del Re , Ms. Kim Caldrony, Mr. Brian Smith, Mr. Monte Woolstenhulme

Others Present

- Mrs. Heather Anderson , Mr. Brad Patzer , Mrs. Kristin Binder

Call to Order, Introductions, and Welcome @ 10:00 AM

I. Agenda

The meeting began at 10:00 am. A motion was made to approve the agenda by Mr. John Stiffler and seconded by Mr. Matt Valadao . The motion is unanimous.

II. Public Comment

Open Forum is held only during regularly scheduled Board meetings—not during special meetings or Executive Sessions—and is limited to a total of fifteen minutes, with individual speakers allowed up to five minutes each. The Board Chair may adjust speaking time, limit the number of speakers, or request group representatives to summarize shared viewpoints. Priority is given to individuals addressing agenda items or those who have not recently spoken at Open Forum. Public testimony must not include comments about employees, personnel matters, disciplinary issues, personal grievances, or partisan political topics. Board members do not respond during the forum, but concerns raised will be recorded and may be addressed at a future time.

III. Consent Agenda

1. Approval of the Minutes

2. Expenditures
3. Personnel

A motion to approve the consent agenda was made by Mrs. Alica Holthaus and seconded by Mr. John Stiffler. The motion is unanimous.

IV. Action Items

1. Policies, 1st Reading

- a. #4120 - Uniform Grievance Procedure
- b. #5250 - Staff Grievances
- c. #5260 - Abused and Neglected Child Reporting
- d. #5290 - Political Activity - Staff Participation

A motion to approve the first reading of policies #4120, #5250, #5260, and #5290 was made by Mr. Matt Valadao and seconded by Mrs. Alica Holthaus. The motion is unanimous.

2. Policies, 2nd Reading

- a. #5240 - Sexual Harassment/Intimidation in the Workplace
- b. #3085 - Sexual Harassment, Discrimination, and Retaliation
- c. #3085-P(1) - Sexual Harassment, Discrimination, and Retaliation - Title IX Sexual Harassment Grievance Procedure, Requirements and Definitions

A motion to approve the second reading of policies #5240, #3085, and #3085-P(1) was made by Mr. Matt Valadao and seconded by Mr. John Stiffler. The motion is unanimous.

3. Federal Tax Credit

A motion to approve the Superintendent to create opportunities for course fees to be covered by utilizing Education Freedom Tax Credit Funds The motion was made by Mr. Brian Lee and seconded by Mr. Matt Valadao . The motion is unanimous.

4. FY 27 Vacation Cash Out

A motion was made by Mr. Thane Price and seconded by Mr. Matt Valadao to approve increasing the full-time IDLA employee vacation cash out option up to 6 vacation days for FY27. The motion is unanimous.

V. Updates

1. Superintendent Update - Mr. Jeff Simmons

- a. FY 28 Budget Update

Dr. Simmons and Mr. Brian Smith provided a recap of the current budget reflecting recent legislative changes as well as the FY28 budget request submitted to the State Department of Education.

- b. Course Development Costs

Ms. Jolene Del Re walked the board members through recent cost-saving measures that allowed for substantially lower costs to build a full-semester course. Reducing subcontractors, using AI, and automating workflows.

- c. Advocacy Tool Kit

Dr. Simmons shared a document created to inform staff about appropriate avenues for advocacy for those interested in doing so.

- d. Fall Enrollment Update

Dr. Simmons advised the board that, as of the fall semester, IDLA is still serving more students than were appropriated. He also reported a 43% drop in dual-credit enrollments this fall due to the impact of required course fees.

e. District Programs Overview - Mr. Monte Woolstenhulme

Mr. Monte Woolstenhulme, along with staff members Mr. Brad Patzer and Mrs. Kristin Binder, discussed the District Programs department, providing an in-depth explanation of what the department does and how it helps throughout the state.

A motion to adjourn the meeting at 11:01 am was made by Mr. Matt Valadao and seconded by Mr. Thane Price. The motion is unanimous.

<i>2026 - 2027 Board Meeting Dates</i>

- November 3, 2026, Face to Face, Boise, Noon MST
- January 12, 2027, Virtual 10:00 AM MST
- February 2, 2027, Face to Face, Boise, Noon MST
- April 13, 2027, Virtual 10:00 AM MST
- May 11, 2027, Virtual 10:00 AM MST
- June 8, 2027, Face to Face, Boise, Noon MST

FY2627 EXPENDITURES FOR BOARD APPROVAL

[IDLA Proposed Budget 6/16/2026](#)

[On Demand Report 10/1/2026 10/30/2026](#)

[JIT 7/1/2026 10/30/2026](#)

		Opening Bal 9/30/2026	10/1/2026 thru 10/15/2026	FY2627	FY2627 Approved Budget (June 2026)	FY2627 Remaining
SUPERVISION & INSTRUCTION						
100.500.313.100.000	INSTRUCTION - FACULTY TRAINING	\$244.87	\$0.00	\$244.87	\$30,000.00	\$29,755.13
100.500.381.000.000	INSTRUCTION - TRAINING / TRAVEL	\$3,658.33	\$0.00	\$3,658.33	\$16,000.00	\$12,341.67
100.500.440.000.000	INSTRUCTION - TEXTBOOKS	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
100.500.410.000.000	INSTRUCTION - SUPPLIES	\$81.46	\$0.00	\$81.46	\$1,600.00	\$1,518.54
100.640.312.000.000	SUPERVISION - CONTRACTED SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
100.640.381.000.000	SUPERVISION - TRAINING / TRAVEL	\$2,257.16	\$238.05	\$2,495.21	\$4,000.00	\$1,504.79
100.640.410.000.000	SUPERVISION - SUPPLIES	\$0.00	\$0.00	\$0.00	\$400.00	\$400.00
TOTAL:		\$6,241.82	\$238.05	\$6,479.87	\$53,000.00	\$46,520.13
CURRICULUM PROGRAMS						
100.510.312.000.000	CURRICULUM - CONTENT DEV SERVICES	\$12,805.00	\$0.00	\$12,805.00	\$108,000.00	\$95,195.00
100.510.381.000.000	CURRICULUM - TRAINING / TRAVEL	\$8,574.60	\$0.00	\$8,574.60	\$25,000.00	\$16,425.40
100.510.410.000.000	CURRICULUM - SUPPLIES	\$280.65	\$0.00	\$280.65	\$3,000.00	\$2,719.35
100.510.440.000.000	CURRICULUM - EDUCATIONAL CONTENT LIC	\$72,562.25	\$0.00	\$72,562.25	\$160,000.00	\$87,437.75
TOTAL:		\$94,222.50	\$0.00	\$94,222.50	\$296,000.00	\$201,777.50
DISTRICT PROGRAMS						
100.600.312.000.000	DISTRICT PROGRAMS - COORDINATION / IMPLEMENTATION	\$0.00	\$0.00	\$0.00	\$18,000.00	\$18,000.00
100.600.381.000.000	DISTRICT PROGRAMS - TRAINING / TRAVEL	\$15,299.09	\$4,343.03	\$19,642.12	\$45,000.00	\$25,357.88
100.600.410.000.000	DISTRICT PROGRAMS - SUPPLIES	\$514.62	\$0.00	\$514.62	\$3,000.00	\$2,485.38
TOTAL:		\$15,813.71	\$4,343.03	\$20,156.74	\$66,000.00	\$45,843.26
INFORMATION AND TECHNOLOGY						
100.623.312.100.000	TECHNOLOGY - CONTRACTED SRVCS PROGRAMMING	\$59,558.43	\$0.00	\$59,558.43	\$230,000.00	\$170,441.57
100.623.312.200.000	TECHNOLOGY - CONTRACTED SRVCS - GENERAL	\$48,073.72	\$14,097.50	\$62,171.22	\$290,000.00	\$227,828.78
100.623.350.000.000	TECHNOLOGY - ORGANIZATIONAL COMMUNICATION	\$29,481.62	\$398.00	\$29,879.62	\$100,000.00	\$70,120.38
100.623.381.000.000	TECHNOLOGY - TRAINING / TRAVEL	\$2,638.80	\$0.00	\$2,638.80	\$18,000.00	\$15,361.20
100.623.410.000.000	TECHNOLOGY - SUPPLIES	\$611.36	\$0.00	\$611.36	\$5,000.00	\$4,388.64
100.623.460.100.000	TECHNOLOGY - SOFTWARE	\$198,279.04	\$10,281.46	\$208,560.50	\$200,000.00	-\$8,560.50
100.623.460.200.000	TECHNOLOGY - LMS & SUPPORT	\$38,641.22	\$0.00	\$38,641.22	\$210,000.00	\$171,358.78
100.623.460.300.000	TECHNOLOGY - AI SOFTWARE	\$30,657.66	\$0.00	\$30,657.66	\$50,000.00	\$19,342.34
100.623.555.000.000	TECHNOLOGY - HARDWARE	\$13,219.60	\$283.31	\$13,502.91	\$150,000.00	\$136,497.09
100.623.556.000.000	TECHNOLOGY - SECURITY	\$35,389.77	\$0.00	\$35,389.77	\$50,000.00	\$14,610.23
100.623.557.000.000	TECHNOLOGY - INFRASTRUCTURE	\$39,463.42	\$4,062.62	\$43,526.04	\$400,000.00	\$356,473.96
TOTAL:		\$496,014.64	\$29,122.89	\$525,137.53	\$1,703,000.00	\$1,177,862.47
BUSINESS OPERATIONS						
100.651.312.000.000	OPERATIONS - CONTRACTED PROFESSIONAL SRVCS	\$16,425.00	\$1,340.00	\$17,765.00	\$50,000.00	\$32,235.00
100.651.315.000.000	OPERATIONS - STAFF EDUCATIONAL PROGRAM	\$3,808.78	\$0.00	\$3,808.78	\$30,000.00	\$26,191.22
100.651.321.000.000	OPERATIONS - FACILITY / OCCUPANCY	\$127,632.93	\$0.00	\$127,632.93	\$130,000.00	\$2,367.07
100.651.335.000.000	OPERATIONS - LIABILITY INSURANCE	\$8,494.46	\$0.00	\$8,494.46	\$15,000.00	\$6,505.54
100.651.350.000.000	OPERATIONS - DISTRICT SRVCS / COMMUNICATION	\$20,762.22	\$0.00	\$20,762.22	\$40,000.00	\$19,237.78
100.651.355.000.000	OPERATIONS - STAFFING EXPENDITURES	\$21,086.41	\$0.00	\$21,086.41	\$30,000.00	\$8,913.59
100.651.381.000.000	OPERATIONS - TRAINING / TRAVEL	\$9,537.55	\$532.59	\$10,070.14	\$20,000.00	\$9,929.86
100.651.382.000.000	OPERATIONS - BOARD EXPENSES	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00
100.651.410.000.000	OPERATIONS - SUPPLIES	\$1,575.12	-\$457.39	\$1,117.73	\$30,000.00	\$28,882.27
TOTAL:		\$209,322.47	\$1,415.20	\$210,737.67	\$350,000.00	\$139,262.33



Idaho Digital Learning Alliance
P. O. Box 10017
Boise, ID 83707
208.342.0207
www.IDLA.org

Board of Directors
November 3, 2026

No Personnel Changes.

