

Liberty County School District does not discriminate in admission or access to, or treatment or employment in, its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information for applicants and employees, or any other reason prohibited by Federal and State law regarding non-discrimination. See 34 C.F.R. 100.6(d); 34 C.F.R. 106.9; 34 C.F.R. 110.25. In addition, the School Board provides equal access to the Boy Scouts and other designated youth groups. This holds true for all students who are interested in participating in educational programs and/or extracurricular school activities. See 34 C.F.R. 108.9. Disabled individuals needing reasonable accommodations to participate in and enjoy the benefits of services, programs, and activities of the School Board are required in advance to notify the administrator at the school/center at which the event or service is offered to request reasonable accommodation. The lack of English language skills will not be a barrier to any opportunity or event associated with Liberty County School District Schools. The designated Equity Coordinator, Title IX and Section 504 Compliance Coordinator as required by 34 C.F.R. 100.6(d) is Jeff Sewell, Assistant Superintendent of Schools, 11051 SR 20, Bristol, FL 32321; jeff.sewell@lcsb.org; 850.643.2275.

School Board Approved: 7/26/2021

### Parent & Student Acknowledgement 2021-2022

This Student Handbook has been written so students and family members know what behavior is expected and prohibited at school or at school activities. It is helpful if parents are aware of school rules so they can help support them from home. Failure to return this acknowledgement will not relieve a student or the parent(s) from the responsibility for knowledge of the contents of the Student Handbook.

I have read the Student Handbook and the Policy Violations and Consequences, understand, and will abide by their content.

| Parent / Guardian Signature |         | Date  |
|-----------------------------|---------|-------|
| Student Signature           |         | Date  |
| (Print) Student Name        | Teacher | Grade |

### PLEASE DETACH, SIGN, AND HAVE YOUR CHILD RETURN THIS PAGE TO SCHOOL.

# LIBERTY COUNTY SCHOOL DISTRICT



### Mission

Our mission is to create an educational organization that functions with professionalism, integrity, and prides itself on excellence. The main objective of the Liberty County School District is to educate our students to be productive citizens of our community, our nation, and our world. We stress the importance of individual competence, effort, and perseverance while learning to work interdependently as a team to achieve goals. We pride ourselves on our determination, common sense, perseverance, and creative thinking to solve problems to provide students with an education that has a broader focus than academics that will promote a happy successful life.

### Vision

To inspire a love of learning, instill social responsibility, and prepare **ALL students** for success in the global community through a systems approach of continuous improvement.

### SUPERINTENDENT OF SCHOOLS:

ASSISTANT SUPERINTENDENT: DIRECTOR OF INSTRUCTION: DIRECTOR OF ESE: DIRECTOR OF FINANCE: DIRECTOR OF MAINT./TRANS. Kyle Peddie Jeff Sewell Gay Lewis Lara Deason Sheila Hall Kevin Williams

| Schools                    | Principal       | Assistant Principal |  |
|----------------------------|-----------------|---------------------|--|
| Liberty County High School | Eric Willis     | Tim Davis           |  |
| W. R. Tolar K-8 School     | Rob Wheetley    | Jessica Bennett     |  |
| Hosford School             | Stephanie Davis | Jason White         |  |

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### LIBERTY COUNTY SCHOOL DISTRICT 2021 - 2022 SCHOOL CALENDAR

| AUGUST 2021         S       M       T       W       Th       F       S         1       2       3       O       O       7         8       O       O       2       13       14         15       16       17       18       19       20       21         22       23       24       25       26       27       28         29       30       31       -       -       -   | Professional Development/ 4 – 11<br>Preplanning for Teachers<br>School Begins/Student 1 <sup>st</sup> day 12<br>Pre-School Begins 12                | FTE Week 7 - 11<br>Progress Notes Sent Home 9<br>Early Release Day/ 14<br>Teacher Planning<br>President's Day/No School 21                                     | FEBRUARY 2022           S         M         T         W         Th         F         S           0         1         2         3         4         5           6         7         8         9         10         11         12           13         14         15         16         17         18         19           20         21         22         23         24         25         26           27         28         J         J         J         J         I         I   |
|---|---|--|---|
| SEPTEMBER 2021           S         M         T         W         Th         F         S           M         T         W         Th         F         S           M         T         W         Th         F         S           M         T         W         Th         F         S           M         T         N         1         2         3         4           5         6         7         8         9         10         11           12         13         14         15         16         17         18           19         20         21         22         23         24         25           26         27         28         29         30         I   | Labor Day (No School)* 6<br>Progress Reports Sent Home 15   | End of 3rd Nine Weeks11Begin 4th Nine Weeks14Report Cards Sent Home16Spring Break21 - 25   | MARCH 2022           S         M         T         W         Th         F         S           0         1         2         3         4         5           6         7         8         9         10         11         12           13         14         15         16         17         18         19           20         21         22         23         24         25         26           27         28         29         30         31         V         V   |
| S         M         T         W         Th         F         S           Image: Image of the stress of the st | FTE Week11-15End of 1st Nine Weeks12Begin 2nd Nine Weeks13Report Cards Sent Home15Early Release Day/<br>Teacher Planning29                          | Teachers-Prof. Dev./DA15Students-NO School15Progress Notes Sent Home20   | M         T         W         Th         F         S           M         T         W         Th         F         S           M         T         V         Th         Th         S           M         T         V         Th         Th         S           M         T         V         Th         Th         S           M         T         S         6         T         S         S           M         Th         12         13         14         O         16           M         Th         20         21         22         23           M         S         26         27         28         29         30   |
| S         M         T         W         Th         F         S           1         2         3         4         5         6           7         8         9         10         11         12         13           14         15         16         17         18         19         20           21         22         23         24         25         26         27           28         29         30   | Progress Reports Sent Home10Veterans Day (No School)*11Fall Break (No School)22 - 26Thanksgiving Day*25(No School)                                  | Baccalaureate18Graduation20End of 2 <sup>nd</sup> Semester27Early Release Day/Last Day for<br>Students27Memorial Day (No School)30Post Planning for Teachers31 | NALY 2022           S         M         T         W         Th         F         S           1         2         3         4         5         6         7           8         9         10         11         12         13         14           15         16         17         18         19         20         21           22         23         24         25         26         28         28           29         30         Image: Colspan="4">Image: Colspan="4"           15         16         17         18         19         20         21           29         30         Image: Colspan="4">Image: Colspan="4"         20         21 |
| DECEMBER 2021           s         M         T         W         Th         F         S           u         1         2         3         4           5         6         7         8         9         10         11           12         13         14         15         16         17         18           19         20         21         22         23         24         25           26         27         28         29         30         31  | End 1 <sup>st</sup> Semester/ 17<br>Early Release Day<br>Christmas Break (No School) 20-31<br>Christmas Day PH* 24                                  | Post Planning for Teachers 1<br>Summer School Begins 10  | JUNE 2022           S         M         T         W         Th         F         S           4         0         2         3         4           5         6         7         8         9         10         11           12         13         14         15         16         17         18           19         20         21         22         23         24         25           26         27         28         29         30   |
| JANUARY 2022           S         M         T         W         Th         F         S           2         3         5         6         7         8           9         10         11         12         13         14         15           16         17         18         19         20         21         22           23         24         25         26         27         28         29           30         31         5         5         7         8   | New Year's Day PH*3Pre-planning for Teachers/DA42nd Semester Begins/5Students Return7Reports Cards Sent Home7Martin Luther King Day*17(No School)17 | Summer School Ends 29  | JULY 2022           S         M         T         W         Th         F         S           0         0         0         0         1         2           3         4         5         6         7         8         9           10         11         12         13         14         15         16           17         18         19         20         21         22         23           24         25         26         27         28         29         30           31         0         0         0         0         0         0         0  |

# **School Day Procedures**

### **Regular Class Time**

**LIBERTY COUNTY HIGH SCHOOL:** The official school day begins at 8:00 A.M. Studentswill be dismissed at 2:56 P.M.

**W. R. TOLAR K-8**: The official school day begins at 8:00 A.M. Dismissal times are as follows:

- PreKindergarten-2nd will dismiss at 2:35 P.M.
- 3rd-5th will dismiss at 2:40 P.M.
- 6th-8th will dismiss at 2:45 P.M.

HOSFORD ELEMENTARY & JUNIOR HIGH SCHOOL: The official school day

begins at 8:15 A.M. Dismissal times are as follows:

- PreKindergarten-8th will dismiss at 3:05 P.M.
- Car pick-up students will report to the cafeteria.
- Bus students will report to their designated area.

### Student Check Out Procedures—Regular School Day

No student will be checked out of school unless approved through the office. Teachers must have this verification before releasing any student. Only the custodial parent or their designee can check out students. If anyone other than the custodial parent wishes to check out a student, they must either be listed on the student emergency card located in the front office or have a written note signed by the custodial parent.

### PHONE CALLS WILL BE ACCEPTED IN EMERGENCY SITUATIONS ONLY & MUST BE MADE TO THE FRONT OFFICE BEFORE 2:15 at Tolar & 2:30 at Hosford!

### Transportation

When a student is to change his or her mode of transportation from school, the office must be notified in writing in advance. If parent authorization is not received, the student will be required to be transported home as usual. Please remember to send a written note or come by the office, and the student will be issued a "bus note". Written documentation is required to ensure the safety of our students.

### Phone calls will be accepted in emergency situations only.

School bus transportation is a privilege that may be withdrawn for inappropriate behavior. Any misbehavior that distracts the bus driver is a very serious violation and jeopardizes the safety of everyone.

Violation of bus rules will result in disciplinary action including bus suspension. When a student is suspended from riding the school bus due to misconduct, his/her absence from school is not excused.

Students who walk or ride bicycles are expected to leave school immediately after they are dismissed. Students riding bicycles or walking home after school must walk/ride around the bus pickup/parking area. Please refrain from cutting across the parking lot.

### **Parent Conferences**

Parents should contact the guidance office to arrange team conferences with teachers. Prearranging a conference allows the teachers time to gather all relevant information and allows the school to schedule the meeting around the teachers' classroom duties. Most conferences are scheduled during the teachers' planning periods or after school between 2:50 P.M. and 3:25 P.M. Conferences may be requested by the teachers, parents, administrators, counselors, or students. Students are expected to attend their conferences. To assist you with individual teacher communication, we encourage the use of email and/or voicemail, or Parent Square.

### **Parent Portal: FOCUS**

FOCUS provides detailed information in a timely fashion (https://liberty.focusschoolsoftware.com/focus). Please understand that grades are not updated immediately, and individual teachers establish their routine of updating once a week (by 5:00 P.M. on Monday for the previous week's grades). If you have difficulty accessing the website, please contact the guidance department, and they will help in assisting you.

### Visitors

We invite and encourage parents to visit our school. Please contact your child's teacher at least a day in advance of your visit, so they can arrange seating, etc. For the safety of our children and staff, all visitors are required to check in at the front office and MUST display a visitor's pass prior to a classroom visit.

### Jessica Lunsford Act

The Jessica Lunsford Act was passed by the 2005 Florida Legislature and signed into law by Governor Bush following the assault and murder of Jessica Lunsford in Homosassa Springs, Florida. This crime was allegedly committed by an individual who had at one time worked as a subcontracted mason at Jessica Lunsford's school.

The Act focused primarily on increasing the measures used to monitor sexual offenders or predators. However, part of the Act specifically related to individuals with access to school district campuses.

Due to this law, Section 1012.465, Florida Statutes, the Liberty County School Board is required to implement safety procedures for anyone entering a school campus during the **regular school day** having access to students. The following procedures were implemented on all school campuses during the 2011-2012 school years and will remainin effect:

- All adults on campus must have a district-issued picture **ID that is worn** and always in view.
- All visitors must sign in at each school office before going anywhere on campus and then sign out as they are leaving.
- All visitors without an approved picture ID will need to present their driver's license to the school's receptionist, so that the individual can be screened and issued a single day picture ID.

If you are a parent that comes to campus daily, you will need to contact the school's principal about obtaining a more permanent ID.

These steps are being taken to ensure the safety of ALL children on our campuses and to comply with state statutes. With the community's cooperation and consideration, we were successful in implementing these additional procedures.

