

Faribault Public School District #656

Policy 537 - Positive School Expectations

Faribault Public Schools will provide all students a safe, successful, and academically rigorous experience in our schools. All students should feel proud to attend our school district and be able to promote the successes they have experienced.

Student Behavioral Expectations

Optimum learning occurs in a positive, safe and secure environment. Students, parents, guardians, teachers, administrators, school board, and other school staff all share in the responsibility to ensure a positive climate for learning.

The school setting enables students to develop responsible behaviors and habits that will promote success now and later in life. Teaching positive behavior expectations should lead toward self-control and respect for all. .

While self-control is the ideal, it is understood that corrective measures may be required at times. When it becomes necessary to enforce the consequences of (maladaptive / mis) unexpected behavior as outlined in this policy, it should be done in a manner that respects the dignity of the student and promotes healthy and responsible behavior.

Opportunities for growth and community-building are critical to student learning by:

- Empowering our students to internalize what will positively affect his or her present and future behavior.
- Engaging our students in interventions to help the student control and change his or her behavior, thereby guiding the student into adulthood.
- Energizing our students' social, intellectual, and emotional growth.
- Enhancing our students' self-confidence, self-worth and self-image.

STUDENT RESPONSIBILITIES

Students are expected to learn and model Faribault Public Schools (FPS) Student Behavioral Expectations, follow all school and classroom rules and demonstrate appropriate social skills when interacting with both adults and peers. If behavioral expectations are not met, the student is expected to work to improve their behavior.

1. BE SAFE

- I am responsible, like everyone else, for maintaining safety at school.
- I engage in activities that are safe and report any known safety hazards.
- I help maintain a clean and safe campus that is free of graffiti, weapons, and drugs.
- I report any bullying or harassment.
- I avoid conflicts and physical or verbal violence.

2. BE RESPECTFUL

- I treat others the way I want to be treated.
- I respect laws, rules, and school authority.
- I treat people fairly and respect their rights.
- I respect private and public property.
- I am honest with myself and others.
- I avoid spreading rumors or gossip.

- I respect each person's right to be different.
- I look for the good in others.

3. BE RESPONSIBLE

- I take responsibility for my actions.
- I choose how I respond to others.
- I return what I borrow to the same person, in the same condition.
- I give my best in everything I do.
- I come to school regularly, on time, and ready to learn.
- I help to create a positive school environment.

PARENT/CAREGIVER RESPONSIBILITIES

Parents/Caregivers will take an active role in supporting the school's efforts to maintain a welcoming school climate.

1. Support the implementation of the school's positive behavior support plan.
2. Be familiar with and review the FPS Student Behavioral Expectations and school rules with their children.
3. Reinforce positive behavior and acknowledge their children for demonstrating appropriate conduct.
4. If misconduct escalates, parent/caregivers will cooperate with the school as a collaborative partner to address student's needs.
5. Send the student to school prepared for work--with a charged ipad, books, pencils, homework, and appropriate dress.
6. Ensure that the student attends school regularly and is on time.
7. Provide a home environment that encourages respect for the school and the learning process, provide a healthy environment with adequate nutrition and rest.
8. Take corrective action when requested by the teacher or principal.

TEACHER RESPONSIBILITIES

Each teacher has a fundamental role in supporting a positive classroom environment and school community. This includes utilizing effective classroom management strategies to create an environment conducive to learning and prevent misconduct. The teacher is responsible for:

1. Defining, teaching, reviewing, and modeling FPS Student Behavioral Expectations and school rules.
2. Acknowledging and reinforcing appropriate student behavior.
3. Acknowledging the social and emotional needs of each student and providing, when necessary corrective feedback and re-teaching the behavioral skill when misconduct occurs.
4. Working with families in partnership to reinforce appropriate behavior (meeting, mailing correspondence, utilizing parent center as appropriate, etc.).
5. Teaching the district-approved and evidence based social emotional curriculum in elementary and middle schools.
6. Following the behavior support plan for students with disabilities available to all staff working with identified students.
7. Utilizing data in collaboration with administration and support personnel to monitor misconduct.
8. Reporting the (maladaptive / mis) unexpected behavior to the school administrator or person responsible for behavior support at the school-site for a student who engages in ongoing misconduct, despite appropriate interventions.
9. Assuming responsibility for all students of the school, not just those in individual classrooms.

10. In the event a student is placed in Classroom Suspension or In School Suspension, the teacher MUST provide the student with sufficient and relevant classroom work in order to keep the student engaged in learning.