**Policy 3295: Hazing, Harassment, Intimidation,
Bullying, and Inappropriate Online Behavior****Status: PROPOSED****Original Adopted Date:** _____**Last Reviewed Date:** _____

The Board of Directors is committed to providing a positive and productive learning and working environment. Hazing, harassment, intimidation, cyberbullying, or bullying by students or third parties is strictly prohibited and shall not be tolerated at IDLA. This includes, but is not limited to, actions on school grounds, on IDLA devices or networks, on school property, and at organization-sponsored events and activities.

Any cyberbullying or other inappropriate online content or behavior, including but not limited to such, that:

1. Harms the reputation, dignity, or safety of any student or employee; or
2. Contains obscene or discriminatory content directed at any employee, IDLA contractor, vendor, student, parent/guardian of a student, or volunteer,

shall qualify for investigation and possible discipline regardless of whether it occurred during or outside of IDLA school hours or using IDLA property, to the extent possible under the circumstances and scope of IDLA's authority.

The Board expects all students to treat each other with civility and respect and not engage in behavior that harms or damages another student. The Board expects students to conduct themselves in keeping with their level of maturity, with proper regard for the rights and welfare of other students, school personnel, and the educational purpose underlying all school activities.

Investigation and Notification

Information on IDLA's bullying policy and relevant procedures shall be provided in writing at the beginning of each course to school personnel, parents, and students, through IDLA's student/parent handbook. Information provided to students shall be provided in a manner appropriate to the student's age, grade, and level of academic achievement.

Investigation activities, as appropriate for each allegation or event, will be conducted by IDLA personnel to the extent possible under the circumstances and scope of IDLA's authority.

Upon receipt of an allegation of inappropriate online behavior toward a public school employee or another person, the allegation shall be investigated to determine the veracity of the claims, and the student's school and parent/guardian shall be notified of the report. If appropriate, IDLA shall notify law enforcement.

Discipline

Students whose behavior violates this policy will be subject to discipline and graduated consequences, up to and including removal from class, consistent with the Board's student discipline policy and, when applicable, any substantive or procedural requirements in state and federal law for students with disabilities. Third parties whose behavior is found to violate this policy shall be subject to appropriate sanctions as determined and imposed by the Superintendent or the Board. Students or third parties may also be referred to law enforcement officials.

Procedures

The Superintendent is directed to develop administrative procedures to implement this policy. Procedures shall include descriptions of prohibited conduct, reporting and investigative procedures, rules for disciplining students who violate this policy, a process for mandatory reporting of serious incidents to the parents/guardians of alleged offenders and victims, law enforcement or other governmental agencies as required by law, and provisions to ensure that notice of this policy is provided to students, teachers, and third parties.

Review

The Board shall review this policy annually and, where applicable, make the required disciplinary reports to the appropriate governmental entities.

Legal References

Description

20 USC §§ 1681 - 1682

Title IX of the Education Amendments of 1972

34 CFR Part 106

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance

IC § 18-917

Assault And Battery - Hazing

IC § 18-917A

Student Harassment — Intimidation — Bullying

IC § 33-1631	Requirements for Harassment, Intimidation and Bullying Information and Professional Development
IC § 33-205	Denial of School Attendance
IC § 33-512	District Trustees - Governance of Schools
IC § 67-5909	Commission on Human Rights - Acts Prohibited
IDAPA 08.02.03.160	Safe Environment and Discipline

Cross References

Code	Description
2335	Digital Citizenship and Safety Education
3085	Sexual Harassment, Discrimination, and Retaliation Policy
3085-P(1)	Sexual Harassment, Discrimination, and Retaliation Policy - Title IX Sexual Harassment Grievance Procedure, Requirements, and Definitions
3085-F(1)	Sexual Harassment, Discrimination, and Retaliation Policy - Notice of Investigation & Allegation Template
3085-F(2)	Sexual Harassment, Discrimination, and Retaliation Policy - Reporting Form for Students
3260	Bring Your Own Technology Program
3260-F(1)	Bring Your Own Technology Program - Permission Form
3281	Gender Identity and Sexual Orientation
3296	Bullying Awareness Week
3297	Names, Pronouns, and Titles
3330	Student Discipline
4300	Conduct on School Property
5265	Employee Responsibilities Regarding Student Harassment
8705	Generative Artificial Intelligence

**Policy 3295-P(1): Hazing, Harassment, Intimidation,
Bullying, and Inappropriate Online Behavior
Procedure****Status: PROPOSED****Original Adopted Date:** _____**Last Reviewed Date:** _____

The following definitions and procedures shall be used for reporting, investigating, and resolving complaints of hazing, harassment, intimidation, bullying, and cyberbullying.

Definitions

1. “Third parties” include, but are not limited to, volunteers, parents/guardians, class visitors, service contractors, or others engaged in IDLA business, such as employees of businesses or organizations participating in cooperative work programs with IDLA and others not directly subject to IDLA control at competitions or other events.
2. “Cyber bullying”, which for purposes of this definition includes "inappropriate online behavior". It also includes, but is not limited to, posting or sharing content to harass, tease, intimidate, threaten, terrorize, or engage in any other behavior that harms another person's reputation, dignity, or safety. This includes behaviors targeting any student, employee, parent/guardian, volunteer, or other person. This includes sending or posting inappropriate and hurtful e-mail, discussion board posts, instant messages, text messages, digital pictures or images, or website postings, regardless of whether this is done on personal devices and networks or on an IDLA device or network. Any such behavior that is brought to the attention of school officials shall be referred for investigation. The administration may, at its discretion, contact law enforcement.
3. “Hazing” includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health, or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any IDLA-sponsored activity, such as forced consumption of any drink, alcoholic beverage, drug, or controlled substance, forced exposure to the elements, forced prolonged exclusion from social contact, sleep deprivation or any other forced activity that could

adversely affect the mental or physical health or safety of a student; requires, encourages, authorizes, or permits another to be subject to wearing or carrying any obscene or physically burdensome article, assignment of pranks to be performed or other such activities intended to degrade or humiliate.

4. “Harassment” includes, but is not limited to, any act which subjects an individual or group to unwanted, abusive behavior of a nonverbal, verbal, written, electronic, or physical nature based on an actual or perceived characteristic, including but not limited to age, race, religion, color, national origin, disability, gender, gender identity and expression, sexual orientation, physical characteristic, cultural background, socioeconomic status, geographic location, familial status, or weight.
5. “Harassment, intimidation, or bullying” means any act that substantially interferes with or disrupts the educational environment or impinges on the rights of other students at school, a student’s opportunities or performance, that takes place on or immediately adjacent to school grounds, school property, at any school-sponsored activity, on school-provided transportation, and that has the effect of:
 - A. Harming a student or damaging a student’s property;
 - B. Knowingly placing a student in reasonable fear of harm to the student or damage to the student’s property; or
 - C. Is sufficiently severe, persistent, or pervasive so that it creates an intimidating, threatening, abusive, or hostile educational environment.
6. “IDLA” includes IDLA facilities, property, electronic technology, or electronic communication equipment on IDLA computers, networks, or forums and non-IDLA property if the student or employee is at any IDLA-sponsored, IDLA-approved, or IDLA-related activity or function, such as field trips or events where students are under the supervision of IDLA or where the employee is engaged in IDLA business.
7. “Intimidation” includes, but is not limited to, any threat or act intended to tamper, substantially damage, or interfere with another’s property, cause substantial inconvenience, subject another to offensive physical contact, or inflict serious physical injury based on, but not necessarily limited to: race, color, religion, national origin, gender identity and expression, or sexual orientation.

Retaliation/False Charges

Retaliation against any person who reports or is thought to have reported, filed a complaint, or otherwise participated in an investigation or inquiry is prohibited. Such retaliation shall be considered a serious violation of Board policy, independent of whether a complaint is substantiated. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

Confidentiality

It is recognized that harassment, hazing, intimidation, bullying, and cyberbullying are often very distressing for the victim, and those who suffer as a result of such actions may be reluctant to make their concerns known. When an act of alleged inappropriate online behavior occurs at IDLA, and IDLA is made aware, the local school and the parent/guardian of the students involved will receive notice of the report. When incidents reach the level of suspension or more serious disciplinary action for any student involved, IDLA will notify the local school and parents/guardians of the offenders and victims that their student was involved in an incident of harassment, hazing, intimidation, bullying, or cyberbullying. All reasonable steps will be taken to ensure that inquiries and complaints are dealt with in a manner that allows for as much confidentiality as possible, while at the same time enabling a thorough and appropriate investigation and report, where appropriate. Depending upon the circumstances, law enforcement may be notified.

Policy Distribution

Information about this policy must be distributed to the school community, including to parents, students, and all school personnel, at the beginning of each class through student orientation material and in the student/parent handbook.

Complaint Procedures

Directors and the Superintendent are responsible for investigations into hazing, harassment, intimidation, bullying, and cyberbullying. The investigator(s) shall be a neutral party having had no involvement in the complaint presented.

Any student, employee, or third party who has knowledge of conduct in violation of this policy or feels they have been a victim of hazing, harassment, intimidation, or cyberbullying in violation of this policy shall immediately report their concerns to supervisors, teachers, and/or IDLA administration.

All complaints will be promptly investigated in accordance with the following procedures:

Step I: Any information regarding hazing, harassment, intimidation, bullying, or cyberbullying (complaints, rumors, etc.) shall be presented to the Superintendent or their designee. Complaints against the designee shall be filed with the Superintendent. Complaints against the Superintendent shall be filed with the Board Chair. All such information will be reduced to writing and will include the specific nature of the offense and corresponding dates.

Step II: The IDLA official receiving the complaint shall promptly investigate it or refer it to an appropriate colleague or an outside party for investigation. The local school and parents will be notified of the nature of any complaint involving their student. The IDLA official will arrange such meetings as may be necessary with all concerned parties within five working days after receipt of the information or complaint. The parties will have an opportunity to submit evidence and a list of witnesses. All findings related to the complaint will be reduced to writing. The IDLA official(s) conducting the investigation shall notify the complainant, the local school, and parents, as appropriate, in writing when the investigation is concluded and a decision regarding disciplinary action, as warranted, is made. Due to requirements under the Family Educational Rights and Privacy Act, it is often not possible to provide complainants, the local school, and parents with detailed information about disciplinary actions taken against another student.

A copy of the notification letter, or the date and details of the notification to the complainant, together with any other documentation related to the incident, including any disciplinary action taken or recommended, shall be forwarded to the Superintendent or their designee.

Step III: If the complainant is not satisfied with the decision at Step II, they may submit a written appeal to the Superintendent or designee. Such an appeal must be filed within ten working days after receipt of the Step II decision. The Superintendent or designee will arrange such meetings with the complainant and other affected parties as deemed necessary to discuss the appeal. The Superintendent or designee shall provide a written decision to the complainant's appeal within ten working days.

Step IV: If the complainant is not satisfied with the decision at Step III, a written appeal may be filed with the Board. Such an appeal must be filed within ten working days after receipt of the Step III decision. The Board shall, within 20 working days, conduct an informal review, during which the complainant shall be given an opportunity to present the complaint, and IDLA's administration shall be given the opportunity to respond, if they so desire. The course and conduct of this proceeding shall be informal and shall be at the sole

discretion of the Board. The Board shall provide a written decision to the complainant within ten working days following completion of the informal review.