### School Bus Policy

The bus is an extension of the school campus. Therefore, students will adhere to all conduct rules, including those addressing medication, while riding a School Board of Liberty County, Florida, school bus. Only a student who is regularly enrolled as a transported student and whose name appears on the bus driver's enrollment card for that bus, shall be permitted to ride such a bus while it is being operated on a regular school bus route, except upon the written request of the parent(s) or legal guardian of a student and with the written approval of the principal/designee.

# Section 1006.10 (1-7), Florida Statutes gives school bus drivers the authority to monitor and control the behavior of students any time they are being transported to and from school or school functions at public expense.

# **Students being transported on a school bus must comply with the following rules.** [SBP:5610.04]

- 1. Get on/off at their regularly appointed bus stop unless written parent/guardian permission is provided to the school administrator early in the day to allow time for verification.
- 2. Occupy the seat assigned by the driver and refrain from moving around while the bus is in motion. Seat belts must always be correctly fastened upon taking assigned seat and worn if the bus is designed with seat belts.
- 3. Wait until the bus has come to a complete stop before entering or exiting the front door of the bus. Students shall form a line to ensure safety in getting on or off the bus.
- 4. Be at the bus stop at least five minutes before bus arrival but not more than fifteen minutes before arrival. Observe proper rules of conduct while waiting for the bus. Students shall stay at least five feet off the road and off private property.
- 5. If it is necessary for a student to cross a road to board a bus, the student should wait until the bus arrives and the driver deploys the stop arm and flashing red lights. The student should make visual contact with the driver, watching for the Department of Education's (DOE) adopted crossing signal. The student should then make a right and left check for traffic and cross twelve (12) feet in front of the bus.
- 6. If it is necessary for a student to cross a road after unloading from a bus, the student should stand at the side of the bus in sight and hearing of the driver. The student should make visual contact with the driver, watching for the DOE's adopted crossing signal. The student should then make a right and left check for traffic and cross twelve (12) feet in front of the bus.
- 7. Always obey the driver and monitor and follow the standards of conduct while riding the schoolbus. Report promptly to the principal when instructed to do so by the driver. Bus infractions may result in an out of school or bus suspension.
- 8. Keep all body parts and belongings inside the bus windows.
- 9. Keep from littering, throwing, or propelling objects inside the bus.

- 10. Keep from throwing or propelling items outside the bus windows. (Behavior that violates this rule/expectation may be classified as a felony. The student and the parent/guardian shall be held responsible for any damages that result from such an act.)
- 11. Keep from defacing or vandalizing a school bus. Restitution will be required for any damages sustained to the bus.
- 12. Use the handrail when entering and leaving the bus. Be careful that loose straps or drawstrings on articles of clothing or backpacks do not get caught on the handrail.
- 13. Follow emergency evacuation procedures when appropriate.
- 14. Always observe classroom conduct rules (except for ordinary conversation). Silence on the bus shall prevail while the bus is stopped for railroad crossings or for discharging students. When the bus is in motion, only talk to the driver if it is necessary and be quiet when the driver turns the dome lights on, raises a hand, etc. One of these signals will be used at railroad crossings.
- 15. Use of profane or objectionable language or engaging in any other objectionable conduct is prohibited. There shall be no pushing, fighting or any other type of misconduct at any time.
- 16. Possession of sharp/dangerous instruments or any type of weapons on the bus is prohibited.
- 17. Bring no animals, glass containers, skateboards, food, or drinks on the bus.
- 18. Use or have no tobacco products (smoking, chewing, dipping) or other moodaltering substances while on the bus.
- 19. Bring no bulky or inappropriate objects on school transportation that may block the drivers view or aisles and emergency exits.
- 20. Wear no bathing suits on the bus.
- 21. Facemasks are optional for any student who rides the bus.
- Note: Liberty County buses are equipped with video/audio cameras for security purposes. Students are being taped during their ride. These tapes may be used to determine violations of the Code of Student Conduct. Only authorized school personnel can view a bus video/audio recording, when the need arises, due to the protection of other students' privacy.

Students may use wireless communication devices (WCDs) on the bus.

When a student is suspended, or expelled from the bus, they are not permitted to use **any** School Board of Liberty County, Florida, school bus for extracurricular activities or field trips during the suspension or expulsion timeframe. At the principal's discretion, a student with a Level I or II infraction may be allowed to ride the bus for extracurricular activities only or field trips that are academic in nature.

Parents are responsible for their children at the bus stop. However, school officials may address misconduct by students at a bus stop. Bus drivers may issue bus referrals based on behavior they observe at bus stops and administrators may investigate and discipline accordingly.  $\S1006.07(2)(h)$ , 1006.09(1)(b), and 1006.10(3), Florida Statutes

### The consequences for bus referrals are as follows:

- 1<sup>st</sup> Referral: Warning and/or Detention, at principal's discretion
- 2<sup>nd</sup> Referral: ISS or Corporal Punishment, at principal's discretion
- 3<sup>rd</sup> Referral: 3-5 days Bus Suspension, at principal's discretion
- <u>4<sup>th</sup> Referral</u>: Bus Expulsion (90-day minimum) or at principal's discretion, a 10-day Bus Suspension with a parent/guardian/principal conference and a written, signed, behavior agreement, may defer expulsion. Any Level IV offense occurring on the bus may result in a recommendation for expulsion.

The above is not all inclusive and is meant only as a guide for the principal, assistant principal, or designee. The administrator may, due to the severity and nature of the offense, deviate from the above prescribed consequences and administer a more appropriate disciplinary action.

### **Bus Routes**

As started in the 2017/2018 School Year, Liberty County Schools Bus Drivers will no longer pickup students on private roads or private property. References: Liberty County School Board Policy 8610; Designation of Bus Routes; DOE 6A-3.001 F.A.C. Basic Principles for Transportation of Students. Please call the transportation department with any questions at (850) 643-5242.

#### 2021/2022 Bus Routes Areas All Routes Will Start at 7:00 A.M.

#### Reddick- Bus 12-103

SR65 North of CR67, Williams Rd; Shawn Rd; Burlington Rd; RD Sewell Rd; Kever Street; Talquin Circle; Shuler Street.

#### Webb- 12-105

CR67 West to Old Burnt Bridge Rd and East to Whitehead Drive; Podge Rd; Yellow Fly Lane; SR65 South of CR67 to FR 103; Arnold Kelly Rd; Whitetail Run; Johnny Brown Rd; K&K Rd; Elliott Rd; Paul White Rd; OJ Rd; Corner Pond Rd; Dewber Rd; CR67 A; Cannon Branch.

#### <u>Moore- 17-108</u>

SR20 East and West of Hosford; Carl Bradwell Rd; Blue Creek Rd; Bluff Creek Rd; Hunters Trail; SR65 North of Hosford; Bo Sanders Drive; Sanders Cemetery Rd; Chester Street; Tom Love Rd; Roberts Street; Ferrel Street. <u>County Line Pickup is at the corner of SR20 and CR120 Dam</u>.

#### Nobles- 17-108

CR12 South Eastside; Schmarje Lane; Lake Mystic Church Rd; Hwy 379; H&H Loop; West End of Old Bristol Rd"67"; Pea Ridge Rd"379"; Conyers Rd; Spring Branch Rd; Peddie Rd; South end of Hoecake Rd; Durham Rd; Summers Rd; Freeman Rd; Taunton Circle; Robertson Mill Rd; Michaux Rd; Myers Ann Street.

#### <u>TBA- 12-102</u>

CR333; Estiffanulga Drive; Landing Road; Chattahoochee Circle; Flint RD; River Rd; Green Acres Rd; Lake Mystic Rd; CR12 South of Tolar School.

#### Raley 12-104

3rd Ave; Rashill Rd; SR65 South of Wilma; 9th Street; 3rd Street; 6th Street; FR123; Wild Turkey Rd; Dove Street; Bear Street; CR379 South; Bream Street.

#### Godwin- 15-106

Harvell Street; SR20 West to Johnson Road; Walnut Street; Main Street; Central Street; to River Landing; Pea Ridge Road; Solomon Street; Spring Street; Church Street; North Street; Baker Street; Rock Bluff; Clay Street; Whittaker Rd; Freeman Rd; Faircloth Rd; James Summers Road; Henry Kever Road; Neil Subdivision.

#### <u>TBA- 07-100</u>

Gobbler Ct; Whitetail Lane; Turkey Creek Rd; White Springs Rd; SR20 East of Bristol, Old Post Rd; Joe Chason Circle; NE Hoecake Rd; North Miller Rd; Bird Pond Rd.

#### K. Moran - 09-101

Hall & Smith Circle; SR12 North Above 1641; Rocky Lane. Meredith Rd; Whittle Rd; LCI. County Line Church Pickup at SR12 North and Merideth Road;

#### <u> T.Pullam – 17-109</u>

Aspalaga; 270; Rockville Rd; Dennis Green Rd; Phillips Rd; Torreya Park Rd; Bethel Rd; Danny Black Rd; Garden of Eden Rd; SR12 North Below 1641.

### **Academic Information**

### Academic Reporting—Progress Reports

Student Progress Reports are sent home midway through each nine-week grading period (See Calendar). Please expect these reports. K-8 Progress Reports are to be <u>signed</u> by a parent and returned to school the following day. Failure to return signed Progress Reports may result in the loss of privileges. Please keep the progress report, but sign and return the envelope the next day to your child's teacher.

### **Report Cards**

Report cards are printed five days after the end of each nine-weeks grading period. Please refer to the school calendar for the dates in which report cards will be sent home. K-8 report cards will be sent home in a school envelope. Please keep the report card, but sign and return the envelope the next day to your child's teacher.

### **Grading Scales**

### **Kindergarten Grading Scale**

All kindergarten students will be assessed each nine weeks based on a standardsbased report card. In order for a kindergarten student to be promoted, at the end of the school year, the student must:

- Achieve Level 2 on 10 out of 14 mathematics standards, including 3 mandatory standards.
- Achieve Level 2 on 11 out of 15 Reading/Writing/Language Arts Standards, including all 4 mandatory standards.

| А | 90-100 | Outstanding Progress   |  |  |  |  |
|---|--------|------------------------|--|--|--|--|
| В | 80-89  | Above Average Progress |  |  |  |  |
| C | 70-79  | Average Progress       |  |  |  |  |
| D | 60-69  | Passing                |  |  |  |  |
| F | 59     | Failure                |  |  |  |  |
| I |        | Incomplete             |  |  |  |  |

### 1st—12th Grading Scale

### **Quarterly Grade Requirements**

Weekly reporting of grades that reflect a student's ability is a priority at all schools. Minimum Requirements for all academic subjects:

### <u>Kindergarten – 8<sup>th</sup> Grade</u>

- 4 test grades per quarter
- 9 daily/quiz grades per quarter
- 13 total grades

### <u>High School</u>

- 3 test grades per quarter
- Nine weeks' grades will consist of at least nine daily/quiz grades (12 Total Grades)

### Grade Distribution K-12

- 60% will be determined by test grades (this does not include quizzes)
- 40% will be composed of daily grades, and quizzes

### Homework K-12

- Homework is an opportunity for practice of a concept that has been well taught in class.
- Homework is not to exceed 30 minutes per night per subject.
- Subject levels will coordinate homework assignments.

### Student Code of Conduct and Pupil Progression Plan

As required by law, each school shall provide a copy of the Student Code of Conduct and Pupil Progression Plan for parents who request one. Copies are available at our school and will be sent home with your child if requested in writing or by phone. You may also pick up a copy from the front office. These documents are also located on the district website – <u>https://www.lcsb.org</u>.