ADMINISTRATOR RESPONSIBILITIES

Each school administrator is a role model and a leader. School administrators, in collaboration with staff and community support, are responsible for establishing a caring school climate and safe environment by:

1. Ensuring that FPS Student Behavioral Expectations and school rules will be taught, enforced, advocated, communicated, and modeled to students, parents/caregivers, staff, and community.
2. Annually developing and implementing a positive behavior and support plan consistent with the Positive School Expectations board policy.
3. Ensuring that ongoing accurate data are inputted into a district student database for all students.
4. Utilizing methods for recording, collecting, and analyzing behavior information to monitor and evaluate data for ongoing decision making from the individual student through the school-wide student population.
5. Providing necessary training and support for staff and parents/caregivers in maintaining an environment conducive to learning.
6. Providing the implementation of the district-approved and evidence based social emotional curriculum in elementary and middle schools.
7. Implementing the consistent application of reasonable alternatives to suspension, exclusion, and expulsions that include the use of equitable consequences consistent with law and district policy.
8. Collaborating and partnering with after school programs and outside agencies when appropriate.
9. Assembling an ongoing collaborative team at the school (e.g. Student Study Teams) with appropriate staff and the parent/caregiver(s) to address behaviors for all students who engage in ongoing misconduct, despite appropriate interventions, and designing and implementing an effective individualized behavior support plan that may include, but is not limited to:
 - a. Intensive behavioral supports and strategies
 - b. Adapted curriculum and instruction
 - c. Communication strategies
 - d. Community agency referrals

SCHOOL BOARD RESPONSIBILITIES

The school board holds all school personnel responsible for maintenance of order within the school district and supports all personnel acting within the framework of this policy.

SUPERINTENDENT RESPONSIBILITIES

The superintendent shall establish guidelines and directives to carry out this policy; hold all school personnel, students and parents responsible for conforming to this policy; and support all school personnel performing their duties within the framework of this policy. The superintendent also shall establish guidelines and directives for using the services of appropriate agencies for assisting students and parents. Any guidelines or directives established to implement this policy shall be submitted to the school board for approval and shall be attached as an addendum to this policy.

OTHER SCHOOL DISTRICT PERSONNEL

All staff shall be responsible for contributing to the atmosphere of mutual respect within the school. Their responsibilities relating to students behavior shall be authorized and directed by the superintendent.

All staff shall be responsible for the behavior of their students as determined by law and community practice. They are expected to cooperate with school authorities and to participate regarding the behavior of their student.

STUDENTS

All students shall be held individually responsible for their behavior and for knowing and following this policy.

COMMUNITY MEMBERS/COMMUNITY PARTNERS

Members of the community are expected to contribute to the establishment of an atmosphere in which rights and duties are effectively acknowledged and fulfilled.

DISTRICT RESPONSIBILITIES

Creating a positive school culture, improving behavior and developing appropriate student consequences are top district priorities. All district staff shall teach, enforce, advocate, communicate, and model *Positive School Expectations Policy* by playing an active supportive role in assisting schools in the successful implementation of and ongoing compliance with this policy by:

1. Ensuring alignment and ongoing training of all district offices, programs, policies, and initiatives with the Positive School Expectations Policy.
2. Regularly identifying, developing, maintaining, and coaching prevention, and intervention activities consistent with positive behavior and intervention support systems.
3. Analyzing data, monitoring, and evaluating school practices in order to address situations where practices need to be strengthened.
4. Broadening the adoption and implementation of consistent alternatives to suspension and expulsion districtwide by ensuring that all site administrators participate in mandatory positive behavior and intervention training, coaching, and the use of uniform documents for the purposes of data collection.
5. Regularly overseeing school efforts to maintain relationships with outside community partners.
6. Training sites in the use of and utilization of data in the allocation and provision of professional development in school-wide positive behavior interventions and support for new staff.
7. Developing and coordinating regular training for parents/caregivers, behavior seminars for students, and professional development for all employees.
8. Addressing student needs in selecting appropriate placement options for the small percentage of students who do not respond to intensive interventions and who are not receiving an appropriate education on a comprehensive school campus. FPS will use systematic data analysis as one indicator of the need for a more supportive and/or individualized environment.

CONSEQUENCES FOR STUDENT MISCONDUCT

School behavior consequences strive to be consistent, reasonable, fair, age appropriate, and matched to the severity of the student's unexpected behavior. Consequences that are paired with meaningful interventions, instruction, and guidance (corrective feedback and reteaching) offer students an opportunity to connect their misconduct with new learning, participate in contributing back to the school community, and are more likely to result in getting the student re-engaged in learning. Any use of consequences should be carefully implemented with well-defined outcomes in order to provide the greatest benefit. Positive consequences including systematic recognition for appropriate behavior frequently lead to an increase in the desired behavior. Negative consequences are designed to provide feedback to the student that his or her behavior is unacceptable and should not occur again.

It is the responsibility of the school board to make reasonable policies and rules for governing behavior and conduct while in the school environment. These policies and rules apply any time a student is present on a

school location, at a school-sponsored activity, and while traveling on school buses. Students are expected to behave in accordance with federal, state, and local laws and rules and in a way that respects the rights and safety of others.