Direct complaints related to educational programs and services may be filed with the U.S. Department of Education's Office for Civil Rights. Nothing in this policy is intended to or should be construed to limit a complainant's right to report or pursue other remedies that may be available under state or federal law.

Documentation and Reporting

Documentation related to the incident may be maintained as a part of the student's education records.

Legal References

Description

20 USC §§ 1681 - 1682	Title IX of the Education Amendments of 1972
34 CFR Part 106	Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance
IC § 18-917	Assault And Battery - Hazing
IC § 18-917A	Student Harassment — Intimidation — Bullying
IC § 33-1631	Requirements for Harassment, Intimidation and Bullying Information and Professional Development
IC § 33-205	Denial of School Attendance
IC § 33-512	District Trustees - Governance of Schools
IC § 67-5909	Commission on Human Rights - Acts Prohibited
IDAPA 08.02.03.160	Safe Environment and Discipline

Cross References

Code

Description

2335	Digital Citizenship and Safety Education
3085	Sexual Harassment, Discrimination, and Retaliation Policy
3085-P(1)	Sexual Harassment, Discrimination, and Retaliation Policy - Title IX Sexual Harassment Grievance Procedure, Requirements, and Definitions

3085-F(1)	Sexual Harassment, Discrimination, and Retaliation Policy - Notice of Investigation & Allegation Template
3085-F(2)	Sexual Harassment, Discrimination, and Retaliation Policy - Reporting Form for Students
3260	Bring Your Own Technology Program
3260-F(1)	Bring Your Own Technology Program - Permission Form
3281	Gender Identity and Sexual Orientation
3296	Bullying Awareness Week
3297	Names, Pronouns, and Titles
3330	Student Discipline
4300	Conduct on School Property
5265	Employee Responsibilities Regarding Student Harassment
8705	Generative Artificial Intelligence



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**Policy 5265: Employee Responsibilities Regarding
Student Harassment**

Status: PROPOSED

Original Adopted Date: _____

Last Reviewed Date: _____

The personal safety and welfare of each student is of paramount concern to the Board of Directors, employees, and patrons of IDLA. IDLA employees must be aware of their legal and ethical responsibilities regarding the intervention and reporting of student harassment, intimidation, and bullying.

Intervention

IDLA employees are authorized and expected to intervene or facilitate intervention on behalf of students facing harassment, intimidation, and bullying, which includes cyberbullying.

Intervention shall be designed to:

1. Protect and provide support for the victim of the act
2. Correct the problem behavior;
3. Prevent another occurrence of the problem; and
4. Take corrective action for documented systemic problems related to harassment, intimidation, or bullying.

Intervention will be implemented in a manner consistent with relevant home school and IDLA policies and procedures, state and federal law, and will include notice to and consultation with the employee's supervisor(s), as appropriate.

Professional Development

IDLA shall provide ongoing professional development to assist employees in preventing, identifying, intervening, and responding to harassment, intimidation, and bullying.

The content of ongoing professional development for IDLA employees shall include, but is not limited to:

1. Organization philosophy regarding school climate and student behavior expectations;
2. Definitions of harassment, intimidation, and bullying with specific examples;
3. Prevention strategies or programs, including the identification of materials to be distributed annually to students and parents;
4. Expectations and examples of staff intervention in harassment, intimidation, and bullying; and
5. IDLA's process for responding to harassment, intimidation, and bullying, including the reporting process for students, staff, and parents, investigation protocol, Involvement of local school personnel, involvement of law enforcement where applicable, related student support services, and parental involvement.

Student Discipline

When disciplinary action is necessary for students who engage in harassment, intimidation, or bullying, employees shall coordinate with the respective school to ensure the appropriate local procedures are followed, or follow the relevant Board policies if the local school defers to IDLA policy. Disciplinary action taken by IDLA shall be consistent with state and federal law and shall reflect consideration of graduated consequences and, when applicable, the substantive and procedural requirements for students with disabilities.

Reporting

Any IDLA employee who has witnessed, or has reliable information that a student has been subject to harassment, intimidation, or bullying, must report the incident to the designated school official in accordance with Policy 3295 and Procedure 3295(P)-1.

Knowingly submitting a false report under this policy shall subject the employee to discipline up to and including termination.

The Superintendent or their designee shall be responsible for receiving complaints alleging student harassment, intimidation, and bullying and shall ensure that documented complaints are maintained as confidential files.

Policy Distribution

The Superintendent or designee shall annually distribute and review with employees the requirements, policies, and procedures for handling student harassment, intimidation, and bullying. They shall include this information in employee handbooks. All new employees will be given these policies and procedures as part of their orientation program.

Legal References**Description**

IC § 18-917	Assault And Battery - Hazing
IC § 18-917A	Student Harassment — Intimidation — Bullying
IC § 33-1631	Requirements for Harassment, Intimidation and Bullying Information and Professional Development
IDAPA 08.02.03.160	Safe Environment and Discipline

Cross References**Code****Description**

2335	Digital Citizenship and Safety Education
3295	Hazing, Harassment, Intimidation, Bullying, and Inappropriate Online Behavior
3295-P(1)	Hazing, Harassment, Intimidation, Bullying, and Inappropriate Online Behavior
3295-F(1)	Hazing, Harassment, Intimidation, Bullying, and Inappropriate Online Behavior - COMPLAINT FORM
3330	Student Discipline
3340	Corrective Actions, Punishment, and Denial of Enrollment
3340-P(1)	Corrective Actions, Punishment, and Denial of Enrollment
4175	Required Annual Notices



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Policy 4120: Uniform Grievance Procedure
Original Adopted Date: _____
Last Reviewed Date: _____

Status: PROPOSED

The Board desires that administrative procedures for settling complaints and grievances of all students, parents/guardians, and patrons (hereinafter “Grievant”) be an orderly process within which solutions may be pursued. This policy shall apply to IDLA employees only if their grievance arises in their capacity as a parent/guardian or as a patron. Any other employee complaints shall be resolved as specified below.

The Board intends that this policy will provide prompt and equitable resolution at the lowest possible administrative level. Additionally, the Board desires that each grievant be assured an opportunity for orderly presentation and review of complaints without fear of reprisal.

Grievance Procedure

This grievance procedure should be followed if a grievant believes that the Board, its employees, or agents have violated the grievant’s rights guaranteed by state or federal law, or Board policy, except that any allegation of sexual misconduct or sexual harassment shall be addressed in accordance with Policy 3085. As referenced above, staff grievances related to their employment positions are governed solely by Policy 5250.

IDLA will endeavor to respond to and resolve complaints without resorting to this grievance procedure and, if a complaint is filed, to address the complaint promptly and equitably. The right of a person to a prompt and equitable resolution of the complaint filed hereunder shall not be impaired by the person’s pursuit of other remedies recognized under state or federal law. Use of this grievance procedure is not a prerequisite to pursuing other such remedies, and using this grievance procedure does not extend any filing deadline for pursuing other such remedies.

Grievances will be processed according to the step-by-step process outlined below. However, if a person designated to hear a grievance is the subject of the grievance, the grievance process will begin at the next highest step, and the process shall be modified as needed to meet the objectives of the Grievance Procedure. If a grievance is based directly on official Board action, it shall be directed to the Clerk of the Board. The Board may hear the grievance at the Board’s sole discretion.

Level 1: Informal: A grievant with a complaint is encouraged to first discuss it with the employee (teacher, counselor, principal, etc.) involved, to resolve the matter promptly and informally. An exception is that complaints of sexual misconduct against a student should be addressed in accordance with Policy 3085.

Level 2: Director of Supervision and Instruction: If the complaint is not resolved at Level 1, the grievant may file a written grievance stating:

1. The nature of the grievance, including identification of the state or federal constitutional provision, state or federal statute, and/or Board policy the grievant alleges has been violated, and the date the grievant attempted to address the matter informally with the employee in Level 1; and
2. The remedy requested.

It must be signed and dated by the grievant. The Level 2 written grievance must be filed with the Director of Supervision and Instruction or designee within 60 days of the event or incident, or from the date the grievant could reasonably become aware of such occurrence.

If the complaint alleges a violation of Board policy or procedure, the Director of Supervision and Instruction or designee shall investigate and attempt to resolve the complaint within 30 school business days. If either party is not satisfied with the decision, the grievance may be escalated to Level 3 by submitting a written request that the Superintendent review the decision. This request must be submitted to the Superintendent within 15 days of the decision.

If the complaint alleges a violation of Title II, Section 504 of the Rehabilitation Act, or a Title IX violation other than sexual misconduct, the Director of Supervision and Instruction or designee shall refer the complaint to the Nondiscrimination Coordinator, who shall investigate it. The following will apply unless and as otherwise directed in a specifically-applicable IDLA policy, state, or federal law:

1. The Coordinator will complete the investigation and file the report with the Superintendent within 30 school days after receipt of the written grievance.
 - a. The Coordinator may hire an outside investigator if necessary.
2. The Coordinator's report will include recommendation(s) to resolve the grievance.
3. If the Superintendent agrees with the Coordinator's recommendation, it will be implemented. If the Superintendent rejects the Coordinator's recommendation, and/or either party is not satisfied with the recommendations from Level 2, either party may

submit a written appeal to the Board for a hearing within 15 days of receiving the Coordinator's report.

Level 3: Superintendent: Upon receipt of the request for review, the Superintendent shall schedule a meeting between the parties and the Director of Supervision and Instruction or designee. The parties shall be allowed to either dispute or concur with the report. The Superintendent shall decide the matter within 10 days of the meeting and shall notify the parties in writing of the decision. If the Superintendent agrees with the recommendation, it will be implemented. If the Superintendent rejects the recommendation, the matter may be referred to an outside investigator for further review or resolved by the Superintendent.

If either party is not satisfied with the Superintendent's decision, the Board is the next avenue for appeal. A written appeal must be submitted to the Board within 15 days of receiving the Superintendent's decision. The Board is the policy-making body of IDLA; however, appeals to that level must be based solely on whether the policy has been followed. Any individual appealing a decision of the Superintendent to the Board bears the burden of proving that the Superintendent failed to follow Board policy.

Level 4: The Board: When the Board receives a written appeal of the decision of the Superintendent in which the grievant alleges a failure to follow Board policy, the matter shall be placed on the agenda of the Board for consideration at the earliest time convenient to the Board.

The Board has sole discretion to determine how to handle the grievance review, including, but not limited to, reviewing the written record and deciding, or seeking to speak with both sides of a grievance during a properly noticed meeting of the Board.

A decision by the Board shall be made and reported in writing to all parties within 30 days of the Board's review, whether by written record or via a meeting with the parties. The Board's decision will be final.

Legal References

NA

Description

NA

Cross References**Code****Description**

2410

Section 504 of the Rehabilitation Act of 1973

2410-P(1)

Section 504 of the Rehabilitation Act of 1973 - "Section 504"

2425	Parental Rights
2425-P(1)	Parental Rights - Parent/Guardian Notification of Changes in Health and Well-being
3060	Education of Homeless Children
3085	Sexual Harassment, Discrimination, and Retaliation Policy
3085-P(1)	Sexual Harassment, Discrimination, and Retaliation Policy - Title IX Sexual Harassment Grievance Procedure, Requirements, and Definitions
3290	Sexual Harassment/Intimidation of Students
3296	Bullying Awareness Week
4105	Public Participation in Board Meeting
4110	Public Complaints
4135	Website Accessibility and Nondiscrimination
4150	Accommodating Individuals with Disabilities
5240	Sexual Harassment/Intimidation in the Workplace



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Policy 5250: Staff Grievances**Status: PROPOSED****Original Adopted Date: _____****Last Reviewed Date: _____**

The Board desires that procedures for settling staff grievances be orderly processes through which solutions may be pursued. Further, the procedures provide prompt and equitable resolution at the lowest possible administrative level. Additionally, the Board desires that each employee be assured an opportunity for orderly presentation and review of grievances without fear of reprisal.