# Attendance Policy Excused and Unexcused Absences

Absence is defined as non-attendance of a student at school or in an approved educational activity/field trip or program on days' school is in session. A student who is not physically present at school or not participating in an approved school activity shall be counted absent and shall not be recorded as in attendance on that day. The law allows absences for reasons listed below; under these circumstances school policy regards these absences as excused. A student with an excused absence is not subject to any disciplinary or academic penalties. Absences/tardiness shall be excused only for the following documented reasons:

- 1. Illness and/or medical care
- 2. Death in the family (See Code of Conduct for details)
- 3. Legal reasons
- 4. Approved religious holidays (with Parent Note denoting holiday being observed)
- 5. Financial and/or other insurmountable circumstances
- 6. Curriculum related field trips and/or functions of the school approved by administration

### **Reporting an Absence**

A written note, explaining why the student missed school, is required upon the students' return to school and must be submitted to the front office **within five days** of the student absence, to receive an excused absence. If a written note is not received in this timely manner (five school days), the absence will remain unexcused. The school will accept a parent note for an excused absence for up to three days in a quarter unless there are extenuating circumstances.

### **Unexcused Absences**

An unexcused absence takes place any time a child is out of school for reasons not recognized in the law. In these cases, the child may be subject to academic penalties.Unexcused absenteeism, enough to jeopardize academic progress at the school level, is defined as a student being absent without an acceptable reason five (5) times in a calendar month or ten (10) times in a 90calendar-day period. Determination of whether an absence is excused or unexcused is the responsibility of the local school principal or designee. Students who arrive after the tardy bell must report to the front office to sign in and receive an admit slip. Refer to field trip policy.

### **Required Seat Time for All Classes**

Florida Statute 1003.436(1)(a) For the purposes of requirements for high school graduation, one full credit means a minimum of 135 hours of bona fide instruction in a designated course of study that contains student performance standards, except as otherwise provided through the Credit Acceleration Program (CAP) under s.1003.4295(3).

In accordance with this statute, Liberty County High School will implement the following policy: A student that does not complete the required 67.5 seat time hours (75 class periods) per ½ credit attempted will receive an Incomplete until the hours are made up during summer school. Upon satisfying the seat time requirement, in addition to a passing grade, the student will then receive the ½ credit. This policy applies to all unexcused absences including pre-approved absences.

Attendance procedures shall be carried out in accordance with the Liberty County Student Code of Conduct and the high school attendance policy.

Exception: Students will not be awarded any credit in courses for which there is a state mandated End of Course exam until results of the EOC exams are assessed and added as 30% of the yearlong grade.

### Tardiness

Any student not in the classroom when the tardy bell rings and up to 10 minutes late is considered tardy.

Any student entering the classroom after 10 minutes will be considered skipping, unless he/she has a tardy slip from the front office.

If a student skips class, the teacher will send a referral to the office and the student will remain in class.

**(K-8 Schools)** The first two will be a warning. Whereas the 3<sup>rd</sup> and every subsequent tardy will result in a day of break/lunch detention and a parent will be contacted.

A tardy that occurs at the beginning of school requires the student to check in through the front office.

(LCHS Only) Tardies that occur after lunch require the student to check in through the front office. (Every tardy will result in a lunch detention the following day.)

### Early Check Out / Leaving School Grounds Before the End of the School Day

All students leaving school prior to the end of the school day must sign out through the main office. No student shall be sent from the campus during school hours to perform errands or act as a messenger except with the knowledge and approval of the principal, and then only for necessary and urgent school business. No student shall be permitted to leave school for the remainder of the day, prior to dismissal, in the custody of a person other than the student's parent or guardian unless that person has the verified authorization (written or verbal) of one of the parents or guardians. No students should be called out of class for early check out after 2:15 P.M. (Tolar). All students leaving early must be checked out before this time unless it is a medical or legal emergency.

### **Emergency Messages**

Parents may call the front office by 2:15 P.M. (Tolar) or 2:35 P.M. (Hosford) to make changes in after school arrangements. To ensure these messages will be delivered to your child, speak directly to school staff. Students can call parents only if given permission by their classroom teacher. Since these requests disrupt valuable learning time, they are carefully screened and reserved for special needs or extenuating circumstances only.

### **Pre-approved Absence**

Students who anticipate an absence other than a field trip or school sponsored activity, may receive an **authorized unexcused** absence if a parent/guardian's written explanation of the absence is pre-approved by the principal or designee at least **one week prior to the absence**. Although the absence is unexcused, the student will be allowed to make up any missed work and receive full credit for submitted assignments. It is the student's responsibility to obtain and make up any work assigned by teachers and/or administrators during that absence.

### **Attendance Notification System**

It is the parent's responsibility to notify the school of any change in phone number. When a student is marked late or absent in a class, the computer automatically generates a phone call to the phone number designated by the parent/guardian, through Parent Square. In the event, such a call is received and there are questions concerning the student's absence, please call the school to verify the absence. Absences can be monitored by parents or students by logging into FOCUS Parent Portal. There is a direct correlation between student learning and consistent and prompt attendance in class. Thus, absences, whether excused or unexcused, affect academic performance and grades.Students and parents should understand that poor attendance will affect the student's opportunity to participate in any extracurricular activity or school sponsored event. If a student is absent from school (three or more periods) he or she is considered absent and will not be allowed to participate in extra-curricular activities that day.

### Truancy

A truant is one who is not in attendance, with or without approval of the parent or other person having charge of the student, and whose absence has not been excused. Based on F.S. 1003.26, if a student has had at least five unexcused absences, or absences for which the reasons are unknown, within a calendar month or 10 unexcused absences, or absences for which the reasons are unknown, within a 90-calendar-day period, the student's primary teacher shall report to the school principal or his or her designee that the student may be exhibiting a pattern of nonattendance. The principal shall, unless there is clear evidence that the absences are not a pattern of nonattendance, refer the case to the school's child study team to determine if early patterns of truancy are developing. Based on F.S. 1003.01, a habitual truant is a student who has fifteen (15) unexcused absences within ninety (90) calendar days with or without the knowledge or consent of the student's parent or legal guardian. If a child subject to compulsory school attendance will not comply with attempts to enforce school attendance, the parent, the guardian, the Superintendent, or his/her designee shall refer the case to the district staff. If the child has had more than 15 unexcused absences in a 90-calendar day period, the Superintendent or his/her designee may file a truancy petition pursuant to the procedures in F.S.984.151. The superintendent must provide the names and identifying information of these students to the Department of Highway Safety and Motor Vehicles (DHSMV). DHSMV may not issue a drivers' license or learners permit or may suspend the driving privileges of any reported student until the student has satisfied regular school attendance requirements as outlined in Section 322.091, Florida Statutes.

# Make-up Work Policy

Since all classroom work and homework is important to education, students will be required to make-up work missed if absences are excused, unexcused, or due to out of school suspension. Students will not receive credit if the absence is due to an out of school suspension. Please read below regarding unexcused and excused absences:

**Excused absences:** It is the student's responsibility to make up the work within the time frame for make-up work (the number of days missed plus a day). Students will receive full credit for this work.

### Unexcused absences:

- <u>Elementary</u>: Students with unexcused absences are responsible for planning with the teacher to make up all work and assignments within the number of days missed plus a day (i.e.: if the student is absent for 1 day, he/she will have two days to make up the work). Arrangements to make up work are to be made with the teacher and are the responsibility of the student. Elementary students will receive full credit for made up work.
- <u>Middle & High School</u>: Daily school assignments missed because of an unexcused absence may not be made up by the student for credit.

# **Wireless Communication Devices**

Possession of a cellular telephone or other wireless communication device (WCD), by a student is a privilege, which may be forfeited by any student who fails to abide by the terms of this guideline, or otherwise engages in misuse of this privilege.

**K-8 students** are prohibited from using cellular telephones or other electronic communication devices (WCD) or having them "On" during the school day. **High School students** may use wireless communication devices (WCDs) before and after school, during their lunch break, between class periods, and during after school activities (e.g. extra-curricular activities). "Using" refers to, not only the making and/or receiving of calls, but also using the cellular telephone or WCD for any other purpose (i.e., sending text messages, taking pictures, making recordings, etc.)

Students may not use cellular telephones or WCDs on school property or at a school sponsored activity to access and/or view Internet web sites that are otherwise blocked to students at school.

Students may carry cellular telephones or WCDs in a backpack, purse, or inside a pocket of slacks, jeans, jacket, etc. provided they are "off" and not just in vibrate or silent mode. Upon entering the classroom, the student must store their cellphone in their backpack, purse, or a teacher provided station. Cellphones must stay out of sight for the duration of the class period.

A student may keep the cellular telephone or WCD "on" under the following circumstances with prior approval of the building principal:

The student has a special medical circumstance (e.g., an ill family member, or his/her own special medical condition).

The student is using the cellular telephone or WCD for an educational or instructional purpose with the teacher's permission and supervision.

Students participating in extra-curricular activities and athletics must contact their coachor sponsor for his/her rules involving cellular telephone or WCD use. Coaches and sponsors will set their rules and enforce consequences involving the use and/or misuseof these devices.

The School Board is not responsible for the loss, theft, damage, or vandalism to student cellular telephones or WCDs as well as other student property.

Students and parents are strongly encouraged to take appropriate precautions, if students have cellular telephones or WCDs in their possession, to make sure the cellular telephones and WCDs are not left unattended or unsecured.

Using a cellular telephone or other WCD in an unauthorized manner or in violation of the policy, may result in loss of this privilege, additional disciplinary action (e.g., warnings, parental notification conferences, corporal punishment, suspension, or expulsion, confiscation of the cellular telephone or WCD (in which case, the cellular telephone or WCD will only be released/returned to the student after the student complies with any other disciplinary consequence that is imposed and/or referral to law enforcement if the violation involves an illegal activity (e.g., child pornography).

Parents/guardians are advised that the best way to get in touch with their child during the school day is by calling the school office. Students may use school phones to contact parents/guardians during the school day with permission from teacher or principal.

# **Dress Code Policy**

A student's apparel and grooming shall be the responsibility of the individual student and his or her parents or guardians. Each student is expected to dress appropriately and in such a manner that it is respectful to self and others. Dress and grooming shall be clean, healthy, and safe and shall not be permitted to disrupt the teaching and learning environment.

Items that when worn together are usually indicative of gang memberships, or apparel that contains a message that is obscene, racist, or promotes illegal activities, (drugs, alcohol, or tobacco products) shall not be permitted on school grounds or at school functions. Students shall not wear sunglasses in the classroom, hallway, or other indoor instructional spaces. Hats are not allowed on campus. Effective July 1, 2011 State Law prohibits a student, while on the grounds of a public school during the regular school day, from wearing clothing that exposes underwear or body parts in an indecent or vulgar manner or that disrupts the orderly learning environment. This dress code is designed to promote safety and good hygiene as well as allow students the convenience of dressing comfortably while at school. Encouraging students to dress appropriately for school will prepare them to be productive members of society.

### Prekindergarten - 8<sup>th</sup> Grade Dress Code

- 1. Shorts, Skirts, and Dresses: Clothing should not be shorter than mid-thigh. This also includes slits. Running or soffe shorts are NOT permitted.
- 2. Shirts: Shirts, tops, jackets, dresses, or blouses should cover all aspects of the bosom, chest, back and sides. This should also include when arms are raised above the head.
  - a. Cleavage should not be visible.

  - b. Tank tops (straps less than 2"), tube tops, halters, racerbacks, cutouts, or spaghetti straps are not permitted as a primary top.
    c. Sheer materials or extremely tight clothing (bike pants, tights, leotards, yogapants, or leggings) are not permitted unless worn under shorts or skirts, or shirts that come down to mid-thigh.
    d. Beachware and closer war / primars / b drager clother are not permitted (unless worn).
  - d. Beachwear and sleepwear/pajamas/bedroom clothes are not permitted(unless preapproved by the principal).e. Undergarments should not be visible at any time.
- 3. Pants: Pants should fit appropriately, without sagging, and hide all undergarments.(Underwear, boxers, shorts, etc.)
  - a. Any pants with holes or slits that reveal flesh that is above mid-thigh is unacceptable.

- 4. Hats: Head coverings are not permitted. This includes but is not limited to hats, hoods, bandannas, do-rags, and caps. Exceptions may be made by the principal for special school activities or if the student is a member of a legally recognized religious organization requiring head covering or if there is a legitimate medical necessity.
- 5. Shoes: Shoes must be worn always and conform to the safety requirements of any activity in which the student will take part. Open-toed and backless slides are acceptable if they are sturdy and fit securely. Bedroom shoes or slippers are not permitted (unless pre-approved by the principal).
- 6. <u>Accessories and Jewelry:</u> Accessories and jewelry must not be sexually suggestive or feature crude or vulgar commercial lettering, printing, or drawings which would be offensive or insensitive to anyone on campus. They may not depict drugs, tobacco, or alcohol, be indicative of gang membership or sheer and/or tight attire. Accessories and jewelry must not cause physical harm (i.e. fishhooks on caps, gauges). Also, suggestive, or offensive accessories are not permitted. Gauges are permitted but must be plugged during school and while participating or attending extracurricular events.