While this policy pertains to all schools in District 656, the school board recognizes the uniqueness of each building and classroom in which the policy must be implemented. This policy may be supplemented by additional policies, rules and procedures that recognize those unique needs.

INTERVENTIONS & CORRECTIVE ACTIONS

Even though there are situations that might signal suspension from school, an array of interventions should be considered when action is called for in response to student misconduct. FPS policy requires school administrators to utilize positive interventions and/or means of correction, if appropriate, prior to or *in lieu of* suspension to resolve behavioral issues. When In School Suspension/Suspension is indicated, the school should make every effort to provide supervised In School Suspension/Suspension or other alternatives to In School Suspension/Suspension within the school to ensure student safety, mental health, and academic success.

Prior to suspension, or any corrective measure, students should first be supported in learning the skills necessary to function in the school environment and to avoid negative behavior. Guiding principles that set forth clear expectations, and the development of a positive behavior intervention and support system, enable staff to have available the information and resources needed to evaluate and address student misconduct more effectively. Corrective and restorative interventions may include:

- **Loss of Privileges** - If someone abuses a previously-earned privilege, that privilege can be revoked. The student can earn it back by successfully engaging in appropriate behavior under supervision, or by meeting prearranged criteria for reinstatement of the privilege. Any activity or event that is a scheduled part of the school day (e.g. recess, lunch) is not considered a privilege.
- **Informal Conference** - A school official (teacher, administrator, or counselor) will meet with the student for instruction and guidance providing reteaching and corrective feedback. This may offer the student an opportunity to have an understanding of, and be motivated to change, his or her behavior. A student so involved is more likely to become re-engaged in the process of learning.
- **Formal Conference** - A formal conference is held between the student, parent, and one or more school officials. During this conference, the student must agree to correct his/her behavior. Parent(s) may be notified by telephone, personal contact, letter, or certified letter. A conference may also be conducted between the student, his/her parent(s), appropriate school personnel and any other individuals concerned.
- **Community Service** - A student may perform community service on school grounds during non-school hours. Such service may include, but is not limited to, outdoor beautification, campus betterment, and teacher or peer assistance programs.
- **Restorative Practices** – Gives students who commit infractions in school an opportunity to understand how their behavior affects others in the school community, including students, teachers, and parent / caregivers, and directly involves them in a process to repair the harm caused. Students may participate in “circles”, “peer mediations,” or other “conferences” to allow affected parties to come together in a safe environment to explore how everyone has been affected by an offense and, when possible, to decide how to repair the harm.

- **Problem Solving Team (PST)** – A formal process involving a team of school site personnel, parent / caregiver, and students (when appropriate) to develop collaboratively strategies to assist students who have learning and/or behavioral challenges at school. The goal of the PST is to design a team action plan for student improvement.
- **Behavior Contracts** – An effective contract is one in which clearly states what the behavioral goals are for the student, positive consequences (rewards) he or she can earn for demonstrating these behaviors, and negative consequences that will follow when those behaviors are not demonstrated.
- **Behavior Support Plans** – A Student experiencing “serious” behavior challenges may benefit from a Positive Behavior Support Plan (PBSP) developed through the Student Study Team (SST). Special education students whose behavior impedes learning may also require a PBSP as defined in the Education Code (EC sections 56520 et seq.) through the IEP team. A Functional Behavior Assessment (FBA) and Positive Behavior Support Plan (PBSP) may also be required. The law also requires additional procedures and considerations for suspensions and expulsions of students with disabilities. For more information, please refer to, “Special Education Rights of Parents and Children: Notice of Procedural Safeguards,” or call the FPS Special Education Department at (507) 333-6004.
- **Recess Limitations Restriction/Time Out** - A student's recess time may be restricted limited (kept in supervised classroom, benching, sitting in office, etc.). The student shall be given adequate time to use the restroom and get a drink or eat lunch.
- **Detention** - Assignment of a student to a supervised detention schedule. Such detention shall not occur during the minimum lunch or recess period, and may be imposed for up to one hour after the close of the maximum school day. A student who is transported by school bus shall be detained only until the time when the bus departs. School personnel must give the parent/student 24-hour advance notice. Same-day after-school detentions must receive prior parent / caregiver approval.
- **Alternatives* to Suspension** - Consequences identified as appropriate responses to misconduct that provide a student with an opportunity to learn skills necessary to avoid future misconduct *may* include re-teaching expected behavior, practicing the expected behavior, community service, or restorative practices (among others). ***ALTERNATIVES TO SUSPENSION; i.e SARB; MUST BE USED TO ADDRESS PROBLEMS OF TRUANCY, TARDINESS, AND/OR OTHER ATTENDANCE-RELATED ISSUES.**
- **Suspension from Extracurricular or Co-curricular Activities** – Extracurricular activities occur outside of the academic day. Co Curricular activities may be within or outside of the academic day and are built into the curriculum. It may be determined that a student may not participate in an extracurricular activity (e.g. athletics) or a co curricular activity (e.g. field trips, Outdoor Ed) if they have shown unsafe or other behavior that would indicate that they may harm themselves or others.
- **Classroom Suspension** - A student may be suspended from one class for no longer than the balance of the day plus the following day and must remain on campus under appropriate supervision. The teacher shall, as soon as possible, ask the parent / caregiver to attend a conference with the teacher, at which the school administrator, school counselor, or school psychologist may also be present. If the student has committed an obscene act, engaged in habitual profanity or vulgarity, or has disrupted school activities or otherwise defied the valid authority of school officials, the teacher may require that the parent attend a portion of the school day in his or her child’s classroom. The teacher **MUST** provide the student with sufficient and relevant classroom work in order to keep the student engaged in learning.