Grievance Definition

A grievance pursuant to this policy shall be a written allegation of a violation of Board-approved policies.

Grievance Procedure

A staff member with a grievance is encouraged first to discuss it with their immediate supervisor to resolve the matter promptly and informally. An exception is that complaints of sexual harassment should be addressed in accordance with Policy 3085 and Procedure 3085P, and violations of any other protected status should be discussed with the first-line administrator who is not involved in the alleged grievance. This attempt at informal resolution is not a required component of the grievance policy, but is suggested to resolve disputes informally.

If the grievance is not resolved informally, and the grievant wishes to continue to seek to address the grievance, the grievant shall file the written grievance with the Director of Operations or designee. The written grievance shall state:

1. The policy that the employee believes was violated;
2. The alleged date of violation;
3. The actor involved in the alleged violation; and
4. The remedy requested by the employee.

The written grievance must be filed with the Director of Operations or designee within 10 working days of the date of the initial event that allegedly gave rise to the grievance.

The Director of Operations or designee shall meet with the grievant and conduct any additional meetings or investigative activities they deem necessary to address the grievance.

Subsequent to these activities and within a period of ten working days, the Director of Operations or designee shall provide the grievant with a written response to the grievance of the employee.

If the grievant is not satisfied with the decision of the Director of Operations or designee, the individual shall have a period of five working days to advance the grievance to the Superintendent by submitting a written objection to the decision to the Superintendent.

If the Director of Operations or designee does not provide a written response to the grievance at the conclusion of ten working days and no extension of this time period has been agreed to between the grievant and the Director of Operations or designee, the grievance shall be advanced to the Superintendent without a written response from the Director of Operations or designee.

Upon receipt, the Superintendent or designee shall schedule a meeting between the parties and the Director of Operations or designee. The parties shall be allowed to provide a written response, either disputing or concurring with the report. The Superintendent or designee shall, within 15 working days, decide the matter and notify all parties in writing of the decision. The decision of the Superintendent or designee shall be controlling, regardless of whether it agrees or disagrees with the decision of the Director of Operations or designee.

If either party is not satisfied with the Superintendent's decision, an appeal may be made to the Board. A written appeal must be submitted to the Board within five days of receiving the Superintendent's decision. The Board is the policy-making body for IDLA; however, appeals to that level must be based solely on whether the policy has been followed. Any individual appealing a decision of the Superintendent to the Board bears the burden of proving that the Superintendent failed to follow Board policy.

Upon receipt of a written appeal of the Superintendent's decision, and assuming the individual alleges a failure to follow Board policy, the matter shall be placed on the Board's agenda for consideration no later than its next regularly scheduled meeting in accordance with any applicable confidentiality and open-meeting law requirements. A decision shall be made and reported in writing to all parties within 30 days of that meeting. The decision of the Board will be final.

Grievances will be processed according to the step-by-step process outlined in the Uniform Grievance Procedure 4120; however, in the case where a person designated to hear a grievance is the subject of the grievance, the grievance process will begin at the next highest step, and the

process shall be modified as needed to meet the objectives of the Grievance Procedure. If a grievance is directly based on official Board action, the grievance shall be directed to the Clerk of the Board. The Board may hear the grievance at its sole discretion.

This policy does not preclude a party from pursuing other remedies that may be available under state or federal law.

Legal References

NA

Description

NA

Cross References**Code**

3085

Description

Sexual Harassment, Discrimination, and Retaliation Policy

3085-P(1)

Sexual Harassment, Discrimination, and Retaliation Policy -
Title IX Sexual Harassment Grievance Procedure,
Requirements, and Definitions

4110

Public Complaints

5120

Equal Employment Opportunity and Non-Discrimination

5230

Accommodating Individuals with Disabilities

5395

Whistleblowing

Policy 5260: Abused and Neglected Child Reporting**Status: PROPOSED****Original Adopted Date:** _____**Last Reviewed Date:** _____

The personal safety and welfare of each child is of paramount concern to the Board of Directors, employees, and patrons of IDLA. It is of particular importance that employees within IDLA become knowledgeable and thoroughly educated as to their legal and ethical responsibilities regarding observation and reporting of suspected child abuse, child abandonment, or child neglect. The Superintendent or their designee shall annually review with staff the legal requirements regarding suspected child abuse.

"Abuse" as used in this policy is as defined in Section § 16-1602 of Idaho Code and includes any mental, physical, sexual, and other harm, or risk of harm, to a child described therein.

"Child Abandonment" as used in this policy is as defined in Section 16-102(2) of Idaho Code.

"Child Neglect" as used in this policy is as defined in Section 16-102(2) of Idaho Code.

Any IDLA employee who has reason to believe that a child may have been abused, abandoned, or neglected as referenced above and defined in Idaho Code, or who observes a child being subjected to conditions which would reasonably result in abuse, abandonment, or neglect shall report or cause to be reported such a case to local law enforcement or the Department of Health and Welfare within 24 hours.

Reporting suspected child abuse, abandonment, or neglect under Idaho Code is the ethical and legal responsibility of each individual employee. Nothing in this policy precludes an employee from directly and independently reporting suspected abuse, neglect, or abandonment as required by Idaho Code. However, IDLA employees are strongly encouraged to notify the Superintendent or their designee immediately of the suspected child abuse, abandonment, or neglect so IDLA can ensure a report is timely made, and responsive measures are taken if necessary. When an employee notifies the Superintendent or designee of suspected child abuse, neglect, or abandonment, the Superintendent or designee will confirm with the employee whether a report to law enforcement or the Department of Health and Welfare has been made. If a report has not been made, the Superintendent or their designee will immediately contact law enforcement or the Department of Health and Welfare and make a report. The reporting party shall document the time, date, to whom the report was made, and the manner in which the report was made, in

writing, following contact with law enforcement or the Department of Health and Welfare to ensure compliance with reporting requirements. IDLA shall not conduct its own review or investigation of alleged abuse, abandonment, or neglect of a child in place of reporting to law enforcement as required by IC 16-1605. IDLA may conduct its own internal review or investigation and may take administrative or employment action in addition to reporting the alleged abuse, abandonment, or neglect. Documentation created in furtherance of this policy and regarding any reports made by IDLA or its employees pursuant to Idaho Code 16-1605 will be maintained as confidential records and retained by IDLA for no less than five years, subject to state and federal requirements, including but not necessarily limited to I.C. § 33-1210.

Any person who has reason to believe that a child has been abused, abandoned, or neglected and, acting upon that belief, makes a report of abuse, abandonment, or neglect as required in Idaho Code § 16-1605 is immune from any liability, civil or criminal, that might otherwise be incurred or imposed. Any person who reports that a child has been abused, abandoned, or neglected in bad faith or with malice is not entitled to immunity from any civil or criminal liability that might otherwise be incurred or imposed, per IC § 16-1606.

In addition, according to IC § 16-1607:

Any person who makes a report or allegation of child abuse, abandonment, or neglect knowing the same to be false or who reports or alleges the same in bad faith or with malice shall be liable to the party or parties against whom the report was made for the amount of actual damages sustained or statutory damages of five hundred dollars (\$500), whichever is greater, plus attorney's fees and costs of suit. If the court finds that the defendant acted with malice or oppression, the court may award treble actual damages or treble statutory damages, whichever is greater.

Any IDLA employee who fails to report a suspected case of abuse, abandonment, or neglect to the Department of Health and Welfare or local law enforcement, or who prevents another person from doing so, may be civilly liable for the damages proximately caused by such failure or prevention, and is guilty of a misdemeanor. The employee will also be subject to disciplinary action up to and including termination.

Legal References**Description**

IC § 16-1602

Child Protection Act: Definitions

IC § 16-1605

Child Protective Act: Reporting of Abuse, Abandonment or Neglect

IC § 16-1606	Child Protective Act: Immunity
IC § 16-1607	Child Protective Act: Reporting in Bad Faith-Civil Damages
IC 33-145	Idaho Student Safety and Educator Disclosure Act

Cross References

Code

Description

3545	Student Questioning and Arrests
4400	Relations with Law Enforcement and Child Protective Agencies
5275	Adult Sexual Misconduct



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Policy 5290: Political Activity - Staff Participation**Status: PROPOSED****Original Adopted Date:** _____**Last Reviewed Date:** _____

The Board recognizes its employees' rights as citizens, including, but not limited to, engaging in political activities. An IDLA employee may seek an elective office, or advocate for or against a political candidate or ballot measure, provided that the staff member does not campaign during instructional times or while they are responsible for other duties, or while they are in settings where they are likely to have contact with students; and provided all other legal requirements are met, including but not limited to any restrictions on the use of public property recognized in state or federal law. "Ballot measure" includes, but is not limited to, bond or levy elections.

No person may attempt to coerce, command, or require a public employee to support or oppose any political committee, the nomination or election of any person to public office, or the passage of a ballot issue.

IDLA shall not restrict employees' constitutionally protected political speech during non-instructional times in non-student-contact settings. Nothing in this section is intended to restrict the right of an IDLA employee to express their personal constitutionally protected political views.

No IDLA employee may use public facilities, equipment, including, but not limited to, telephones, fax machines, copy machines, computers, e-mail, etc., or supplies, including, but not limited to, paper clips, staples, pens, pencils, paper, envelopes, tape, etc., that are purchased with public funds for election or political campaigns, private or charitable organizations or foundations, or ballot issues.

No IDLA employee may work on election, political campaigns, ballot issues, or issues dealing with private or charitable organizations or foundations during the workday.

Legal References**Description**

IC § 74-601, et seq.

Public Integrity in Elections Act

IC § 33-1279

Released Time for Service on State Committees and Commission

Id. Const. art. III, § 1

Initiatives and Referenda

Pub. L. 76-252

The Hatch Act of 1939

Cross References**Code****Description**

5330

Employee Email and Online Services Usage



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Policy 5240: Sexual Harassment/Intimidation in the Workplace

Status: PROPOSED

Original Adopted Date: _____

Last Reviewed Date: _____

As defined by the Equal Employment Opportunity Commission (“EEOC”), sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, including unwanted touching, verbal comments, sexual name-calling, gestures, jokes, profanity, and spreading of sexual rumors.

IDLA shall do everything in its power to provide employees with an employment environment free of unwelcome conduct or communications that constitute sexual harassment, as defined above and otherwise prohibited by state and federal law. In addition, principals and supervisors are expected to take appropriate steps to make all employees aware of the contents of this policy. A copy of this policy will be given to all employees.

IDLA employees shall not make sexual advances or request sexual favors or engage in any conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of substantially interfering with the individual’s work performance or creating an intimidating, hostile, or offensive working environment.

Sexual harassment prohibited by this policy includes verbal or physical conduct. The terms “intimidating”, “hostile”, or “offensive” include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all of the circumstances.