Clothing for special programs (i.e. physical education) is not to be worn in the regular classroom. Uniforms for sports and special activities sponsored by the school and district may be exempt from the Student Dress Code if approved by the administration. Any administrator or designee shall make the final determination concerning questions regarding the appropriateness of dress for school and for school sponsored functions. Students who dress in a manner inconsistent with the approved Dress Code Policy will be required to change clothes. Students may be sent to ISS temporarily as they wait for their parents to arrive with clothing that meets the dress code. All dress code violations will be documented, and repeated violations will result in the following disciplinary actions.

### **High School Dress Code**

- 1. Shorts (chubbies), Skirts, and Dresses: Clothing shall not be shorter than 5 inches from the knee cap. This also includes slits.
- 2. Shirts: tops, jackets, dresses, or blouses shall cover all aspects of the bosom and midriff area.
  - a. Cleavage shall not be visible.
  - b. Tank tops (straps less than 2"), tube tops, halters, or spaghetti straps are not permitted as a primary top. Covering up any top that does not comply with school board policy with sheer or see-through material is not allowed.
    c. Beachwear and sleepwear/pajamas/bedroom clothes are not permitted (unless pre-approved by the principal).
    d. Undergarments should not be visible at any time.

  - e. Leotards, Tights, Bike Pants, or any other similar clothing are permitted but must be covered with a top that reaches mid-thigh. Running shorts are not permitted.

- 3. <u>Pants:</u> Pants should fit appropriately without sagging. (Underwear, boxers, shorts, etc.)
  - a. Any pants with holes or slits that reveal flesh that is five inches above the kneecap are not permitted.
  - b. Leotards, Tights, Bike Pants, or any other similar clothing are permitted but must be covered with a top that reaches mid-thigh.
  - c. Running shorts are not permitted.
- 4. Undergarments must always be covered.
- 5. <u>Hats:</u> Head coverings are not permitted on campus. This includes but is not limited to hats, hoods, bandannas, do-rags, and caps. Exceptions may be madeby the principal for special school activities or if the student is a member of a legally recognized religious organization requiring head covering or if there is a legitimate medical necessity.
- 6. <u>Shoes:</u> Shoes must be worn always and conform to the safety requirements of any activity in which the student will take part. Opentoed and backless slides are acceptable if they are sturdy and fit securely. Bedroom shoes or slippers are not permitted (unless preapproved by the principal).
- 7. <u>Accessories and Jewelry:</u> Accessories and jewelry must not be sexually suggestive or feature crude or vulgar commercial lettering, printing, or drawings which would be offensive or insensitive to anyone on campus. They may not depict drugs, tobacco, or alcohol, be indicative of gang membership or sheer and/or tight attire. Accessories and jewelry must not cause physical harm (i.e. fishhooks on caps, gauges.)

Clothing for special programs (i.e. physical education) is not to be worn in the regular classroom. Uniforms for sports and special activities sponsored by the school and district may be exempt from the Student Dress Code if approved by the administration. Any administrator or designee shall make the final determination concerning questions regarding the appropriateness of dress for school and for school sponsored functions. Students who dress in a manner inconsistent with the approved Dress Code Policy willbe required to change clothes.

Note: The principal or designee has the final authority for determining whether a student's apparel conforms to the dress code. The principal or designee may prohibit the use of clothing or items that cause disruption during school, on school transportation, or during school sponsored events. When it is determined that the apparel is inappropriate, parents/guardians will be asked to bring clothing to the school which will conform to this Code.

# **School Health Information**

- A. Date must be presented in the original container to the principal/designee. Parent/guardian shall bring medication to school and sign a Prescription Medication Consent Form.
- B. Directions/instructions on using the prescription shall be provided by the physician orpharmacist.
- C. The prescription medication shall be delivered to the office with the following information provided:
  - a. Name and purpose of medication.
  - b. The time medication is to be administered must coincide with doctor's order on the prescription.
  - c. Approximate duration of medication.
  - d. Reactions that might occur from the medication.
  - e. Administration of Prescription Medication Consent Form must be completed
  - and signed by parent/guardian.
     f. Medication must be counted by the parents/guardians and person receiving the medication and documented on the Medication Administration Form.
  - g. All medication must be in the original container with a current date not to exceed 90 days and the label shall not be modified in any manner.
  - h. The first dose of medication shall not be administered at school due to the possibility of allergic reaction.
  - i. No more than a four (4) week supply should be delivered to the school at one time.
  - All medication must be secured with lock and key. j.
  - k. A student that needs to carry an inhaler must have a doctor's statement and parent/guardian written consent on the Prescription Consent Form. Inhalers that are carried by the student must have a prescription label with the student's name on the inhaler itself.
- D. A student, who must carry an EpiPen on their person at school, will be required to have a Medical Procedure Form completed and signed by physician and parent/guardian. The form must include a statement from the doctor and parent/guardian that the child must carry it on their person. A student who needs an EpiPen at school, but does not need to carry it, must have the Medical Procedure Form completed and signed by the physician and parent/guardian. In both cases a staff member will be trained to assist and/or administer the EpiPen. E. Only trained LCSB staff shall administer medication to students.

### **Non-Prescription Medication**

- A. All non-prescription medication shall be delivered by parent/guardian. Nonprescription medication may be administered for 72 hours (three consecutive days) only with parental written consent on the Liberty County Schools Non-Prescription Form. After the 72-hour (three consecutive days) time frame, a standing order must be secured from the child's physician. The nonprescription medication shall be delivered to the office with the following information provided:
  - a. Name and purpose of medication.
  - b. Time and condition under which the medication is to be given.
  - C. Specific instructions on the administration of the medication.
  - d. Non-prescription medications are to be received in a new unopened container with 30 or less pills or no more than one-month supply.
  - e. The consent form must be completed and signed by parent/guardian.
  - f. The first dose of any medication shall not be administered during school hours due to the possibility of allergic reaction.
  - g. All medication must be in original container and stored under lock and key.
- B. Only employees certified in medication administration annually may administer the following non-prescription medications: cold remedies; aspirin; throat sprays; herbs; vitamins; cough drops; cough syrup; ear, eye and nose medication; medicated lip balm.

### **District Head Lice Policy**

Because the school brings many children together in close daily contact, they serve as a focal point for the transmission of illnesses and other problems, including head lice. To combat headlice infestation and the spread of it, we have adopted the following policy:

All elementary students will be screened for evidence of head lice at the beginning of the school year and thereafter a date determined by the school principal. If identified as having evidence of head lice, the student's parent/guardian will be notified, and the student will be excluded from school until they are determined to be NIT FREE by the school health nurse. When a student returns to school following treatment, he/she MUST be accompanied by a parent. The parent will be required to wait while the school health nurse rechecks the child's hair for evidence of head lice. If nits or head lice continue to be present, the child will not be allowed to return to school. The child must be NIT FREE to be readmitted in school.

Middle school and high school students will be screened if younger brothers or sisters are infested, if symptoms are present or if screening is requested.

The school will allow three (3) excused absences for head lice infestation. If the student is sent home before lunch, that one day will be their excused absence. If the student is sent home after lunch, the following day will be their one excused absence. Subsequent absences for the same infestation will NOT be excused since proper treatment of the affected student and the home environment should not take more than 24 hours.

# **Athletic Policy**

These policies are included for the information of all parents and students. Athletes will be required to have a signed copy on file prior to participation in any sport.

To maintain a consistent, structured athletic program at school, these policies have been created for all our student athletes to follow.

### Policies

- A. Any student traveling with an athletic team for school sponsored contests or extracurricular activities must use the transportation provided by the school board when traveling to and may use the transportation when traveling from the contest. An approved athletic pick-up list must be completed prior to the athletic event. An exception may be made to this rule only in extenuating circumstances. In this case, the coach will use his/her professional judgment on whether the situation is deemed necessary. If such a situation is known prior to the contest, the athletic director or an administrator must approve it.
- B. Students are required to attend practice daily. Coaches will announce the starting and ending times of practice. Failure to attend practice will result in disciplinary action determined by the coach.
- C. Students are required to be in school a minimum of 1/2 day to participate in a scheduled practice or contest. An exception to this rule will be made in case of emergencies ONLY. The administration will have the final say in whether the situation is classified as an emergency.
- D. Academic requirements for Hosford & Tolar: Students must meet academic requirements set by your school. Any student who wishes to participate in extracurricular activities for the fall semester must have an overall grade point average (GPA) of 2.0 or higher for the last nine weeks grading period of the preceding school year to be eligible. Eligibility for any other sports will be based on the preceding nine weeks' GPA. A middle school student must have 2.0 GPA, or the equivalent of a 2.0 GPA based on a 4.0 scale, after each semester.

9.2 Middle School GPA Calculation. For grades 6 through 8, the semester GPA will be calculated after each semester by taking the sum of quality points earned (as per FHSAA Bylaw 9.4.2) divided by the number of credits attempted during that semester. 9.3 Academic Records. A student must provide the school with all information the school needs to determine the student's eligibility using the scale in Bylaw 9.4.2. The student cannot be declared academically eligible by the member school until all such information is received to its satisfaction. Final grades previously earned by the student 2015-16 FHSAA Middle School Guidebook 17 shall not be converted using the scale in Bylaw 9.4.2. 9.4 Attendance During Previous Two Consecutive Semesters Required. A student cannot be academically eligible if he/she has not attended school and received grades for all courses taken during the previous two consecutive semesters.

- E. LCHS: See FHSAA Academic Policy.
- F. The use of alcohol and/or illegal drugs will result in immediate dismissal from the team.
- G. The use of tobacco, and/or nicotine products, will result in disciplinary action. The 1<sup>st</sup> offense may not result in dismissal from the team. The 2<sup>nd</sup> offense of tobacco use/possession will result in removal from the team.
- H. Students must attend to personal appearance and grooming. During the school year, the following items will be at the discretion of the coaching staff: jewelry (earrings, belly button rings, etc.), hairstyles (which include length and color), facial hair and body art (tattoos, scarification, or drawings).
- 1. Out-of-school suspension, the 1st out-of-school suspension, (other than tobacco) may result in the player being put on probationary status, or being removed from the team, principal discretion. The 2nd out- of-school suspension will result in dismissal from the team.
- J. At all times students are expected to be a positive influence on the team and to respect their coaches. Any deviation from this standard may result in disciplinary actions determined by the coaching staff.
- K. It is expected that parents will pick up students at the end of games and practices. If a student has not been picked up 30 minutes after practice has ended, the parents are deemed LATE. Pickup by anyone other than the parent/legal guardian will not be tolerated unless a signed permission slip is provided by the parent/guardian. Students who walk home after a practice or contest must also provide a signed permission note from the parent/legal guardian.
- L. Good sportsmanship is the only conduct we will tolerate from our athletes. Any violation of this will receive disciplinary action.
- M. Physical examination, Parent Consent, Impact Testing (Football players only), Concussion & Heat Forms, and Affidavit of Compliance with Policy on Athletic Recruiting (for high school students transferring from another district) are required upon transfer to participate in any athletic event. (This includes try outs, practices and games.) Copies must be kept on file.
- N. All athletes must submit their birth certificates to the school's guidance office for review and approval. A copy will be kept on file.
- O. All uniforms, equipment, books, etc. issued to the student while participating in an extracurricular activity must be returned at the end of the season. The student will not be allowed to participate in another extracurricular activity, or school program, until items are returned to the appropriate coach.
- P. Coaches reserve the right to schedule mandatory practices on Saturdays.
- Q. All practices, excluding summer workouts, should be concluded by no later than 8:00PM EST. Wednesday will be an exception, as practices will conclude no later than 6:00 PM EST.
- R. No games will be scheduled on Wednesdays without prior approval from administration.