- **In School Suspension** - A student may be removed from ongoing instruction and remain on campus during the term of the In School Suspension, site for no more than five consecutive school days if the principal determines it is appropriate and he or she is appropriately supervised. At the time of In School Suspension the student's parent(s) or legal guardian(s) is notified in person or by telephone and by letter that the student is subject to In School Suspension and the infraction resulting in the In School Suspension. Notification to the parent(s) or legal guardian(s) will include clear instructions regarding the due process procedure. An In School Suspension program may include conferences between staff, parents/guardians, and students, detention, community service, restorative practices, community agency referrals, Student Study Teams (SST) or other assessment-related teams, and/or referral to school support services staff. The teacher MUST provide the student with sufficient and relevant classroom work in order to keep the student engaged in learning.
- **Out of School Suspension** - Removal of a pupil from ongoing instruction for adjustment purposes. A student may be suspended by any school site for no more than five consecutive school days. The parent / caregiver and student are notified in person, or by telephone, and confirmed by letter that the student is subject to suspension and will include the details resulting in Suspension. Notification to the parent(s) or legal guardian(s) will include clear instructions regarding the due process procedure.
- **Suspension/Residential placement Re Entry meetings with Counselors/Administrators**- For students returning from suspension or incarceration at Juvenile Hall, school sites will be responsible, within 5 days of a student's return, to meet with the student and plan for make up of any missed assignments, credits or initiate other interventions; e.g. SST.
- **Expulsion** - A student may be expelled without being suspended and, therefore, not be allowed to attend any FPS school or program during the term of expulsion; or the enforcement of the expulsion may be suspended pursuant to Education Code Section 48917. The length of an expulsion may be for the balance of the semester in which the Board expels or for the balance of the semester, plus the following school semester; or for one-calendar year, depending on the violation and/or the student's social adjustment background. Under certain circumstances, the term of an expulsion may be lengthened. Students recommended for expulsion are afforded a fair and impartial hearing if requested and all due process rights. The student's parent(s) or legal guardian(s) is notified by telephone and letter that the student is subject to expulsion by the student's school at the time of Suspension. Notification to the parent(s) or legal guardian(s) will include clear instructions regarding the due process procedure. The school principal will recommend to the School Board that the student be expelled. The due process procedure is immediately initiated. The expulsion does not become effective until the due process procedure has been completed.
- **SARB (School Attendance Review Board)** - Written notifications of school truancy and parent / caregiver conferences on interventions toward better attendance are implemented for students defined as 'habitual truants' at each school site. Chronic truancy or tardiness may result in a student and parent / caregiver's required attendance at a SART (School Attendance Review Team) meeting at the school site or a SARB (School Attendance Review Board) hearing at the County Attorney's Office Child Welfare and Attendance office.

Students' Rights and Responsibilities

Students who attend District 656 have numerous rights and opportunities. Students also have responsibilities to teachers, other staff, and fellow students. The following list lays out student rights and opportunities as well as student responsibilities.

Applicable district policies are identified where appropriate and can be found in their entirety on the district's website (<http://faribault.k12.mn.us>).