Aggrieved persons who feel comfortable doing so should directly inform the person engaging in sexually harassing conduct or communication that such conduct or communication is offensive and must stop.

Employees who believe they may have been sexually harassed or intimidated should address the matter as described in Policy 3085 and Procedure 3085P. An individual with a complaint alleging a violation of this policy, which does not fall within the scope of Policy 3085 and Procedure 3085P, shall follow the Uniform Grievance Procedure.

Investigation

If an allegation of sexual harassment is found not to fall within the scope of Policy 3085 and Procedure 3085, but still claims conduct which violates this policy, the designated school officials will take immediate steps to:

1. Protect the grievant from further harassment;
2. Discuss the matter and obtain a statement from the accused and their representative, if any;
3. Obtain signed statements of witnesses; and
4. Prepare a report of the investigation.

Confidentiality

Due to the sensitive nature of such allegations and the interest in protecting the due process rights of both the accused and the complaining parties, all investigations and hearings surrounding such matters will be designed, to the maximum extent possible, to protect the privacy of the accused and the complainant. Only individuals responsible for investigating and enforcing this policy will have access to confidential communications, unless otherwise required by Policy 3085, Procedure 3085P, or by state or federal law. In addition, all individuals involved in an allegation that falls within the scope of this policy, and not within the scope of 3085 or 3085P are prohibited from discussing the matter with coworkers and/or other individuals not directly involved in resolving the matter.

A violation of this policy may result in discipline, up to and including discharge. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action, up to and including discharge.

Legal References

Description

20 USC §§ 1681 - 1682

Title IX of the Education Amendments of 1972

29 CFR § 1604.11

Sexual Harassment

42 USC §§ 2000(e), et seq.

Title VII of Civil Rights Act of 1964 (Equal Opportunity Employment)

IC § 67-5909

Commission on Human Rights - Acts Prohibited

Cross References

Code	Description
3085	Sexual Harassment, Discrimination, and Retaliation Policy
3085-P(1)	Sexual Harassment, Discrimination, and Retaliation Policy - Title IX Sexual Harassment Grievance Procedure, Requirements, and Definitions
4120	Uniform Grievance Procedure
5275	Adult Sexual Misconduct
5500	Personnel Records
5500-P(1)	Personnel Records - Procedures for Releasing Personnel Records to Hiring School Districts



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Policy 3085: Sexual Harassment, Discrimination, and Retaliation

Status: PROPOSED

Original Adopted Date: _____

Last Reviewed Date: _____

Policy Purpose

The purpose of this policy is to promote working and learning environments that are free from sex and gender-based harassment, discrimination, and retaliation, and to affirm IDLA's commitment to non-discrimination, equity, and an equal opportunity working environment.

Scope of Policy

This policy applies to all members of IDLA's community, including students, employees, and other members of the public, including guests, visitors, volunteers, and invitees.

Policy Statement

IDLA is committed to providing a workplace and educational environment, as well as access to other benefits, programs, and activities, that are free from sex and gender-based harassment, discrimination, and retaliation. Accordingly, IDLA prohibits harassment and discrimination on the basis of sex, sexual orientation, gender, gender identity, and pregnancy, as well as retaliation against individuals who report allegations of sex and gender-based harassment and discrimination, file a formal complaint, or participate in a grievance process.

Students, employees, or other members of the IDLA community who believe that they have been subjected to sex or gender-based harassment, discrimination, or retaliation should report the incident to the Title IX Coordinator, who will provide information about supportive measures and the applicable grievance process(es). Violations of this policy may result in discipline for both students and IDLA employees.

Title IX Coordinator

The Director of Operations serves as IDLA's Title IX Coordinator and oversees implementation of this policy. The Title IX Coordinator has the primary responsibility for coordinating the IDLA's efforts related to the intake, investigation, resolution, and implementation of supportive

measures to stop, remediate, and prevent sex and gender-based harassment, discrimination, and retaliation prohibited under this policy. The Title IX Coordinator acts with independence and authority and is free from bias and conflicts of interest.

To raise any concern involving bias, conflict of interest, misconduct or discrimination committed by the Title IX Coordinator, contact the Superintendent at Jeff.Simmons@IDLA.org or (208) 994-4988.

If IDLA's Title IX Coordinator is the subject of any complaint regarding sex or gender-based harassment or has an apparent bias or conflict of interest regarding such a case, another person shall be appointed to act as the Title IX Coordinator for handling that case. Such appointees may include, but are not limited to:

1. The Title IX Coordinator of another school district which IDLA has an agreement with;
2. Another IDLA employee who is qualified and trained to address the matter, such as a deputy Title IX Coordinator;
3. A qualified and trained individual who enters into a professional services contract with IDLA; including but not limited to the organization's legal counsel and/or contracted Human Resources or Title IX professionals.

Concerns of bias, conflict of interest, misconduct, or discrimination committed by any other official involved in the implementation of this policy or related grievance processes should be raised with the Title IX Coordinator.

Mandatory Reporters

IDLA has classified all employees as mandatory reporters of any knowledge they have that a member of the IDLA community experienced sex or gender-based harassment, discrimination, and/or retaliation. Accordingly, all IDLA employees must promptly report actual or suspected sex and gender-based harassment, discrimination, and/or retaliation to the Title IX Coordinator. IDLA employees must share with the Title IX Coordinator all known details of a report made to them in the course of their employment, as well as all details of behaviors under this policy that they observe or have knowledge of. Failure of an IDLA employee to report an incident of sex or gender-based harassment, discrimination, or retaliation to the Title IX Coordinator of which they become aware is a violation of this policy and may result in disciplinary action for failure to comply.

In addition, IDLA employees must also report allegations of suspected child abuse and/or neglect to either law enforcement or the Idaho Department of Health and Welfare as described in Policy 5260.

Contact Information

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and related procedures, may be made internally to the IDLA Title IX Coordinator (or deputies, if applicable) using the contact information below:

Brian Smith
Director of Operations
PO Box 10017, Boise, ID 83707
(208) 994-5001
Brian.Smith@IDLA.org
IDLA.org

External inquiries can be made to the U.S. Department of Education, Office for Civil Rights, Region 10, using the contact information below:

Seattle Office
Office for Civil Rights
U.S. Department of Education
915 Second Avenue, #3310
Seattle, WA 98174-1099
OCR.Seattle@ed.gov
1-800-877-8339

Notice/Formal Complaints of Sex and Gender-Based Harassment, Discrimination, and/or Retaliation

Notice or formal complaints of sex or gender-based harassment, discrimination, and/or retaliation may be made using any of the following options:

1. File a complaint with, or give verbal notice to, the Title IX Coordinator (or deputy/deputies, if applicable). Such a report may be made at any time, including during non-business hours, by using the telephone number, email address, or by mail to the office address listed for the Title IX Coordinator (or any other official as listed above).
2. Report by phone at (208) 994-5001
3. Report by email at Brian.Smith@IDLA.org
4. Report by mail at PO Box 10017, Boise, ID 83707

When notice is received regarding conduct that may constitute Title IX sexual harassment, IDLA

shall provide information about supportive measures and how to file a formal complaint, as described in 3085P.

A formal complaint means a document filed/signed by the reporting party, or signed by the Title IX Coordinator, alleging an individual violated this policy and requesting that IDLA investigate the allegation(s). As used in this paragraph, the phrase “document filed/signed by the reporting party means a document or electronic submission (such as email) that contains the reporting party’s physical or digital signature, or otherwise indicates that the alleged victim is the person filing the complaint. For example, an alleged victim may send an email to the Title IX Coordinator, identify themselves as the alleged victim and the sender, to file a formal complaint. If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the alleged victim to ensure all information necessary to proceed is obtained.

Parents and legal guardians of students who have the legal authority to act on their child’s behalf may file a formal complaint on behalf of their child.

Grievance Processes

When a formal complaint is made alleging that this policy was violated, the allegations are subject to resolution using one of IDLA’s grievance processes noted below, as determined by the Title IX Coordinator. All processes provide for a prompt, fair, and impartial process.

1. For formal complaints regarding conduct that may constitute Title IX sexual harassment involving students or employees, the District will implement procedures detailed in Procedure 3085P.
2. For formal complaints regarding sex and gender-based harassment, discrimination and/or retaliation where students are the accused party, and that do not constitute Title IX sexual harassment, IDLA will implement procedures described in Policy 4120 or in the IDLA Handbook.
3. For formal complaints regarding sex and gender-based harassment, discrimination and/or retaliation where employees are the accused party, and that do not constitute Title IX sexual harassment, the District will implement procedures described in Policy 4120 or in the IDLA Handbook.

Legal References

20 USC §§ 1681 - 1682

34 CFR Part 106

Description

Title IX of the Education Amendments of 1972

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance

Cross References

Code	Description
3270	District-Provided Access to Electronic Information, Services, and Networks
3270-P(1)	District-Provided Access to Electronic Information, Services, and Networks - Acceptable Use of Electronic Networks
3270-F(1)	District-Provided Access to Electronic Information, Services, and Networks - INTERNET ACCESS CONDUCT AGREEMENT
3285	Relationship Abuse and Sexual Assault Prevention and Response
3290	Sexual Harassment/Intimidation of Students
3290-F(1)	Sexual Harassment/Intimidation of Students - Reporting Form for Students
3295	Hazing, Harassment, Intimidation, Bullying, and Cyber Bullying
3295-P(1)	Hazing, Harassment, Intimidation, Bullying, and Cyber Bullying
3295-F(1)	Hazing, Harassment, Intimidation, Bullying, and Cyber Bullying - COMPLAINT FORM
3297	Names, Pronouns, and Titles
3330	Student Discipline
4110	Public Complaints
4120	Uniform Grievance Procedure
4120-F(1)	Uniform Grievance Procedure
4600	Volunteer Assistance
4600-P(1)	Volunteer Assistance - Volunteer Assistance Procedures
4600-F(1)	Volunteer Assistance - VOLUNTEER APPLICATION
4600-F(2)	Volunteer Assistance - Request for Public Records
4600-F(3)	Volunteer Assistance - Authorization to Release Information
5240	Sexual Harassment/Intimidation in the Workplace

5240-F(1)	Sexual Harassment/Intimidation in the Workplace - Sexual Harassment/Intimidation in the Workplace Policy Acknowledgment
5250	Certificated Staff Grievances
5275	Adult Sexual Misconduct
5500	Personnel Records
5500-P(1)	Personnel Records - Procedures for Releasing Personnel Records to Hiring School Districts
5800	Classified Employment, Assignment, and Grievance
5800-P(1)	Classified Employment, Assignment, and Grievance - Classified Employee Grievance Procedure

Policy 3085-P(1): Sexual Harassment, Discrimination, and Retaliation Policy - Title IX Sexual Harassment Grievance Procedure, Requirements, and Definitions
Original Adopted Date: _____
Last Reviewed Date: _____

Status: PROPOSED

Scope of Procedure

The following procedures apply to complaints made pursuant to Policy 3085.

Grievance Procedure

1. Receipt of a Complaint, Report, or Information Alleging Sexual Harassment

All complaints, reports, or information received by any IDLA employee that sexual harassment is occurring or has occurred shall be immediately forwarded to the Title IX Coordinator or other designated employee for review and action as appropriate.