S. Any athlete who quits or is suspended from a team for disciplinary reasons shall not be eligible to participate on another school team until the season for the original sport has concluded. Exceptions to this are made only with the approval of coaches, athletic director, and an administrator.

Coaches have the sole responsibility and authority to choose their team based on the criteria they feel is needed for the sport/activity.

### **Dress Code Requirement for Athletes**

The Liberty County School System prohibits students from wearing clothing to school during the regular school day that indecently or in a vulgar manner exposes underwear or body parts or that is disruptive to orderly learning environment.

For first offenders, the school is required to give the student a verbal warning, and the principal must call the students' parent or guardian.

For a second offense, the student is ineligible to participate in extracurricular activities for up to (5) days and the principal must meet with the parent or guardian.

For the third or subsequent offenses, the extracurricular activities are for up to (30) days; the school must place the student in in-school suspension for up to three days; and the principal must call and send written notification to a parent or guardian.

In addition, all students participating in extracurricular activities will adhere to appropriate dress code in the Liberty County Code of Student Conduct.

# **Field Trip Policy**

- 1. The classroom/supervising teacher will contact chaperones needed for field trips.
- 2. Students are required to ride to and from school on the bus unless prior arrangements have been made with the teacher and approved by the principal.
- 3. Chaperones will supervise children as assigned by the teacher. Chaperones are expected to enforce the guidelines and rules as set by the teacher.
- 4. Chaperones are to contact the front office to obtain a field trip pass on the day of the scheduled trip.
- 5. Non-school employees must provide their own transportation to and from the field trip location. (In extenuating circumstances this may be allowed with the approval of the Superintendent. Must meet requirements in accordance with the Jessica Lunsford Act.)
- 6. Only children in the designated field trip class are to accompany parent chaperones.
- 7. Students who have debts at the school will not be able to attend any field trips until the debt is paid in full.
- 8. Students, who have 3 referrals in a semester, or 5 referrals in the school year, that are classified as a level II or higher will not be allowed to attend any field trips.
- 9. Students that are considered truant under the Truancy Policy in statute (F.S. 1003.26) will not be allowed to attend any field trips.

Most field trips have an educational purpose. Assignments may be a part of any field trip. Students who miss a trip in which an assignment is given may be required to do an alternative assignment.

# **Disciplinary Procedures**

Since misconduct of any degree of frequency is undesirable and not conducive to a positive learning environment for all, students should understand that certain consequences are applicable to their behaviors.

A wide range of alternatives is offered as consequences to infractions. Positive means of discipline will be used to solve behavioral problems whenever possible. Such actions include conferences by various school personnel to determine the nature of the student's difficulty and to aid the student in working out a plan to resolve the problem.

Other alternative measures are available to impress upon the student that disruptions to the learning environment will not be tolerated. Because some behaviors are more serious and disruptive than others, the frequency, nature, and degree of the misconduct as well as the age of the student will determine the specific disciplinary action to be taken. The principal or designee will make the decision as to which alternative properly suits the infraction.

Examples of disciplinary actions include, but are not limited to:

- Administrative change in school program
- Alternative assignments with the purpose of modifying behavior
- Assignment of school chores
- Break / P.E. detention
- Corporal punishment
- In School Suspension
- Parent conference, letter, or phone call
- Probation
- Referral for counseling
- Referral for peer mediation when available
- Referral to outside agencies, including law enforcement for prosecution
- Referral to School Board for expulsion
- Suspension from participation in school activities
- Suspension from school
- Suspension from school bus
- Time-out placement
- Verbal or written reprimand
- Withdrawal of school privileges

# **Violations and Consequences**

| All consequences are subject to be changed or modified as needed at principal's discretion.   |   |   |  |  |  |  |  |  |  |
|---|---|---|--|--|--|--|--|--|--|
| Level I   | Behavior       Level I       Level II       Infraction       Level III Infraction   |   |  |  |  |  |  |  |  |
| <ul> <li>Infraction</li> <li>Cheating</li> <li>Plagiarism</li> <li>Dress Code<br/>Violation</li> <li>Energy<br/>Products</li> <li>Public Display<br/>of Affection</li> <li>Vehicle<br/>Violation</li> <li>Minimal Theft</li> </ul>  | <ul> <li>Level II Infraction</li> <li>Abusive,<br/>Profane/Obscene<br/>Language or<br/>Materials</li> <li>Aggressive Acts</li> <li>Classroom<br/>Disruption/<br/>Horseplay</li> <li>Defiance of<br/>Authority</li> <li>Disobedience</li> <li>Disrespect/Defiance</li> <li>Forgery</li> <li>Physical Altercation</li> <li>Pornography</li> <li>Skipping</li> <li>Theft (Minor)</li> <li>Vandalism<br/>(Minor)</li> </ul> | <ul> <li>Burglary/Break<br/>in</li> <li>Bullying</li> <li>Dangerous<br/>Instruments</li> <li>Disruption<br/>(SESIR)</li> <li>Drugs-over the<br/>counter</li> <li>Fighting</li> <li>Harassment</li> <li>Physical Attack<br/>(SESIR)</li> <li>Theft</li> <li>Tobacco</li> <li>Trespassing</li> <li>Vandalism<br/>(SESIR)</li> </ul> | <ul> <li>Level IV Infraction</li> <li>Alcohol</li> <li>Battery</li> <li>Bomb Threats/<br/>Explosives</li> <li>Drugs</li> <li>Firearms</li> <li>Sexual Battery</li> <li>Sexual Battery</li> <li>Sexual Harassment</li> <li>Threatening use of Dangerous Instruments</li> <li>Child Pornography</li> </ul> |  |  |  |  |  |  |
| <ul> <li>The above list is not considered all inclusive. For a list of all infractions and<br/>consequences, please refer to Liberty County School District's Code of Conduct. The<br/>administrator may, due to the severity and nature of the offense, deviate from the<br/>above prescribed consequences and administer a more appropriate disciplinary action.</li> </ul> |   |   |  |  |  |  |  |  |  |

• Minor classroom disruptions are expected to be handled by the classroom teacher. However, once three minor disruptions have occurred within one week, the student will be referred to administration for disciplinary action.

### Infractions: Level I

Any serious and/or repeated Level I infractions may be considered as Level II-IV infractions. Level I offenses committed in a more serious, harmful, or disruptive manner may be considered Level II-IV infractions. The following Level I infractions are prohibited:

<u>Cheating</u> – willful or deliberate unauthorized use of the work of another person for academic purposes, or inappropriate use of notes or other material in the completion of an academic assignment or test. A student who is found to have cheated on a school assignment will not receive credit for that assignment and will be disciplined in accordance with the Code of Student Conduct. When grade reduction is determined to be an appropriate disciplinary measure, the student's parent(s) or legal guardian shall be notified.

| Grad                    | le K-2                  |                            | Grade 3-5                  | Grade 6-12                 |  |
|-------------------------|-------------------------|----------------------------|----------------------------|----------------------------|--|
| 1 <sup>st</sup> offense | At teacher's discretion | 1 <sub>st</sub><br>offense | At teacher's<br>discretion | 1 <sub>st</sub><br>offense | At teacher's<br>discretion / Parent<br>contact / alternative<br>assignment |
| 2nd offense             | At teacher's discretion | 2 <sub>nd</sub><br>offense | At teacher's<br>discretion | 2 <sub>nd</sub><br>offense | At teacher's<br>discretion / Parent<br>contact / alternative<br>assignment |
| 3 <sup>rd</sup> offense | At teacher's discretion | 3 <sup>rd</sup><br>offense | At teacher's<br>discretion | 3 <sup>rd</sup><br>offense | At teacher's<br>discretion / Parent<br>contact / alternative<br>assignment |

**Dress Code Violation** – Non-conformity to the established Dress Code.

| Gra                        | de K-2                  | Grade 3-5               |   | Grade 6-12              |   |
|----------------------------|-------------------------|-------------------------|---|-------------------------|---|
| 1 <sub>st</sub><br>offense | At teacher's discretion | 1 <sup>st</sup> offense | Parent Contact /<br>Change Clothes                | 1 <sup>st</sup> offense | Parent Contact /<br>Change Clothes                |
| 2 <sub>nd</sub><br>offense | At teacher's discretion | 2 <sup>nd</sup> offense | Parent Contact /<br>Change Clothes<br>/ detention | 2nd offense             | Parent Contact /<br>Change Clothes<br>/ Detention |
| 3 <sup>rd</sup><br>offense | At teacher's discretion | 3 <sup>rd</sup> offense | Same as above<br>/ 1 week of<br>detention         | 3rd offense             | Disrespect /<br>Disobedience                      |

**Energy Products** – the use of energy products with a high content of caffeine and/or energy blends on school grounds, transportation, or at school related activities.

| Gra                        | ıde K-2 | Grade 3-5 Grade 9-      |  | Grade 9-12                 |  |
|----------------------------|---------|-------------------------|--|----------------------------|--|
| 1 <sub>st</sub><br>offense | N/A     | 1 <sup>st</sup> offense | Confiscation /<br>Warning                                  | 1 <sub>st</sub><br>offense | Confiscation /<br>Warning                                  |
| <sup>2nd</sup><br>offense  | N/A     | 2 <sup>nd</sup> offense | Confiscation /<br>Detention                                | <sup>2nd</sup><br>offense  | Confiscation /<br>Detention                                |
| 3 <sup>rd</sup><br>offense | N/A     | 3 <sup>rd</sup> offense | Confiscation /<br>ISS (2) or<br>Corporal<br>Punishment (3) | 3 <sup>rd</sup><br>offense | Confiscation /<br>ISS (2) or<br>Corporal<br>Punishment (3) |

**Public Display of Affection** – any inappropriate behavior between 2 or more students which involves kissing, hugging, touching, sitting, etc.

| Grade K-2               |     | Grade 3-5               |                  | Grade 6-12              |                  |
|-------------------------|-----|-------------------------|------------------|-------------------------|------------------|
| 1 <sup>st</sup> offense | N/A | 1 <sup>st</sup> offense | Warning          | 1 <sup>st</sup> offense | Warning          |
| 2 <sup>nd</sup> offense | N/A | 2 <sup>nd</sup> offense | Detention<br>(3) | 2 <sup>nd</sup> offense | Detention<br>(3) |
| 3 <sup>rd</sup> offense | N/A | 3 <sup>rd</sup> offense | ISS (1)          | 3 <sup>rd</sup> offense | ISS (1)          |

<u>Minimal Theft</u> – unauthorized taking, carrying, or concealing the property of another person without threat, violence, or bodily harm (up to \$50 in value).

| Gr      | Grade K-2    |         | Grade 3-5      |         | Grade 6-12     |  |
|---------|--------------|---------|----------------|---------|----------------|--|
|         |              |         | Restitution +  |         | Restitution +  |  |
| 1st     | At teacher's | 1st     | ISS (1) or     | 1st     | ISS (1) or     |  |
| offense | discretion   | offense | Corporal       | offense | Corporal       |  |
|         |              |         | Punishment (2) |         | Punishment (2) |  |
| 2nd     | At teacher's | 2nd     | Restitution +  | 2nd     | Restitution +  |  |
| offense | discretion   | offense | ISS (3)        | offense | ISS (3)        |  |
| 3rd     | At teacher's | 3rd     | Restitution +  | 3rd     | Restitution +  |  |
| offense | discretion   | offense | OSS (1)        | offense | OSS (5)        |  |

<u>Vehicle Violation</u> – failure to adhere to the district and school vehicle guidelines (see Section III: Vehicle Rules) [SBP: 5.36]

| Grade K-2      |     | Grade 3-5      |     | Grade 6-12     |  |
|----------------|-----|----------------|-----|----------------|--|
| 1st<br>offense | N/A | 1st<br>offense | N/A | 1st<br>offense | ISS (3)  |
| 2nd<br>offense | N/A | 2nd<br>offense | N/A | 2nd<br>offense | 5 Days –<br>Driving<br>Privileges<br>Revoked (on<br>school<br>grounds) |
| 3rd<br>offense | N/A | 3rd<br>offense | N/A | 3rd<br>offense | 10 Days –<br>Driving<br>Privileges<br>Revoked &<br>SRO Referral        |