Access to Records

Rights/Opportunities	Responsibilities
<p>Students' parents and students eligible under state law generally have the right to view their school records according to state and federal laws.</p> <p>Students have the right to privacy regarding school records. Disclosure of information from student records will be consistent with legal requirements and the guidelines established by the school district.</p>	<p>Students have the responsibility to follow established building and district procedures regarding access to their school records.</p>

Dress and Grooming

Rights/Opportunities	Responsibilities
<p>Students have the opportunity to wear clothing of their choosing and to engage in personal grooming which is not potentially disruptive to the education process, which does not pose a threat to the health or safety of other students and which is not lewd, vulgar, obscene, sexually explicit or discriminatory.</p>	<p>Students are responsible to dress in such a manner that it is not disruptive nor likely to disrupt the learning environment, is not a health and safety hazard, is not obscene, is not sexually explicit, discriminatory or associated with threat/hate groups, including gangs. Clothing which displays references to weapons, alcohol, chemicals, tobacco or other products that are illegal for use by minors is not permitted.</p>

Equal Opportunity

Rights/Opportunities	Responsibilities
<p>Students have the right to equal opportunity to participate in all school activities and school education programs for which they are eligible within legal limits. (Policy 102 – Equal Educational Opportunity)</p>	<p>Students are responsible to follow the rules and regulations of the school-sponsored activity in which they participate or others participate. Students are not to discourage the participation of other students.</p>

Fair Treatment

Rights/Opportunities	Responsibilities
<p>Students have the right to due process when involved in a violation of district rules. Included is the opportunity to hear the nature of the violation and to give their account of the situation.</p>	<p>Students are responsible for treating all persons respectfully and to follow rules and regulations that apply to them.</p>
<p>Students have the right to be involved of current school policies, rules and regulations that apply to them.</p>	<p>Students are responsible for being knowledgeable about and to follow school policies, rules and regulations that apply to them.</p>

Students have the right to be informed of classroom expectations.	Students are responsible for being knowledgeable about and to meet classroom expectations and evaluation procedures that apply to them.
Students have the right to be treated respectfully by staff and other students.	Students are responsible for treating others, including other students and staff in a respectful manner. Students are also responsible for treating the property of others and the district responsibly.
Students have a right to be free from corporal punishment by staff.	Students have the responsibility to refrain from using force or physical contact for the purposes of inflicting physical and emotional harm on another.
Students have a right to be free from unreasonable physical contact from teachers and other staff except as physical restraint is necessary to prevent the student from injuring self, other persons, or property.	Students have the responsibility to respect the space and freedom of those around them. Students also have the responsibility to not engage in conduct that threatens to injure themselves, other persons, and property.

Free Speech

Rights/Opportunities	Responsibilities
Students have the right to free speech so long as such speech does not violate the rights of others or disrupt the learning environment.	Students are responsible to express opinions, publish written materials, distribute literature in such a manner that is not libelous, obscene, or discriminatory, that does not interfere with the rights of others or disrupt the atmosphere of learning in the school and follows school regulations regarding time, place, and manner.

Harassment

Rights/Opportunities	Responsibilities
Students have the right to be free from any form of harassment (including social media), arising out of the physical or verbal conduct of other students, school staff, or others. (Policy 514 – Bullying Prohibition; Policy 413 – Harassment and Violence; Policy 526 – Hazing Prohibition)	Students are responsible for maintaining an environment free from harassment, intimidation and abuse. Students are also responsible to report incidents of physical, sexual, and verbal harassment, intimidation and/or abuse that they have experienced or of which they are aware. Such reports should be made to the building principals.

Learning

Rights/Opportunities	Responsibilities
Students should have the opportunity to receive a comprehensive appropriate education. (Policy 102 – Equal Educational Opportunity)	Students are responsible for daily attendance, for completing class assignments on time, and for bringing appropriate materials required for class use.
Students should have the opportunity to attend school in a safe environment that is free from disruptive behavior by others.	Students are responsible to behave in such a manner that does not pose a potential or actual danger to themselves or others and that is not disruptive to the learning process of others.

Students have the opportunity to make up schoolwork missed during an excused absence .	Students are responsible to obtain and complete make-up work assigned for periods of absence.
Students have the right to necessary homebound instruction as regulated by state guidelines when absent for an extended period.	Students are responsible to complete work assigned as part of the homebound instructional process.

Nondiscrimination

Rights/Opportunities	Responsibilities
Students have the right to be free from discrimination based upon race, color, creed, sex, religion, national origin, marital status, sexual orientation, and status with regard to public assistance or disability. (Policy 522 – Student Sex Nondiscrimination)	Students are responsible to treat other students and district employees in a nondiscriminatory manner. Violations should be reported to building principals.

Pledge of Allegiance

Rights/Opportunities	Responsibilities
Students have the right to participate in the reciting of the Pledge of Allegiance. Students have the right to express themselves by not participating in the pledge including the right to remain seated.	Students are responsible to either participate in reciting the Pledge of Allegiance or respect the rights of those who wish not to participate.