The Title IX Coordinator shall promptly contact the complainant or reporting party and discuss the availability of supportive measures with them. The Coordinator shall explain the availability of these measures to the complainant with or without the filing of a formal complaint as defined in Policy 3085. During this initial meeting, the Coordinator or designee shall explain to the complainant the process for filing a written formal complaint and provide assistance to ensure the written formal complaint is properly prepared and submitted.

Emergency Removal (of students): Nothing in this procedure prevents IDLA from removing a respondent from an education program or activity on an emergency basis, provided that an individualized safety and risk analysis is performed by the Coordinator and Superintendent who determine that an immediate threat to the physical health or safety of any student or other individual arises from the allegations of sexual harassment that justify removal. The Coordinator and Superintendent shall provide the respondent with notice and an opportunity to challenge the decision immediately following the

removal. This provision may not be construed to modify any due process rights and requirements under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

Administrative Leave (of employees). Nothing in this procedure precludes IDLA from placing a non-student employee respondent on administrative leave during the pendency of a grievance investigation under this procedure and in accordance with applicable state and federal law

2. Providing Supportive Measures

The following supportive measures may be implemented to restore or preserve the complainant's access to IDLA's educational programs without unreasonably burdening the other party (also referred to herein as respondent) regardless of the pending or formal status of a complaint:

Supportive measures may include actions taken to protect the safety of all parties or IDLA's educational environment, or actions that deter future sexual harassment. Additional supportive measures may include, but are not limited to: counseling, the availability of a safe place or person in the event the complainant feels threatened or uncomfortable, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, mutual restriction of contact between the parties, changes in work locations, leaves of absence, increased security and/or monitoring of locations where prohibited conduct has occurred or may occur in the future, as well as additional measures to protect the complainant, provided the supportive measures initiated are not burdensome to the respondent.

3. Filing a Written Formal Complaint

Upon receipt of a written formal complaint, the Coordinator or designee must provide written notice to all known complainants and respondents of the allegations and the resulting investigation within five days

- A. General Notice Requirements: The notice will include IDLA's Title IX grievance process and information about the informal resolution process.

B. Specific Notice Requirements: The written notice shall include the following information:

- i. Information describing the alleged conduct potentially constituting sexual harassment, including sufficient details known at the time the notice is prepared to allow the parties to prepare a response before the investigator's initial interview. This notice shall be delivered to the parties in sufficient time to allow them to prepare for the initial interview.
- ii. Sufficient details include, but are not limited to, the identities of the parties involved, the conduct allegedly constituting sexual harassment, the date(s), and location(s) of the incident(s).
- iii. A statement that the respondent is presumed not to be responsible for the alleged conduct, and that a determination of responsibility will not be made until the conclusion of the grievance process.
- iv. A statement informing the parties that they are entitled to have an advisor or representative of their choosing who may be, though is not required to be, an attorney, and that the advisor is authorized to review all evidence submitted in the matter.
- v. The notice must inform the parties that IDLA policy and procedure prohibit knowingly making false statements or knowingly submitting false information to the investigator or at any other time during the grievance process.
- vi. The notice must warn the parties that retaliation is prohibited. Accordingly, the parties must be informed that no IDLA employee or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this procedure, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this procedure. Retaliation includes circumstances in which intimidation, threats, coercion, or discrimination are used to interfere with any right or

privilege secured by Title IX or this procedure. This includes threatening charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment. IDLA shall keep confidential the identity of:

- a. Any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment;
- b. Any complainant;
- c. Any individual who has been reported to be the perpetrator of sex discrimination;
- d. Any respondent; and
- e. Any witness

Unless as otherwise authorized by law, including but not necessarily limited to :

- a. FERPA (20 U.S.C. § 1232g) or a FERPA regulation (34 CFR Part 99); or
- b. carry out the purposes of this procedure, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

Complaints alleging retaliation may be filed as an additional charge or counter-charge under these procedures.

- C. Additional Charges: If, during the course of the investigation, it is determined based on the information gathered that additional allegations or charges are warranted, an amended notice shall be prepared and submitted to the parties, including the new allegations and charges as appropriate.
- D. Consolidation: The Coordinator may consolidate two or more formal complaints into a single action, provided that the allegations of sexual harassment and retaliation arise out of a common set of facts or circumstances, and if in the course of an investigation, it is determined that:
 - i. There is more than one respondent and/or more than one complainant; or

- ii. There are cross-complaints, or additional complaints raised by the original complainant against the original respondent (such as retaliation), or by the respondent against any other party.

4. Conduct of the Investigation, Informal Resolution

During their investigation, IDLA's Coordinator and designees shall comply with the following requirements.

Investigation

- A. Burden of Investigation: The burden of gathering evidence sufficient to make a determination of responsibility is the responsibility of IDLA's investigator(s) and not the parties. However, the investigator is not authorized to access a party's records that are made or maintained by a health care provider such as a physician, psychiatrist, psychologist, or other recognized health care provider, if the record was made in the course of providing treatment to the party, unless and until written consent from an authorized person is provided to obtain such privileged records for purposes of investigating and resolving the allegations of the formal complaint. The investigator further does not have the authority to compel the production of records created and/or maintained by third parties and/or records which may only be compelled by court order.
- B. Evidence Offered by Parties: The parties shall be provided an equal opportunity to identify witnesses, including fact and expert witnesses, as well as other inculpatory and exculpatory evidence.
- C. No Restrictions: The parties' ability to discuss the allegations under investigation or to gather and present evidence shall not be restricted to the extent consistent with federal Title IX regulations, applicable IDLA policies, and not otherwise prohibited by state or federal law
- D. Equal Representation Rights: All parties shall have the same opportunity to have others present, or to be represented by the advisor of their choice, throughout the grievance process, including attendance at related meetings or proceedings. If IDLA limits access to representation in any way at any time during the

proceedings, such limitation shall be equally applied to all parties in the same manner. Access to representation may be limited only where a party is already represented as authorized by this procedure, and the additional representation will unduly increase the cost to the parties, and/or will not otherwise serve to significantly promote a legitimate purpose under this procedure.

- E. Notice of Interviews: Adequate notice of the purpose, date, time, place, and the identities of all participants involved shall be provided to any party whose participation at an interview, or meeting is invited or expected, and allowing sufficient time for the party to prepare and fairly participate.
- F. Evidentiary Considerations: As determined by the appointed investigator and/or Decision-Maker, the investigation shall not consider:
 - i. Incidents not directly related to the possible violation, unless they evidence a pattern;
 - ii. The character of the parties; or
 - iii. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.
- G. Right to Inspect Evidence: All parties shall be provided equal access to inspect and review any or all evidence gathered during the investigation related to the allegations of the formal complaint, whether or not relied upon or referred to in the investigator's report. This will ensure that the parties can respond to the evidence before the conclusion of the investigation. Prior to completion of the investigation report, the investigator shall provide the parties and their respective advisors, when advisors are identified, a secured electronic or hard copy of the evidence subject to inspection. The parties must have at least ten business days to submit a written response which the investigator shall consider prior to

completion of the investigative report.

- H. Investigative Report: At least ten business days before a determination regarding responsibility, the investigator shall send to all parties and their advisors, if any, by electronic format or hard copy, a copy of the investigative report for the parties' review and written response. The parties' responses shall be made part of the record.

Informal Resolution: The informal resolution process may include mediation or other meetings of the parties that do not involve a full investigation and adjudication of the complaint. IDLA may **not** require the parties to participate in an informal resolution process. Informal resolution is available **only** if a written formal complaint has been submitted to the Coordinator. If these conditions are satisfied, the parties may at any time during an investigation, but before the Decision-Maker's final determination of responsibility, request that the Coordinator initiate the informal resolution process. In so doing, the Coordinator is required to comply with the following:

- A. Provide the parties with written notice informing them of the allegations at issue and the requirements of the resolution process. These requirements include that a written agreement signed by the parties that resolves the allegations at issue will preclude the parties from resuming the formal complaint process arising from those same allegations. The parties will also be informed that at any time before reaching a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and will be notified that IDLA will maintain the records submitted or discussed during the informal process as part of the record, and may be used by the Decision-Maker to determine responsibility.
- B. Require the parties to submit voluntary, written consent to participate in the informal resolution process.
- C. Ensure that the informal resolution process is not made available to resolve allegations that an employee sexually harassed a student.
- D. An informal resolution, signed and agreed to by the parties thereto, is not appealable.

Dismissal of a Formal Complaint: A written formal complaint may be dismissed by the Coordinator under any of the following circumstances, and before a finding of responsibility:

- A. After investigating the allegations of the written formal complaint, dismissal is required if:
 - i. The Coordinator or designee determines that the conduct alleged in the complaint, even if proven, would not constitute sexual harassment as defined herein; or
 - ii. The alleged conduct did not occur to a person or under circumstances to which Title IX regulations apply

Dismissal of the Title IX formal complaint, however, does not preclude action under another provision of IDLA's Code of Conduct or other Board Policy.

- B. If the Complainant notifies the Coordinator in writing that they would like to withdraw the formal complaint or any allegations contained therein.
- C. If specific circumstances exist that prevent the investigator from gathering evidence sufficient to reach a determination regarding the merits of the formal complaint or allegations therein.

Upon dismissing a formal complaint, the Coordinator shall simultaneously inform the parties in writing of the dismissal and identify the reason(s) for the dismissal. This decision may be appealed in accordance with the Appeals portion of this procedure, below.

5. Decision-Maker's Participation

If the matter is not dismissed for one of the reasons set forth above and is not resolved by the parties through the informal resolution process, then (following completion of the investigation, including issuance of the investigator's final investigation report) the matter shall be submitted to the Decision-Maker for review and issuance of a determination of responsibility. The Decision-Maker cannot determine responsibility until ten business days after the final investigation report is transmitted to the parties and the Decision-Maker, unless all parties and the Decision-Maker agree to an expedited timeline.

The Coordinator shall designate a single Decision-Maker and inform the parties and their advisors.

The Decision-Maker may not have had any previous involvement with the investigation. Those who have served as investigators in the investigation cannot serve as Decision-Makers. Those serving as advisors to any party cannot serve as Decision-Makers in that matter. The Coordinator is also prohibited from serving as a Decision-Maker in the matter.

All objections to any Decision-Maker must be raised in writing. Any written objection must detail the rationale for the objection and must be submitted to the Coordinator no later than two business days after being notified of the Decision-Maker's identity. Decision-Makers shall not be removed unless the Coordinator concludes that the Decision-Maker's bias or conflict of interest precludes a fair and impartial consideration of the evidence.

The Coordinator shall provide the Decision-Maker(s) with a list of all parties, witnesses, and advisors. Upon review thereof, if any Decision-Maker believes they cannot make an objective determination, they must recuse themselves from the proceedings. If a Decision-Maker is unsure whether a bias or conflict of interest exists, they shall immediately disclose their concern(s) to the Coordinator and simultaneously inform the parties and their advisors.

No less than ten business days before any meeting or the decision-making phase of the process, the Coordinator or the Decision-Maker shall send notice to all parties. Once mailed, emailed, or received in person, the Notice will be presumptively delivered.

The Notice shall contain the following:

- A. A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions that could result.
- B. The time, date, and location of any meeting.
- C. Any technology that will be used to facilitate the meeting.
- D. The name and contact information of the Decision-Maker, along with an invitation to object to any Decision-Maker based on demonstrated bias. Such objections must be raised with the Coordinator at least two business days before the meeting.