## Infractions: Level II

Any serious and/or repeated Level II infractions may be considered as Level III-IV infractions. Level II offenses committed in a more serious, harmful, or disruptive manner may be considered Level III-IV infractions. The following Level II infractions are prohibited:

Abusive, Profane, Obscene Language/Materials – use of either oral or written language, electronic messages, gestures, objects, or pictures which are disrespectful or socially unacceptable and which tend to disrupt the school environment, a school function, or an extracurricular/co-curricular activity.

| Grade K-2                  |  |                            | Grade 3-5                                |                            | Grade 6-12                               |
|----------------------------|--|----------------------------|--|----------------------------|--|
| 1 <sub>st</sub><br>offense | Parent Contact                         | 1st<br>offense             | Parent Contact /<br>Detention            | 1 <sub>st</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2) |
| 2 <sub>nd</sub><br>offense | Detention                              | 2 <sub>nd</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2) | 2 <sub>nd</sub><br>offense | ISS (3)                                  |
| 3 <sup>rd</sup><br>offense | Detention or<br>Corporal<br>Punishment | 3 <sup>rd</sup><br>offense | ISS (3)                                  | 3 <sup>rd</sup><br>offense | OSS (1)                                  |

**Aggressive Acts** – a less severe act than physical attack that includes, but not limited to hitting, kicking, pushing, tripping, or biting etc. another individual. This act has only one aggressor or occurs without provocation.

| Grade K-2      |                               | Grade 3-5      |  | Grade 6-12     |  |
|----------------|-------------------------------|----------------|--|----------------|--|
| 1st<br>offense | Detention /<br>Parent Contact | 1st<br>offense | Detention /<br>Parent Contact            | 1st<br>offense | ISS (1) or<br>Corporal<br>Punishment (2) |
| 2nd<br>offense | Detention /<br>Parent Contact | 2nd<br>offense | ISS (1) or<br>Corporal<br>Punishment (2) | 2nd<br>offense | ISS (2) or<br>Corporal<br>Punishment (3) |
| 3rd<br>offense | Detention /<br>Parent Contact | 3rd<br>offense | ISS (3) or<br>Corporal<br>Punishment (3) | 3rd<br>offense | OSS (2)                                  |

<u>Classroom Disruption/Horseplay (Non-SESIR)</u> – conduct or behavior that interferes with or disrupts the orderly process of the school environment, a school function, transportation, or extracurricular/co-curricular activity.

| Gr                         | Grade K-2                                      |                            | Grade 3-5                                  |                            | Grade 6-12                               |  |
|----------------------------|--|----------------------------|--|----------------------------|--|--|
| 1st<br>offense             | Warning and /<br>or Parent<br>Contact          | 1 <sub>st</sub><br>offense | Detention or<br>Corporal<br>Punishment (2) | 1 <sub>st</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2) |  |
| 2nd<br>offense             | Detention (1) or<br>Corporal<br>Punishment (2) | <sup>2nd</sup><br>offense  | ISS (1) or<br>Corporal<br>Punishment (2)   | 2nd<br>offense             | ISS (2) or<br>Corporal<br>Punishment (3) |  |
| 3 <sup>rd</sup><br>offense | Detention (2) or<br>Corporal<br>Punishment (3) | 3 <sup>rd</sup><br>offense | ISS (3) or OSS<br>(1)                      | 3 <sup>rd</sup><br>offense | OSS (3)                                  |  |

**Defiance of authority, Willful Disrespect, or Interference with School Authority** – adaring or bold resistance of authority, open disregard, contempt. More serious in nature than disobedience on or off campus

| Grade K-2 Grad |  | Grade 3-5      |  | Grade 6-12     |  |
|----------------|--|----------------|--|----------------|--|
| 1st<br>offense | Detention and /<br>or Parent<br>Contact    | 1st<br>offense | ISS (2) or<br>Corporal<br>Punishment (3) | 1st<br>offense | ISS (3) or<br>OSS (1)                        |
| 2nd<br>offense | Detention or<br>Corporal<br>Punishment (1) | 2nd<br>offense | ISS (3)                                  | 2nd<br>offense | OSS (3)                                      |
| 3rd<br>offense | Detention or<br>Corporal<br>Punishment (2) | 3rd<br>offense | OSS (3)                                  | 3rd<br>offense | OSS (5) and /<br>or alternative<br>placement |

**Disrespect/Disobedience**– conduct or behavior which demeans, degrades, antagonizes, humiliates, or embarrasses a person or group of people. This includes, but is not limited to, hurtful acts, words or behavior committed by one or more students against another. Disrespect toward staff is defined as rude, abrasive, or insulting conduct.

| Gr                         | ade K-2                    | Grade 3-5      |  |                | Grade 6-12                               |
|----------------------------|----------------------------|----------------|--|----------------|--|
| 1 <sub>st</sub><br>offense | Parent Contact             | 1st<br>offense | Detention                                | 1st<br>offense | ISS (1) or<br>Corporal<br>Punishment (2) |
| 2 <sub>nd</sub><br>offense | Detention                  | 2nd<br>offense | ISS (1) or<br>Corporal<br>Punishment (2) | 2nd<br>offense | ISS (2) or<br>Corporal<br>Punishment (3) |
| 3 <sup>rd</sup><br>offense | Corporal<br>Punishment (2) | 3rd<br>offense | Treated as<br>Defiance                   | 3rd<br>offense | Treated as<br>Defiance                   |

Wireless Communication Devices (Cell Phone/Ear Buds/Air Pods) – Failure to comply with school rules outlined on pgs. 21-22 of this handbook (Ear Buds/Air Pods may only be visible before/after school and during lunch).

| Gr             | ade K-2                    |                | Grade 3-5                                |                | Grade 6-12                               |
|----------------|----------------------------|----------------|--|----------------|--|
| 1st<br>offense | Parent Contact             | 1st<br>offense | Detention                                | 1st<br>offense | ISS (1) or<br>Corporal<br>Punishment (2) |
| 2nd<br>offense | Detention                  | 2nd<br>offense | ISS (1) or<br>Corporal<br>Punishment (2) | 2nd<br>offense | ISS (2) or<br>Corporal<br>Punishment (3) |
| 3rd<br>offense | Corporal<br>Punishment (2) | 3rd<br>offense | Treated as<br>Defiance                   | 3rd<br>offense | Treated as<br>Defiance                   |

**Forgery** – The making of a false or misleading written communication to a school staff member with either the intent to deceive the staff member or under circumstances which would be reasonably calculated to deceive the staff member.

| Gr             | rade K-2                   |                | Grade 3-5                                |                | Grade 6-12                               |
|----------------|----------------------------|----------------|--|----------------|--|
| 1st<br>offense | Parent Contact             | 1st<br>offense | ISS (1) or<br>Corporal<br>Punishment (2) | 1st<br>offense | ISS (1) or<br>Corporal<br>Punishment (2) |
| 2nd<br>offense | Detention                  | 2nd<br>offense | ISS (2) or<br>corporal<br>punishment (3) | 2nd<br>offense | ISS (2) or<br>corporal<br>punishment (3) |
| 3rd<br>offense | Corporal<br>Punishment (2) | 3rd<br>offense | OSS (2)                                  | 3rd<br>offense | OSS (2)                                  |

<u>Physical Altercations</u> – physical conflicts between two or more persons that do not require physical restraint or cause injury, at principal's discretion, without regard to who was the original aggressor.

| Grade K-2                  |                            | Grade 3-5                  |  | Grade 6-12                 |  |
|----------------------------|----------------------------|----------------------------|--|----------------------------|--|
| 1st<br>offense             | Parent Contact             | 1 <sub>st</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2) | 1 <sub>st</sub><br>offense | ISS (2) or<br>Corporal<br>Punishment (3) |
| <sup>2nd</sup><br>offense  | Detention                  | 2 <sub>nd</sub><br>offense | ISS (2) or<br>Corporal<br>Punishment (3) | 2 <sub>nd</sub><br>offense | OSS (3)                                  |
| 3 <sup>rd</sup><br>offense | Corporal<br>Punishment (2) | 3 <sup>rd</sup><br>offense | OSS (3)                                  | 3 <sup>rd</sup><br>offense | OSS (5)                                  |

#### Pornography – Possession

| Grade K-2                  |   | Gr                         | Grade 3-5  |                            | Grade 6-12   |  |
|----------------------------|---|----------------------------|--|----------------------------|--|--|
| 1 <sub>st</sub><br>offense | Parent Contact<br>and Detention                                     | 1 <sub>st</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2)                                       | 1 <sub>st</sub><br>offense | ISS (2) or<br>Corporal<br>Punishment (3)                                       |  |
| 2 <sub>nd</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2)                            | 2 <sub>nd</sub><br>offense | ISS (3)  | 2 <sub>nd</sub><br>offense | OSS (2)  |  |
| 3 <sup>rd</sup><br>offense | Problem<br>Solving Meeting<br>(consequences<br>to be<br>determined) | 3 <sup>rd</sup><br>offense | OSS (2)<br>Problem<br>Solving Meeting<br>(consequences<br>to be<br>determined) | 3 <sup>rd</sup><br>offense | OSS (3)<br>Problem<br>Solving Meeting<br>(consequences<br>to be<br>determined) |  |

Pornography – Distribution

| Gr                         | ade K-2  | Grade 3-5                  |  | Grade 6-12                 |  |
|----------------------------|--|----------------------------|--|----------------------------|--|
| 1 <sub>st</sub><br>offense | Parent Contact<br>and Detention  | 1 <sub>st</sub><br>offense | ISS (3)  | 1 <sub>st</sub><br>offense | OSS (2)  |
| <sup>2nd</sup><br>offense  | ISS (1) or<br>Corporal<br>Punishment (2)                                       | <sup>2nd</sup><br>offense  | OSS (3)<br>Problem<br>Solving Meeting<br>(consequences<br>to be<br>determined) | <sup>2nd</sup><br>offense  | OSS (5)<br>Problem<br>Solving Meeting<br>(consequences<br>to be<br>determined) |
| 3 <sup>rd</sup><br>offense | OSS (2)<br>Problem<br>Solving Meeting<br>(consequences<br>to be<br>determined) | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion   | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion   |

### **Skipping** – Class – defined as not being at the assigned area within 10 minutes.

| Gr                         | ade K-2                    | Gr                         | rade 3-5                                   | -5 Grade 6-12              |  |
|----------------------------|----------------------------|----------------------------|--|----------------------------|--|
| 1 <sub>st</sub><br>offense | Parent Contact             | 1 <sub>st</sub><br>offense | Detention or<br>Corporal<br>Punishment (1) | 1 <sub>st</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2) |
| 2 <sub>nd</sub><br>offense | Detention                  | <sup>2nd</sup><br>offense  | ISS (1) or<br>Corporal<br>Punishment (2)   | 2 <sub>nd</sub><br>offense | ISS (2) or<br>Corporal<br>Punishment (3) |
| 3 <sup>rd</sup><br>offense | Corporal<br>Punishment (2) | 3rd offense                | ISS (3)                                    | 3rd offense                | OSS (1)                                  |

**Skipping** – Leaving Campus – intentionally leaving campus without permission from principal or designee.

| Gr                         | Grade K-2                              |                            | rade 3-5                                 | Grade 6-12                 |  |
|----------------------------|--|----------------------------|--|----------------------------|--|
| 1st<br>offense             | Parent Contact<br>and Detention<br>PST | 1 <sub>st</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2) | 1 <sub>st</sub><br>offense | ISS (1) or<br>Corporal<br>Punishment (2) |
| 2 <sub>nd</sub><br>offense | Corporal<br>Punishment<br>(2)/PST      | 2 <sub>nd</sub><br>offense | ISS (2)<br>CP (2)<br>PST                 | <sup>2nd</sup><br>offense  | ISS (2)<br>Corporal<br>Punishment (3)    |
| 3 <sup>rd</sup><br>offense | PST                                    | 3rd offense                | ISS (3)<br>PST                           | 3rd offense                | ISS (3)<br>PST                           |