Privacy

Rights/Opportunities	Responsibilities
Students have the right to privacy in their persons and personal property when engaging, participating or pursuing curricular activities on a school location, unless there is reasonable cause.	Students are responsible to refrain from bringing onto school property or to school-sponsored events any item or material that would cause, or tend to cause, a disruptive activity or endanger the health and safety of students or other people.
Students have the opportunity to utilize school lockers, desks and other designated area for storing appropriate items of personal property subject to the understanding that such areas are within the exclusive control of the school district and that such areas may be searched for any reason, at any time without permission, consent or requirement for a search warrant. If conditions warrant technology (including drug sniffing dogs, cameras, metal detectors, etc.) may be used to ensure safety of students, staff, buildings and grounds. (Policy 502 – Search of Student Lockers, Desks, Personal Possessions and Student’s Person)	Students are responsible for keeping their lockers free of any items that are illegal or that are prohibited under school rules and district policies.
Students have the right to confidentiality regarding personal matters in discussion with school personnel. Matters of child or sexual abuse must be reported to the proper authorities according to state law. Matters involving criminal behavior may also be reported to the property authorities.	Students have the responsibility to inform school personnel when a discussion of personal matters is to be confidential. Matters of abuse or illegal activity should be reported to school personnel.

Student Government

Rights/Opportunities	Responsibilities
Students have the opportunity to participate in student government. The purpose of the existence of student government is to represent and to be responsive of the needs of all students.	Student government representatives have the responsibility to communicate and work with student body, faculty and administration and to be aware of and comply with any policies of the school district that may affect the formation of procedural aspects of the student government.

Student Safety

Rights/Opportunities	Responsibilities
Students have the right to a safe, inviting school environment, free of drugs, tobacco, vaping, e-cigarettes, and alcohol and paraphernalia related to the above activities. Students should expect the schools to utilize a variety of prevention techniques to ensure chemical-free school grounds.	Students are responsible for cooperating with school authorities to keep our schools free of drugs, tobacco, vaping, e-cigarettes, and alcohol. Students should report any presence of chemicals on school grounds. Students should also understand the use of prevention techniques (e.g. drug dogs) as a partnership between students, staff and law enforcement designed to keep our schools safe for everyone.

Reporting process

Any district student who believes himself or herself to be a victim of harassment, discrimination, violence, bullying or hazing may file a grievance in writing with their principal, counselor, psychologist, social worker, teacher, or the appropriate Human Rights officer.

If your concerns relate to staff conduct, report to the Director of Human resources, Nicole Yochum (nyochum@faribault.k12.mn.us or 507 333-6013).

Safe School Guidelines & Disclaimer

Every student and employee of District 656 is entitled to learn and work in a safe school environment. To ensure this, the district and each school have established clear student behavior policies, consequences appropriate with the behavior and a practice to do so with fairness and consistency. (Policy 506 – Student Discipline)

Students are expected to respect the rights and safety of others. This includes behaving in accordance with federal, state and local laws; district, athletic and activity policies; and school regulations. Corrective action will be taken by staff when a student's behavior does not fall within the guidelines.

The following are district-wide positive behavior guidelines. These guidelines and the potential consequences apply at any time a student is present on a district school location or participating in a school-sponsored activity. Listed are the violations and the **recommended** consequences. The infractions and consequences may be modified or disregarded if circumstances require mitigation or exception (e.g. disabled student whose misbehavior is related to his or her disability). When appropriate, restitution may be substitute for recommended consequences. These guidelines are based upon school board policies. District 656 school board policies are located on the school district's website, at <http://www.faribault.k12.mn.us/>

Multiple/Chronic Violations & Unique Situations

A student who accumulates excess referrals or several referrals for serious behavior may be addressed in light of the student's overall record. The student and parent will have a warning conference with a principal and other appropriate staff members to make them aware that the student is accumulating too many referrals. Any student who has been suspended for violations of the guidelines may be recommended for expulsion upon his or her return if he or she commits additional offenses of the same nature.

Situations that arise which are not covered by these guidelines will be handled on a case-by-case basis. Behaviors that are willful and disruptive or potentially harmful are included. Unique or special situations at a particular school may call for an adjustment in the safe school policies to meet the school or district's needs.

In order for this policy to be successful we must have consistent implementation.

Staff

- Must all understand what the definition of consistency is (must actively participate with the policy – observe, monitor, notice, report)
- Must understand the difference between equity and equality when implementing the policy
- Communicate with staff regarding behaviors – start with principals, superintendent, school board

Administration

- Re-enforce/enforce the policy
- Communicate with staff regarding behaviors
- Send back complaints to principals right away

School board

- Listen and be empathetic but then reply “Thank you, but please call the superintendent to help you with this issue.”
- Must understand the difference between equity and equality when implementing the policy.
 - Equality means we treat everyone exactly the same, regardless

- Equity means we take into consideration the student’s home life, what may have transpired right before the incident, or anything else that may have substantial impact on the behavior. Our principals are encouraged to apply the positive behavior model equitably. Using restorative justice practice will provide the framework for this.