- E. Information on whether the meeting will be recorded and, if so, information on access to the recording for the parties after the meeting.
- F. A statement that if any party does not appear at the scheduled meeting, the meeting will only be rescheduled for compelling reasons.
- G. Notification that the parties may have the assistance of an advisor of their choosing at the meeting.
- H. A copy of all the materials provided to the Decision-Maker(s) about the matter.
- I. An invitation for the parties to review and submit a written response to the final investigation report within seven business days of the date of the notice.
- J. An invitation to each party to submit to the Decision-Maker any written, relevant questions they want the Decision-Maker to ask of any other party or witness within seven business days of the date of the notice.
- K. An invitation to each party to submit to the Decision-Maker an impact statement, pre-meeting, that the Decision-Maker will review during any sanction determination.
- L. An invitation to contact the Coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at any meeting or in the decision-making process, at least seven business days before the meeting/final determination.
- M. Whether parties can or cannot bring mobile phones or devices into the meeting.

Meetings for possible violations that occur near or after the end of a school year, assuming the respondent is still subject to Policy 3085 and Procedure 3085P, and are unable to be resolved before the end of the school year, will typically be held as soon as possible, given the availability of the parties, but no later than immediately upon the start of the following school year. IDLA will implement appropriate supportive measures consistent with its obligations under Title IX while the resolution is delayed.

A. Evidentiary Consideration by the Decision-Maker: Only relevant, credible evidence will be admitted into evidence and considered by the Decision-Maker. Any evidence that the Decision-Maker(s) determine(s) is relevant and credible may be considered. The Decision-Maker will not consider:

- i. Incidents not directly related to the possible violation, unless they evidence a pattern;

- ii. The character of the parties; or
- iii. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Previous disciplinary action of any kind involving the respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information may be considered only at the sanction stage of the process and cannot be shared with the Decision-Maker until then.

The parties may each submit a written impact statement for consideration by the Decision-Maker(s) at the sanction stage of the process, when a determination of responsibility is reached.

B.

- C. **Exchange of Questions Procedure:** The Coordinator will initiate the Exchange of Questions Procedure, which provides as follows.

After the Coordinator or designee has submitted the investigative report to the parties pursuant to this procedure and before reaching a determination regarding responsibility, the Decision-Maker shall provide each party an opportunity to submit written, relevant questions that party desires to ask of any party or witness, and shall subsequently provide each party with the answers. The Decision-Maker will also allow additional, limited follow-up questions from each party to the other and will provide both parties with complete copies of the answers. Upon receipt of the proposed questions, the Decision-Maker will review the proposed questions and determine which questions will be permitted, disallowed, or rephrased. The Decision-Maker shall limit or disallow any questions that are irrelevant, repetitive, or abusive. The Decision-Maker shall have full authority to decide all issues related to questioning and determinations of relevance. The Decision-Maker may ask a party to explain why a question is or is not relevant to them. The Decision-Maker shall explain any decision to exclude a question as not relevant or to reframe it for relevance. Whether a hearing is held or not, questions and evidence about the

complainant's sexual predisposition or prior sexual behavior are not relevant:

- i. Unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant; or
- ii. If the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent, and are offered to prove consent. This basis for asking questions or presenting evidence shall not be allowed if the respondent is an adult, non-student employee, because consent is not a recognized defense in cases where the complainant is a student and the respondent is an employee.

The Decision-Maker, after any necessary consultation with the parties, investigator(s), and/or Coordinator, shall provide the parties and witnesses with:

- ii. The relevant written questions to be answered; and
- iii. A deadline for the parties and witnesses to submit written responses to the questions and any appropriate follow-up questions or comments by the parties.

The exchange of questions and responses by the parties and witnesses shall be concluded within a ten-business-day period.

6. Decision-Making Process and Determination Requirements

Following its review of the evidence submitted by the investigator and the parties, the Decision-Maker (who cannot be the Coordinator) shall issue a written determination of responsibility. To reach this determination, IDLA's burden of proof — preponderance of the evidence— must be described, and the burden satisfied, before the respondent can be found responsible for sexual harassment in violation of Title IX.

The written determination of responsibility shall include the following information:

- A. Identification of the allegations potentially constituting sexual harassment in violation of Title IX.

- B. A description of the procedural steps taken from receipt of the written formal complaint through the determination, including notifications to the parties, interviews of the parties and witnesses, site visits, and methods used to obtain other evidence.
- C. Findings of fact supporting the determination.
- D. Conclusions regarding the application of IDLA's code of conduct to the facts.
- E. A statement of and rationale for the determination as to each allegation, including any determination regarding responsibility, any disciplinary action to be imposed on the respondent, and identification of remedies and measures, if any, that will be provided to restore or preserve equal access to IDLA's educational programs and activities to be provided to the complainant.
- F. Considerations for disciplinary action. Factors considered when determining discipline may include, but are not limited to:
 - i. The nature, severity of, and circumstances surrounding the violation(s);
 - ii. The respondent's disciplinary history;
 - iii. Previous allegations or allegations involving similar conduct;
 - iv. The need for discipline to bring an end to the Title IX sexual harassment;
 - v. The need for discipline to prevent the future recurrence of Title IX Sexual harassment;
 - vi. The need to remedy the effects of Title IX sexual harassment;
 - vii. The impact on the parties; and
 - viii. Any other information deemed relevant by the decision-maker(s)
- G. The discipline imposed shall be implemented as soon as is feasible, either upon the outcome of any appeal or upon the expiration of the window to appeal if no appeal is requested. The sanctions described in this process are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.
- H. Identification of the procedures for filing an appeal and the permissible grounds for the complainant or respondent to base their appeal.

The Decision-Maker shall simultaneously provide their written determination to all parties. The determination becomes final either (where an appeal is filed) on the date the parties are provided copies of the written determination of the result of the appeal; or, (if no appeal is filed,) the date on which an appeal would no longer be considered timely.

The Coordinator is responsible for the effective implementation of any remedies outlined in the written determination of responsibility. If a student's expulsion is recommended in accordance with Idaho Code § 33-205, the Coordinator shall ensure that an expulsion hearing is scheduled and conducted by the Board of Directors.

7. Appeals

Any party may file a written appeal request with the Coordinator within seven business days of the delivery of the notice of a final decision.

A single appeal decision-maker shall chair the appeal. No appeal decision-maker will have been involved in the process previously, including any dismissal appeal that may have been heard earlier in the process.

The request for appeal shall be forwarded to the appeal chair for consideration to determine whether the request meets the grounds for appeal. This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is filed in a timely manner.

Appeals shall be limited to the following grounds:

- A. Procedural irregularity that affected the outcome of the matter;
- B. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- C. The Coordinator, investigator, or Decision-Maker had a conflict of interest or bias for or against complainants or respondents generally or the specific complainant or respondent that affected the outcome of the matter;

Appeal procedure: Upon receipt of a valid appeal, the Coordinator shall:

- A. Notify the other party in writing that an appeal has been filed, and implement the appeal procedure fairly and equally for both parties.
- B. Ensure the appeal decision-maker(s) are not:
 - i. The same person(s) as the Decision-Maker(s) that issued the written determination of responsibility;
 - ii. The person who issued the dismissal;
 - iii. The investigator; or
 - iv. The Coordinator.
- C. Ensure the appeal decision-maker has been trained in accordance with the requirements of this grievance procedure.
- D. The appealing party shall have ten business days following the delivery of the notice of the appeal to submit a written statement in support of the appeal and challenging the outcome. The responding party shall have ten business days following the delivery of the appealing party's statement in support of the appeal to submit the responding party's written statement in opposition to the appeal (and supporting the outcome that is the subject of the appeal). In the event the parties and the appeal decision-maker agree to a different briefing schedule (whether allowing more or less time), the time allowed to prepare a written statement shall be the same for all parties.
- E. Issue a written decision describing the result of the appeal and identifying the bases and rationale for the decision.
- F. Provide the written decision simultaneously to all parties.

Requirements of the Title IX Grievance Procedure

The following requirements apply to the conduct of the Title IX Grievance procedure set forth above.

1. **Equitable treatment of the parties:** At all times, both complainants and respondents shall be equitably treated by providing supportive measures to both parties and remedies to a complainant if and when a determination of responsibility for sexual harassment is made against the respondent.

2. **Objective evaluation of the evidence:** The formal grievance process involves an objective evaluation of all relevant evidence obtained, including evidence supporting the conclusion that the respondent engaged in a policy or procedure violation and evidence supporting the conclusion that the respondent did not. Credibility determinations may not be based solely on an individual's status or participation as a complainant, respondent, or witness.
3. **Lack of bias:** Any individual materially involved in the administration of the formal grievance process, including the Coordinator, investigator(s), decision-maker(s), and appeal decision-maker(s), may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific complainant or respondent.
4. **Title IX training of IDLA participating staff:** Any individual designated by IDLA as a Coordinator, investigator, decision-maker, or any person designated by IDLA to facilitate an informal resolution process cannot have a conflict of interest or bias for or against complainants or respondents generally, or against any individual complainant or respondent. IDLA shall ensure that Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process are appropriately qualified, knowledgeable of applicable procedural, substantive, and evidentiary standards, and are able to competently perform the obligations of their respective roles consistent with IDLA policy, Title IX regulations, and any other applicable state or federal laws.
5. **Presumption of innocence:** IDLA presumes that the respondent is not responsible for the reported misconduct unless and until a final determination is made, in accordance with this procedure, that Policy 3085 or procedure 3085P prohibiting sex discrimination and sexual harassment has been violated.
6. **Promptness:** Investigations are completed promptly, normally within 30 business days, though some may take longer depending on the nature, extent, and complexity of the allegations; the availability of witnesses; police involvement; and other factors. Such factors may necessarily delay the investigation timeline. IDLA shall make a good-faith effort to complete the investigation as promptly as possible and will communicate regularly with the parties to update them on the progress and timing of the investigation.

IDLA shall communicate in writing to the parties the anticipated duration of the delay and the reason for it, and provide status updates if necessary. IDLA will promptly resume

its investigation and formal grievance process as soon as feasible. During such a delay, IDLA will implement supportive measures as deemed appropriate.

7. **Sanctions.** Sanctions are determined on a case-by-case basis upon a finding of responsibility and may include, but are not necessarily limited to, the following (singularly or concurrently):

Students

- A. A warning;
- B. Required counseling;
- C. A required substance abuse treatment program;
- D. Exclusion from participating in IDLA programs/activities;
- E. Alternative placement;
- F. Expulsion (in compliance with I.C. § 33-205); and
- G. Other actions: In addition to, or in place of, the above sanctions, IDLA may impose any other sanctions deemed appropriate.

Employees:

- A. A verbal or written warning;
- B. A performance improvement plan or management process;
- C. Enhanced supervision, observation, or review;
- D. Required counseling;
- E. Required training or education;
- F. Probation;
- G. Denial of a pay increase or pay grade;
- H. Loss of oversight or supervisory responsibility;
- I. Demotion;
- J. Transfer;
- K. Reassignment;
- L. Assignment to a new supervisor;
- M. Restriction of professional development resources;
- N. Suspension with pay;
- O. Suspension without pay;
- P. Termination;

Other actions: In addition to or in place of the above sanctions, IDLA may assign any other sanctions as deemed appropriate. The above may be subject to additional considerations and/or requirements arising under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act, when applicable.