<u>Theft of a Minor Nature</u> – unauthorized taking, carrying, riding away with, or concealing the property of another person including motor vehicles without threat, violence, or bodily harm. (Greater than \$50 and less than \$300)

| Grade K-2                  |  | Grade 3-5                  |  | Grade 6-12                 |   |
|----------------------------|--|----------------------------|--|----------------------------|---|
| 1st<br>offense             | Restitution /<br>Parent Contact<br>and Detention                   | 1st<br>offense             | Restitution and<br>ISS (1) or<br>Corporal<br>Punishment (2)        | 1st<br>offense             | Restitution and OSS (2)                               |
| 2 <sub>nd</sub><br>offense | Restitution /<br>Detention or<br>Corporal<br>Punishment (2)<br>PST | 2nd<br>offense             | Restitution and<br>ISS (2) or<br>Corporal<br>Punishment (3)<br>PST | <sup>2nd</sup><br>offense  | Restitution and<br>OSS (5)<br>PST                     |
| 3 <sup>rd</sup><br>offense | Restitution /<br>Corporal<br>Punishment (3)<br>PST                 | 3 <sup>rd</sup><br>offense | Restitution and<br>OSS (3)<br>PST                                  | 3 <sup>rd</sup><br>offense | Restitution and<br>Suspension<br>pending<br>expulsion |

#### <u>Vandalism (Minor)</u> – Under \$1000

| Grade K-2                  |   | Grade 3-5                  |   | Grade 6-12                 |   |
|----------------------------|---|----------------------------|---|----------------------------|---|
| 1 <sub>st</sub><br>offense | Restitution /<br>Parent Contact<br>and Detention            | 1 <sub>st</sub><br>offense | Restitution and ISS (3)                               | 1 <sub>st</sub><br>offense | Restitution and<br>ISS (3)                            |
| 2 <sub>nd</sub><br>offense | Restitution /<br>Detention or<br>Corporal<br>Punishment (2) | <sup>2nd</sup><br>offense  | Restitution and OSS (3)                               | 2 <sub>nd</sub><br>offense | Restitution and OSS (5)                               |
| 3 <sup>rd</sup><br>offense | Restitution /<br>Corporal<br>Punishment (3)                 | 3 <sup>rd</sup><br>offense | Restitution and<br>Suspension<br>pending<br>expulsion | 3 <sup>rd</sup><br>offense | Restitution and<br>Suspension<br>pending<br>expulsion |

## Infractions: Level III

Any serious and/or repeated Level III infractions may be considered as Level IV infractions. Level III offenses committed in a more serious, harmful, or disruptive manner may be considered Level IV. The following Level III infractions are prohibited, and violators will be subject to school disciplinary interventions and possible criminal prosecution.

**Breaking & Entering / Burglary** – unlawful entry with force, or unauthorized presence in a building or other structure or conveyance with evidence of the intent to damage or remove property or harm a person(s). [(SESIR); SS810.02, 810.08, 810.09, and 810.097 Florida Statutes]

| Grade K-2                  |     | Grade 3-5                  |                                    | Grade 6-12                 |                                    |
|----------------------------|-----|----------------------------|------------------------------------|----------------------------|------------------------------------|
| 1st<br>offense             | N/A | 1 <sub>st</sub><br>offense | OSS (3)                            | 1 <sub>st</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 2 <sub>nd</sub><br>offense | N/A | <sup>2nd</sup><br>offense  | OSS (5)                            | 2 <sub>nd</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 3 <sup>rd</sup><br>offense | N/A | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

**Bullying** – Systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees that is severe or pervasive enough to create an intimidating, hostile, or offensive environment, or unreasonably interfere with the individual's school performance or participation. (See Section III: Bullying and OtherForms of Aggression) [(SESIR); SBP: 5.321, S1006.147, Florida Statute]

| Grade K-2                  |  | Grade 3-5                  |  | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|--|----------------------------|------------------------------------|
| 1 <sub>st</sub><br>offense | Parent Contact<br>and Detention          | 1 <sub>st</sub><br>offense | OSS (1)  | 1 <sub>st</sub><br>offense | OSS (1)                            |
| 2 <sub>nd</sub><br>offense | ISS (2) or<br>Corporal<br>Punishment (3) | 2 <sub>nd</sub><br>offense | OSS (3)  | 2 <sub>nd</sub><br>offense | OSS (3)                            |
| 3 <sup>rd</sup><br>offense | OSS (3)                                  | 3 <sup>rd</sup><br>offense | Alternative<br>Placement/possible<br>expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

**Dangerous Instruments** – possession, distribution of materials, paraphernalia, or items that are dangerous. (See Code of Conduct for description)

Note: Dangerous Instruments used in a threatening or intimidating manner may be considered a Level IV infraction. A threat to use a dangerous instrument on school grounds, on school sponsored transportation, or at any school sponsored activity is prohibited. (SESIR)

| Grade K-2                  |  | Grade 3-5                  |                                    | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|------------------------------------|----------------------------|------------------------------------|
| 1 <sub>st</sub><br>offense | Parent Contact<br>and Detention          | 1 <sub>st</sub><br>offense | OSS (1)                            | 1 <sub>st</sub><br>offense | OSS (1)                            |
| <sup>2nd</sup><br>offense  | ISS (2) or<br>Corporal<br>Punishment (3) | 2nd<br>offense             | OSS (3)                            | <sup>2nd</sup><br>offense  | OSS (3)                            |
| 3 <sup>rd</sup><br>offense | OSS (3)                                  | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

**Disruption on Campus – Major** – any act that substantially disrupts the orderly conduct of a school function, the orderly learning environment, or poses a threat to the health, safety, and/or welfare of students, staff, or others. See SESIR

| Grade K-2                  |  | Grade 3-5                  |                                    | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|------------------------------------|----------------------------|------------------------------------|
| 1 <sub>st</sub><br>offense | Parent Contact<br>and Detention        | 1 <sub>st</sub><br>offense | OSS (3)                            | 1 <sub>st</sub><br>offense | OSS (3)                            |
| 2 <sub>nd</sub><br>offense | Detention or<br>Corporal<br>Punishment | 2 <sub>nd</sub><br>offense | OSS (5)                            | <sup>2nd</sup><br>offense  | OSS (5)                            |
| 3 <sup>rd</sup><br>offense | OSS (3)                                | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

**Drug Possession – Excluding Alcohol** – using, possessing or being under the influence of any controlled drug. (See Code of Conduct for description)

| Grade K-2                  |  | Grade 3-5                  |  | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|--|----------------------------|------------------------------------|
| 1 <sub>st</sub><br>offense | Contact Parent<br>and Law<br>Enforcement | 1 <sub>st</sub><br>offense | 3 days OSS<br>Referral to<br>problem solving     | 1 <sub>st</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 2 <sub>nd</sub><br>offense | Contact Parent<br>and Law<br>Enforcement | 2 <sub>nd</sub><br>offense | 5 days OSS Or<br>Alternative<br>Expulsion        | 2 <sub>nd</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 3 <sup>rd</sup><br>offense | Contact Parent<br>and Law<br>Enforcement | 3 <sup>rd</sup><br>offense | Alternative<br>Placement<br>Pending<br>Expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

**Drug Use – Excluding Alcohol** – using, possessing or being under the influence of any controlled drug. (See Code of Conduct for description)

| Grade K-2                  |  | Grade 3-5                  |                                    | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|------------------------------------|----------------------------|------------------------------------|
| 1st<br>offense             | Contact Parent<br>and Law<br>Enforcement | 1 <sub>st</sub><br>offense | 3 days OSS                         | 1 <sub>st</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 2 <sub>nd</sub><br>offense | Contact Parent<br>and Law<br>Enforcement | 2 <sub>nd</sub><br>offense | 5 days OSS                         | 2 <sub>nd</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 3 <sup>rd</sup><br>offense | Contact Parent<br>and Law<br>Enforcement | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

**Drugs / Over the counter** – use, possession, or distribution of over the counter or moodaltering substances, or any substances represented as drugs or drug paraphernalia. Students on medication must abide by established district procedures.

| Grade K-2                  |                | Grade 3-5                  |                                      | Grade 6-12                 |  |
|----------------------------|----------------|----------------------------|--------------------------------------|----------------------------|--|
| 1st<br>offense             | Contact Parent | 1st<br>offense             | Contact Parent                       | 1st<br>offense             | Parent Contact<br>up to 3 days<br>OSS<br>depending on<br>substance |
| 2 <sub>nd</sub><br>offense | Contact Parent | 2 <sub>nd</sub><br>offense | 1 ISS or 2<br>Corporal<br>punishment | 2 <sub>nd</sub><br>offense | 2 ISS or<br>corporal<br>punishment                                 |
| 3 <sup>rd</sup><br>offense | Contact Parent | 3 <sup>rd</sup><br>offense | 3 days of OSS                        | 3 <sup>rd</sup><br>offense | 5 days OSS   |

**Fighting** – two or more persons mutually participating in use of force or physical violence that requires physical restraint or results in injury requiring first aid or medical attention is considered fighting. Mutual participation is considered without regard to theoriginal aggressor. (SESIR)

| Grade K-2                  |  | Grade 3-5                  |                                    | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|------------------------------------|----------------------------|------------------------------------|
| 1st<br>offense             | Contact Parent<br>and Detention          | 1 <sub>st</sub><br>offense | OSS (1)                            | 1 <sub>st</sub><br>offense | OSS (2)                            |
| 2 <sub>nd</sub><br>offense | ISS (2) or<br>Corporal<br>Punishment (3) | <sup>2nd</sup><br>offense  | OSS (3)                            | <sup>2nd</sup><br>offense  | OSS (5)                            |
| 3 <sup>rd</sup><br>offense | OSS (3)                                  | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

**Harassment** – any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal, or physical conduct that (1) places a student or employee in reasonable fear of harm to his or her person or damage to his or her property, (2) has the effect of substantially interfering with a student's educational performance, opportunities, or benefits, or (3) has the effect of substantially disrupting the orderly operation of a school including any course of conduct directed at a specific person that causes substantial emotional distress in such a person and serves no legitimate purpose. Any willful and/or deliberate word or act (including racial comments), of a serious nature based upon race, color, religion, sex, gender, age, national or ethnicorigin, political beliefs, marital/family status, disability or disabling condition, social or family background, or harassment for any other reason. (See Section III: Harassment) [SBP: 2.70 and 2.71]

| Grade K-2                  |  | Grade 3-5                  |                                    | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|------------------------------------|----------------------------|------------------------------------|
| 1 <sub>st</sub><br>offense | Parent Contact<br>and Detention          | 1 <sub>st</sub><br>offense | OSS (1)                            | 1 <sub>st</sub><br>offense | OSS (1)                            |
| <sup>2nd</sup><br>offense  | ISS (2) or<br>Corporal<br>Punishment (3) | 2 <sub>nd</sub><br>offense | OSS (3)                            | <sup>2nd</sup><br>offense  | OSS (3)                            |
| 3 <sup>rd</sup><br>offense | OSS (3)                                  | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

**Physical Attack** – Physical attack refers to an actual and intentional striking of another person against his/her will, or the intentional causing of bodily harm to an individual. (SESIR)

| Grade K-2                  |  | Grade 3-5                  |                                 | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|---------------------------------|----------------------------|------------------------------------|
| 1 <sub>st</sub><br>offense | Parent<br>contact/detention                    | 1 <sub>st</sub><br>offense | ISS (2) Corporal punishment (3) | 1 <sub>st</sub><br>offense | OSS (5)                            |
| 2 <sub>nd</sub><br>offense | ISS (1) Corporal<br>punishment (2)<br>PST mtg. | 2 <sub>nd</sub><br>offense | ISS (3)                         | 2 <sub>nd</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 3 <sup>rd</sup><br>offense | ISS (2) Corporal punishment                    | 3 <sup>rd</sup><br>offense | OSS (3)                         | 3 <sup>rd</sup><br>offense | N/A                                |

<u>Theft \ Larceny</u> – taking of property from a person, building, or a vehicle. The unauthorized taking, carrying, riding away with, or concealing the property of another person, including motor vehicles, without threat, violence, or bodily harm. The items must value \$300 or more to report in (SESIR)

| Grade K-2                  |   | Grade 3-5                  |  | Grade 6-12                 |  |
|----------------------------|---|----------------------------|--|----------------------------|--|
| 1 <sub>st</sub><br>offense | Parent Contact,<br>restitution, and<br>Detention            | 1st<br>offense             | Restitution and<br>ISS (3)/OSS (1)                               | 1st<br>offense             | Restitution and OSS (3)  |
| <sup>2nd</sup><br>offense  | ISS (2) or<br>Corporal<br>Punishment (3)<br>and restitution | <sup>2nd</sup><br>offense  | Restitution and<br>OSS (5)<br>Suspension<br>Pending<br>Expulsion | <sup>2nd</sup><br>offense  | Restitution and<br>Suspension<br>Pending<br>Expulsion or<br>alternate<br>placement |
| 3 <sup>rd</sup><br>offense | Restitution   | 3 <sup>rd</sup><br>offense | Restitution and<br>Suspension<br>Pending<br>Expulsion            | 3 <sup>rd</sup><br>offense | N/A  |

# Threat (Not a death threat) – serious or implied threat to school employee or school property.

| Grade K-2                  |  | Grade 3-5                  |         | Grade 6-12                 |                                    |
|----------------------------|--|----------------------------|---------|----------------------------|------------------------------------|
| 1 <sub>st</sub><br>offense | Parent Contact<br>and Detention          | 1 <sub>st</sub><br>offense | OSS (1) | 1 <sub>st</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| <sup>2nd</sup><br>offense  | ISS (2) or<br>Corporal<br>Punishment (3) | 2 <sub>nd</sub><br>offense | OSS (3) | 2 <sub>nd</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 3 <sup>rd</sup><br>offense | OSS (3)                                  | 3 <sup>rd</sup><br>offense | OSS (5) | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

<u>Threat (Not a death threat</u>) – serious or implied threat to do **bodily harm** to another student. Can be verbal, non-verbal, and electronic and/or witnessed.

| Grade K-2                  |   | Grade 3-5                  |   | Grade 6-12                 |  |
|----------------------------|---|----------------------------|---|----------------------------|--|
| 1 <sub>st</sub><br>offense | Parent Contact<br>and Detention   | 1 <sub>st</sub><br>offense | Parent Contactand<br>Detention  | 1 <sub>st</sub><br>offense | ISS (3) or<br>Corporal<br>Punishment (3) |
| <sup>2nd</sup><br>offense  | ISS (up to 2) or<br>Corporal<br>Punishment (3)<br>and Social Skills<br>Lesson | 2 <sub>nd</sub><br>offense | ISS (up to 2) or<br>Corporal<br>Punishment (3)<br>and Social skills<br>Lesson | 2 <sub>nd</sub><br>offense | OSS (1)                                  |
| 3 <sup>rd</sup><br>offense | Problem Solving<br>or CST<br>Meeting/Parent<br>must attend                    | 3 <sup>rd</sup><br>offense | Problem Solving<br>or CST<br>Meeting/Parent<br>must attend                    | 3 <sup>rd</sup><br>offense | OSS (3)                                  |

Threat (Death) – A written or verbal threat to kill another. Follow procedure for Threat/Intimidation as outlined. [(SESIR); §914.23, Florida Statute] Student makes a death threat: immediate removal (home and/or alternate placement) pending investigation which will not exceed 10 days and all academic assignments will be provided. During this time, an investigation takes place, that will, as appropriate include a psychological evaluation. Upon completion of initial investigation, a committee composed of principal, guidance counselor, teacher, at least one district staff person, and any other pertinent personnel (Threat Assessment Team) will make a recommendation to the Superintendent regarding disciplinary action. If the Sheriff's department has an ongoing investigation that exceeds the 10 days stated above additional removal days will be assigned until the completion of the investigation. The discipline provided by the school is independent of any charges by law enforcement. Possible disciplinary actions at the conclusion of the investigation may include the following.

- Expulsion for a period of 180 days
- Placement at Alternative program for up to 180 days (30, 60, 90, 120, 180) o Placement must be completed prior to returning to assigned school
- Out of School Suspension

**Tobacco/Vaping** – The possession, use, distribution, or sale of tobacco, nicotine products or vaping products or paraphernalia on school grounds, school-sponsored events, and/or on school transportation will result in Out of School Suspension. (SESIR)

| Grade K-2                  |                           | Grade 3-5                  |  | Grade 6-12                 |                                    |
|----------------------------|---------------------------|----------------------------|--|----------------------------|------------------------------------|
| 1st<br>offense             | Parent and SRO<br>Contact | 1 <sub>st</sub><br>offense | OSS (1) plus 5<br>days of lunch<br>detention for<br>tobacco/vaping<br>products (SRO) | 1 <sub>st</sub><br>offense | OSS (3)<br>SRO Citation            |
| 2 <sub>nd</sub><br>offense | Parent and SRO<br>Contact | 2 <sub>nd</sub><br>offense | OSS (1) plus 5<br>days of lunch<br>detention for<br>tobacco/vaping<br>products (SRO) | 2 <sub>nd</sub><br>offense | OSS (3)<br>SRO Citation            |
| 3 <sup>rd</sup><br>offense | Parent and SRO<br>Contact | 3 <sup>rd</sup><br>offense | OSS (3) plus 5<br>days of lunch<br>detention for<br>tobacco/vaping<br>products (SRO) | 3 <sup>rd</sup><br>offense | Possible<br>Alternate<br>Placement |

**Vandalism** – intentional destruction, damage, or defacement of public or private/personal property, without consent of owner or person having custody or control of it. Damage must be valued at \$1000 or more including time and labor to be considered. (SESIR)

| Grade K-2                  |  | Gr                         | Grade 3-5   |                            | Grade 6-12  |  |
|----------------------------|--|----------------------------|---|----------------------------|---|--|
| 1st<br>offense             | Restitution and<br>Parent / SRO<br>Contact | 1 <sub>st</sub><br>offense | Restitution and<br>Suspension<br>pending<br>expulsion | 1 <sub>st</sub><br>offense | Restitution and<br>Suspension<br>pending<br>expulsion |  |
| <sup>2nd</sup><br>offense  | Restitution and<br>Parent / SRO<br>Contact | <sup>2nd</sup><br>offense  | Restitution and<br>Suspension<br>pending<br>expulsion | <sup>2nd</sup><br>offense  | Restitution and<br>Suspension<br>pending<br>expulsion |  |
| 3 <sup>rd</sup><br>offense | Restitution and<br>Parent / SRO<br>Contact | 3 <sup>rd</sup><br>offense | Restitution and<br>Suspension<br>pending<br>expulsion | 3 <sup>rd</sup><br>offense | Restitution and<br>Suspension<br>pending<br>expulsion |  |

## Infractions: Level IV

Any serious and/or repeated Level I-III infractions may be considered as Level IV infractions. Level III offenses committed in a more serious, harmful, or disruptive manner may be considered a Level IV infraction. The following Level IV infractions are prohibited, and violators will be subject to school disciplinary interventions and possible criminal prosecution.

The following Level IV are prohibited:

- Alcohol possession, sale, purchase, distribution, or use of alcohol beverages. Use means the person is caught in the act of using, admits using or is discovered to have used during an investigation. Students in violation are subject to the substance abuse program (See Section IV: Substance Abuse Program)
- **Battery** The physical use of force or violence by an individual against another. The attack must be serious enough to warrant consulting law enforcement and result in more serious bodily injury. (To distinguish from Fighting, report an incident as Battery only when the force or violence is carried out against a person who is not fighting back.) (SESIR)
- Bomb Threat any communication that has the effect of threatening an explosion to do malicious, destructive, or physical harm to a school or persons within. (See Code of Conduct for complete description)
- Drug Sale/Distribution Excluding Alcohol distribution, cultivation, manufacture, sale, purchase, or repeated incidents of any controlled drug, narcotic substance, or any substances represented to be a drug, narcotic, or controlled substance Students in violation are required to attend substance abuse program (See Section IV: substance Abuse Program) The student or substance may be required to be tested (See Section IV: Drug Testing) [(SESIR)SBP 3.42]
- **Firearms** the possession, use, or control of any firearm (operable or inoperable, loaded or unloaded) is prohibited. Firearm means any weapon (including a starter gun) which will expel, is designed to expel, or may readily be converted to expel a projectile by the action of an explosive; the frame or receiver of any such weapon; any firearm muffler or firearm silencer, any destructive device; or any machine gun. (See District Code of Conduct for further description)
- Other Major any serious, harmful incident resulting in the need for law enforcement intervention not previously classified. Examples: student producing or knowingly using counterfeit money, participating in gambling activities, possessing child pornography, or possessing drug paraphernalia.

- Sexual Battery any sexual act or attempt directed against another person, forcibly and/or against the persons will including person's incapable of giving consent because of age or because of temporary or permanent mental incapacity. The category includes rape, touching of private parts of another person (either through human contact or using an object), child molestation, and sodomy. This level warrants calling law enforcement (SESIR)
- Sexual Harassment unwanted verbal or physical behavior with sexual connotations by an adult or student that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment. (See Code of Conduct for complete description)
- Threatening Use of Dangerous Instruments the threat and use of, or the control of any dangerous instrument (as defined in Level III), paraphernalia, or object (other than a firearm or weapon) which could be used to inflict harm on another person or used to intimidate any person and is not being used for the purpose for which it was normally intended. (SESIR)

| Grade K-2                  |   | Grade 3-5                  |                                    | Grade 6-12                 |                                    |
|----------------------------|---|----------------------------|------------------------------------|----------------------------|------------------------------------|
| 1st<br>offense             | Parent / SRO<br>Contact and<br>OSS (3)  | 1 <sub>st</sub><br>offense | Suspension<br>Pending<br>Expulsion | 1 <sub>st</sub><br>offense | Suspension<br>Pending<br>Expulsion |
| 2 <sub>nd</sub><br>offense | Parent / SRO<br>Contact and<br>OSS (5)  | <sup>2nd</sup><br>offense  | Suspension<br>Pending<br>Expulsion | <sup>2nd</sup><br>offense  | Suspension<br>Pending<br>Expulsion |
| 3 <sup>rd</sup><br>offense | Parent / SRO<br>Contact and<br>OSS (10) | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion | 3 <sup>rd</sup><br>offense | Suspension<br>Pending<br>Expulsion |

<u>All</u> policy violations beyond the 3<sup>rd</sup> offense will be treated as defiance/insubordination and most likely will result in out of school suspension or alternative placement.

Seven Cumulative Referrals (Major) for the school year will result in a minimum of 5 days of OSS and a recommendation for the student to be expelled or placed in an alternative setting. Prior to this consequence being applied, documentation of problem-solving meetings, and documented Tier II, or Tier III interventions, to include data, must be on file and reviewed by appropriate District office personnel.

**Definitions** for all infractions and interventions are listed in the Liberty CountySchools Student Code of Conduct.

Zero tolerance for Crime and Substance Abuse - The Liberty County School Board has adopted a policy of zero tolerance for crime, violence, and substance abuse. This policy requires that student infractions of school board policies governing student behaviors in these areas shall result in the most severe consequences provided by school board policy. These infractions will be reported to Law Enforcement. Acts that pose a threat to school safety will be reviewed and acted upon by the threat assessment team at each school. Minor referrals are not to be considered Zero Tolerance infractions and will not be reported to law enforcement. (Examples: minor fights, disruptions, non-death threats., etc.)

<u>Controlled substances</u> – The use or possession of illicit drugs or alcohol is wrong and harmful. Any 5th-12<sup>th</sup> grade student discovered using, possessing, offering for sale, or giving to another person any drug or other controlled substance, any paraphernalia, or any form of alcoholic beverage during the time he/she is under school authority shall be subject to suspension and/or expulsion. in such case, the student and parent will be afforded an opportunity to meet in a conference with the principal.

All repeated Level II or higher infractions will require a Problem Solving/CST Meeting with parent involvement. The intent is to determine the root cause of behavior and teaching of replacement behaviors.

The above list is not all inclusive and is meant only as a guide for the principal, assistant principal, or designee. The administrator may, due to severity and nature of the offense, deviate from the above prescribed consequences and administer a more appropriate disciplinary action.