8. **Burden of proof.** When determining whether the respondent is responsible for violating Policy 3085 or Procedure 3085P by discriminating based on sex and/or for sexual harassment as defined herein, the decision-maker shall apply the preponderance of the evidence standard, which means the evidence proves on a more likely than not basis that the respondent violated the policy or procedure.
9. **Appeals.** Any party may file a written appeal request with the Coordinator within seven business days of receiving the notice of a final outcome.
10. **Supportive measures:** Supportive measures are non-disciplinary, non-punitive, individualized services offered as appropriate and as reasonably available, without fee or charge to the parties. Supportive measures are designed to restore or preserve access to IDLA's education program or activities, including measures designed to protect the safety of all parties or IDLA's educational environment, and/or deter Title IX sexual harassment. Examples of supportive measures may include, but are not limited to:
 - A. Referral to counseling, medical, and/or other healthcare services;
 - B. Referral to the Employee Assistance Program;
 - C. Referral to community-based service providers;
 - D. Visa and immigration assistance;
 - E. Education of the school community or community subgroup(s);
 - F. Altering work arrangements for employees;
 - G. Safety planning;
 - H. Providing school safety escorts;
 - I. Providing transportation accommodations;
 - J. Implementing contact limitations, such as no contact orders, between the parties (note: allegations of violations of a no contact order will be investigated as collateral misconduct under this process);
 - K. Academic support, extensions of deadlines, or other course or program-related adjustments;
 - L. Emergency warnings;
 - M. Class schedule modifications, withdrawals, or leaves of absence;

- N. Increased security and monitoring of certain areas of the facility;
- O. And any other actions deemed appropriate by the Coordinator.

11. Recognition of privileges: At no time during this grievance procedure may any evidence (whether through testimony or documents) be required, admitted, relied upon, or otherwise obtained by asking questions or admitting evidence that constitutes, or seeks disclosure of, information protected by a legally recognized privilege, unless the person holding the privilege has knowingly and freely waived the privilege.

12. Recordkeeping;

- A. IDLA shall maintain for a period of seven years records of:
 - i. Each sexual harassment investigation, including any determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the IDLA's education program or activity;
 - ii. Any appeal and the result therefrom;
 - iii. Any informal resolution and the result thereof; and
 - iv. All materials used to train Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. IDLA shall make these training materials publicly available on its website.
- B. For each response to a report of harassment or discrimination based on sex, IDLA shall create and maintain, for a period of seven years, records of any actions, including supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, IDLA shall document the basis for its conclusion that its response was not deliberately indifferent, and document that it took measures designed to restore or preserve equal access to its education program or activity. If IDLA does not provide a complainant with supportive measures, then the Coordinator must document the reasons why such a response was not clearly unreasonable in light of the known circumstances (i.e., was not a result of sex discrimination). The documentation of certain bases or measures

does not limit IDLA in the future from providing additional explanations or detailing additional measures taken or to be taken.

Title IX Grievance Procedure Definitions

The following definitions apply to the identified terms used in this procedure and to the extent consistent with federal Title IX regulations:

“Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to:

1. IDLA’s Coordinator; or
2. Any IDLA official possessing the authority to institute corrective measures on behalf of the organization; or
3. Any IDLA employee.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only IDLA official with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment, to inform a student about how to report it, or to have been trained to do so does not qualify an individual as having the authority to institute corrective measures on behalf of IDLA. “Notice” as used in this paragraph includes, but is not limited to, a report of sexual harassment to the Coordinator as outlined in this procedure.

“Complainant” means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Under circumstances where a sexual assault is alleged by a student against an adult, non-student employee, IDLA does not recognize the defense of “consent,” however it is defined. Where the parties are both adults, however, the following definition of “consent” will apply: Consent occurs where there is a knowing, voluntary, and clear grant of permission, by word or action, to engage in sexual activity. Individuals may experience the same interaction in different ways. Therefore, it is each party's responsibility to ensure that the other party has consented before engaging in the activity. If consent is not clearly provided before engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged. Consent may be withdrawn. A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious, for any reason, including due to alcohol or other drugs. It is a violation of policy if a respondent engages in sexual activity with someone who is incapable of giving consent or is otherwise incapacitated.

“Incapacitation” occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing, informed consent. For example, they cannot understand the “who, what, when, where, why, or how” of their sexual interaction.

“Formal Complaint” means a document filed by a complainant, or signed by the Coordinator, alleging sexual harassment against a respondent and requesting that IDLA investigate the allegation of sexual harassment. At the time of filing a formal complaint, the complainant must be participating in or attempting to participate in IDLA’s educational programs or activities. A formal complaint may be filed with the Coordinator in person, by mail, by email, or by using the reporting form or the contact information listed on IDLA’s website. As used in this paragraph, the phrase “document filed by a complainant” means a document or electronic submission (such as by email or through an online portal provided for this purpose by IDLA) that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. Where the Coordinator signs a formal complaint, the Coordinator is not a complainant or otherwise a party to this grievance procedure and must otherwise comply with the requirements of this procedure.

"Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

"Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

1. “Quid pro quo” harassment, which occurs when an IDLA employee conditions the provision of an IDLA benefit, service, or assistance on an individual’s participation in unwelcome sexual conduct;
2. “Hostile Environment,” which is defined as unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to IDLA education programs or activities; or
3. Physical threats and attacks, including “sexual assault,” defined as forcible and non-forcible sex offenses as defined in the Clery Act, or dating violence, domestic violence, or stalking as defined in the Violence Against Women Act.

“Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent in cases where either no formal complaint has been filed, or both before and/or after the filing of a formal complaint. Such measures are designed to restore or preserve equal access to IDLA’s education program or activity without unreasonably burdening the other party,

including measures designed to protect the safety of all parties or IDLA’s educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain campus areas, and other similar measures. IDLA shall maintain as confidential any supportive measures provided to the complainant or respondent, provided that maintaining such confidentiality will not impair IDLA’s ability to provide the supportive measures. The Coordinator is responsible for coordinating the effective implementation of all supportive measures.

“School” as used in this procedure refers to a local educational agency, as defined in the Elementary and Secondary Education Act of 1965, as amended by the Every Student Succeeds Act, a preschool, or a private elementary or secondary school, and includes IDLA.

Revision of These Procedures

IDLA reserves the right to make changes to these procedures as necessary. Once those changes are posted online, they shall be in effect. If laws or regulations change or court decisions come into conflict with the procedures identified herein, procedures, the most recent federal regulations and applicable law will control to resolve such conflict.

Legal References

Description

20 USC §§ 1681 - 1682

Title IX of the Education Amendments of 1972

34 CFR Part 106

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance

Cross References

Code

Description

3270

District-Provided Access to Electronic Information, Services, and Networks

3270-P(1)

District-Provided Access to Electronic Information, Services, and Networks - Acceptable Use of Electronic Networks

3270-F(1)

District-Provided Access to Electronic Information, Services, and Networks - INTERNET ACCESS CONDUCT AGREEMENT

3285	Relationship Abuse and Sexual Assault Prevention and Response
3290	Sexual Harassment/Intimidation of Students
3290-F(1)	Sexual Harassment/Intimidation of Students - Reporting Form for Students
3295	Hazing, Harassment, Intimidation, Bullying, and Cyber Bullying
3295-P(1)	Hazing, Harassment, Intimidation, Bullying, and Cyber Bullying
3295-F(1)	Hazing, Harassment, Intimidation, Bullying, and Cyber Bullying - COMPLAINT FORM
3297	Names, Pronouns, and Titles
3330	Student Discipline
4110	Public Complaints
4120	Uniform Grievance Procedure
4120-F(1)	Uniform Grievance Procedure
4600	Volunteer Assistance
4600-P(1)	Volunteer Assistance - Volunteer Assistance Procedures
4600-F(1)	Volunteer Assistance - VOLUNTEER APPLICATION
4600-F(2)	Volunteer Assistance - Request for Public Records
4600-F(3)	Volunteer Assistance - Authorization to Release Information
5240	Sexual Harassment/Intimidation in the Workplace
5240-F(1)	Sexual Harassment/Intimidation in the Workplace - Sexual Harassment/Intimidation in the Workplace Policy Acknowledgment
5250	Certificated Staff Grievances
5275	Adult Sexual Misconduct
5500	Personnel Records
5500-P(1)	Personnel Records - Procedures for Releasing Personnel Records to Hiring School Districts
5800	Classified Employment, Assignment, and Grievance
5800-P(1)	Classified Employment, Assignment, and Grievance - Classified Employee Grievance Procedure

Supplemental Report to the Board

November 3, 2026

Superintendent Simmons



Members of the Board,

Fall in public education is one of my favorite times of the year. It is a busy time, with conferences, travel, and preparation for the upcoming legislative session. But it's also an opportunity to network with colleagues, learn from others, and prepare for our next steps.

This month we'll hold our last meeting before the start of the legislative session. Our agenda and the work we've been doing reflect that. I look forward to sharing with each of you and getting your feedback on our preparation going into the session.

Here's a few items that I want to share with you but didn't quite make the agenda:

Culture

Fall Semi-Annual

On Friday, October 23rd, we hosted a virtual semi-annual meeting for all IDLA Full-Time Staff. In previous years, we have hosted all Full-Time Staff for a two-day all-staff meeting at our Boise office. Due to budget constraints, we are

only hosting the spring all-staff meeting at the office this year. We provided a virtual event so staff could still connect. I had a chance to update the staff on budget and upcoming legislation. The Leadership Team and I took questions from the staff. And we still found ways to connect with our co-workers through a virtual event!

Student Success



Bélen Hoobing

[Bélen Hoobing](#) is a Boise High and IDLA student who is passionate about STEM. This passion led her to IDLA courses like Medical Terminology, but has also led her much further. Bélen was inspired to help other young women find opportunities in STEM, and created <https://www.seeitthenbeit.com/>. We are so inspired by Bélen that we are including some of her website materials in our courses!

News

IDLA Overview Video

Not news per se... but we have a new [IDLA Overview video](#)! Feel free to share this with anyone who has questions about IDLA. We will also include this in future presentations and other opportunities to share the value of IDLA.

AccredVED Voices of Quality

I had the opportunity to join two other educators to discuss access and stakeholder support for the [AccredVED Voices of Quality](#) series. AccredVED is an accrediting body launched by VLLA that conducts accreditation reviews for online schools. An AccredVED review carries a Cognia approval, and this is the process we used last year to renew our Cognia certification.

Events



2026 DLAC

I had the opportunity to participate in the 2026 DLAC Ignite Conference. Over four long days of presenting, learning, and networking, I can confidently say that IDLA is positioned well to support Idaho education. We are up to speed on current trends and issues, and are ahead of many of our peers in providing quality online learning experiences for K-12 students.

I also serve on the executive committee, the DLAC Leadership Circle. This role gives me extra access to insight from others in the field of K-12 online learning. I'm grateful for this opportunity each year to connect with and learn from my peers!

Conferences and Events

While I was at DLAC, Jolene Del Re and Jennifer Caprile represented IDLA at the 2026 NACEP National Conference. Jolene also led a team to the 2026 Quality Connect conference. Julie attended the ERDI Systems Leadership Symposium. IDLA is well represented at key events this time of year, and we always learn and grow from networking with our peers.