Parents

- Use proper chain of command before calling the school board. For instance, if your child is having an issue at the high school, start with the teacher then HS principal, superintendent and then school board. Nearly every issue is resolved at the building level.

Implementation

- All buildings and all staff will review this policy during fall workshop
- Any staff member hired during the year will be required to review this policy before reporting to work.

Parents/guardians will be supportive of the school and staff by having their children follow the expectations of the school board policies, including the “Positive School Expectations Policy”

Additional steps

- Everyone will sign this document stating they have read it and have committed to the policy.
- Any staff member that reports that another staff member is not implementing the policy may report directly to the building union representative or the building principal. Regardless, the other staff member will not retaliate against the reporting staff member (i.e. silent treatment, harassment, any unprofessional action that seems to be retaliatory in nature).
- Should a Faribault Public Schools staff member not follow the expectations outlined within this policy a meeting will be required with the staff member and a co-worker or union representative to help educate that staff member on the importance of being consistent with the policy.
- If the staff member continues to ignore this policy, then an immediate investigation by the building administrator must occur. The principals will then be responsible for any disciplinary actions according the individual’s contract. This should only occur after the staff member has had a chance to utilize coworkers or the union to understand the vital importance of being consistent with this policy. When necessary, Policy No. 403 will be followed.
- For Faribault Public School building heads the following steps will be taken should a Faribault Public staff member not follow the Positive School Expectations Policy:
 - Initial conversation with the staff member
 - Contact Human Resources
 - Contact Superintendent
 - If steps are not taken by the building head then the superintendent will investigate the building head to make sure they are being consistent with this policy.
 - Meeting with the building head to resolve the issue internally
 - Meeting with building head to discuss the issue with staff and whether or not they have approached the staff. If not,

then disciplinary action will be taken according to the principal or director/coordinator contract.

The Falcon Pledge: Expecting Excellence

Faribault Public Schools expects excellence from everyone.

- ✓ All students must have a safe, successful, and academically rigorous experience in our schools.
- ✓ All students should be proud to attend our school district and be able to promote the successes they have experienced.
- ✓ All staff should take pride in their work while promoting an equitable environment for our students and each other.
- ✓ All parents, caregivers, community members, and partner organizations should feel welcomed.
- ✓ All school board members should support all stakeholders acting within the framework of these expectations.

This is our Positive School Expectations Policy. Everyone involved in the schools are expected to accept and help the implementation of this policy. This includes all FPS employees, school board members, contracted employees, parents, and students. *Every Falcon Every Day - #RaisingtheBar*

FPS Elementary School Behavior Expectations

Problem	Range	First Occurance	Repeated Occurrence
<p>Academic Dishonesty - includes but is not limited to copying someone else's work or allowing one's work to be copied; revealing test content, questions or answers; altering answers, scores or records.</p> <p>Plagiarizing - act of using another person's ideas or expressions in writing or speaking without acknowledging the source; copying work from a book, computer source, or another individual.</p>	Minimum	Teacher discretion; restorative practices; parent notification by teacher; no credit on the assignment/test	No credit on the assignment/test; parent notification & conference with administration; detention
	Maximum	No credit on the assignment/test; parent notification & conference with administration; detention	No credit on the assignment/test; parent notification & conference with administration; detention
<p>Alcohol or Chemicals, Possession or Use - possessing or using any narcotic, controlled substance or paraphernalia where possession or use is prohibited by law. Required student prescription medication must be left with and administered by the school nurse. (Athletics and Activities rules may be different and more strict.)</p>	Minimum	Admin confiscation of alcohol or chemicals; parent notification and picks up alcohol or chemicals; Restorative practices; conference with administration	Admin confiscation of alcohol or chemicals; parent notification and picks up chemical; Restorative practices; conference with administration; ISS/OSS; Referral to law enforcement
	Maximum	Admin confiscation of alcohol or chemicals; parent notification and picks up alcohol or chemicals; Restorative practices; conference with administration; ISS/OSS; Referral to law enforcement	Admin confiscation of alcohol or chemicals; parent notification and picks up alcohol or chemicals; Restorative practices; conference with administration; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker; Referral to law enforcement
<p>Alcohol/Chemicals, Possession with Intent to Distribute or Sell - selling or distributing, or intending to sell or distribute, alcohol or any narcotic, or</p>	Minimum	Parent notification; report to law enforcement; ISS/OSS	Parent notification; report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker

controlled substance, or look-alike substance where sale or distribution is prohibited by Minnesota or Federal Law. (Athletics and Activities rules may be different and more strict.)	Maximum	Parent notification; report to law enforcement; ISS/OSS	Parent notification; report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
Arson - intentional destruction or damage to school or district buildings or property by means of fire	Minimum	Report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker	Report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
	Maximum	Report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker	Report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
Assault (verbal/written) - use of language that is discriminatory, abusive, obscene, threatening, intimidating, or degrading			
Upon a student	Minimum	Teacher discretion; Restorative practices; mediation;	Restorative practices; conference with administration; parent notification
	Maximum	Restorative practices; conference with administration; parent notification	Restorative practices; conference with administration; parent notification; possible bully investigation
Upon a staff member	Minimum	Teacher discretion; Restorative practices; mediation;	Restorative practices; Meditation; Detention/ISS/OSS
	Maximum	Restorative practices; mediation; conference with administration; parent notification	ISS/OSS
Assault (Bodily Harm, Inflicting) - committing a careless or intentional act which inflicts bodily harm upon another person	Minimum	Parent notification; restorative practices; mediation; Detention	Parent notification/conference; restorative practices; Detention
	Maximum	ISS/OSS	ISS/OSS; Possible referral to Problem Solving Team

			(PST)/Social Worker
Assault (Self-inflicted injury) - any conduct of a student which results in an intentional self-inflicted injury or creation of an abnormal physical or mental condition	Minimum	Parent notification; Possible referral to Problem Solving Team/Social Worker	Referral for mental health evaluation
	Maximum	Parent notification; Referral for mental health evaluation	Referral for mental health evaluation
Attendance/Truancy - See "Attendance Policy" in this handbook	Minimum	See "Attendance Policy" in this handbook	See "Attendance Policy" in this handbook
	Maximum	See "Attendance Policy" in this handbook	See "Attendance Policy" in this handbook
Bomb Threat, False - the false communication to another indicating that an explosive of any kind is present in the school building, school grounds, or another location used for school activities.	Minimum	Restorative practices; conference with administration; parent notification	ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
	Maximum	ISS/OSS; Referral to law enforcement	ISS/OSS; Referral to law enforcement; Possible referral to Problem Solving Team (PST)/Social Worker
Bullying - (as defined by the Safe and Supportive Schools Act) is subject to discipline under other categories including, but not limited to assault, disruptive behavior, harassment, inappropriate language, or technology misuse. See "Bullying Prohibition Policy (Policy No. 514) in this handbook.	Minimum	See "Bullying Prohibition Policy" in this handbook	See "Bullying Prohibition Policy" in this handbook
	Maximum	See "Bullying Prohibition Policy" in this handbook	See "Bullying Prohibition Policy" in this handbook
Burglary - entering a district building without consent and with the intent to commit a crime	Minimum	Parent notification; restorative practices; mediation; Detention	Report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
	Maximum	Report to law enforcement; restitution; ISS/OSS	Report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
Bus Rules - See "Rules on the	Minimum	See "Rules on the Bus" in	See "Rules on the Bus" in

Bus" in this handbook		this handbook	this handbook
	Maximum	See "Rules on the Bus" in this handbook	See "Rules on the Bus" in this handbook
Cell Phone/Electronic Devices - Unauthorized classroom use (determined by the teacher). Devices must be on "silent mode" at all times.	Minimum	Teacher and/or Admin confiscation of device, returned to guardian at end of school day	Admin confiscation of device, parent notification and picks up device
	Maximum	Teacher and/or Admin confiscation of device, returned to guardian student at end of school day	Admin confiscation of device, parent conference and picks up device; ISS/OSS
Disruptive Behaviors - acts that disrupt or threaten to disrupt the educational process in the classroom, hallways, or at school functions. This includes, but is not limited to, disobedience, disrespectful behavior, inappropriate language, harassment, discrimination, or defiance of authority or any conduct tending to cause disruption or arouse alarm, anger or resentment in others.	Minimum	Teacher discretion; Restorative practices; mediation;	Restorative practices; conference with administration; parent notification
	Maximum	Restorative practices; conference with administration; parent notification; Detention/ISS/OSS	ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
Dress and Grooming - inappropriate dress at school and/or school activities. A student's dress or appearance becomes the concern of the school if it falls short of contemporary adult community standards, disrupts the educational program of the school, promotes an activity that is prohibited by school	Minimum	Teacher Discretion	Conference with administration; parent notification

policy, or is unsafe, displays language or images deemed inappropriate by school officials.

- * No hats, caps, hoods, bandannas, sweatbands, facemasks, or any other item that would prevent the student from being immediately identifiable (exceptions may be authorized by school administrators)
- *Shoes must be worn at all times for health and safety reasons
- * Clothing must cover the midriff, chest, upper thigh, buttocks, and all undergarments
- * No clothing or accessories (including backpacks) that include words or pictures which are obscene, vulgar, abusive, discriminatory, or which promote or advertise violence, alcohol, chemicals, tobacco, or any other product that is illegal for use by minors

Maximum	Conference with administration; parent notification	ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker	
Drug Paraphernalia - Possessing any drug paraphernalia, such as pipes, papers, bongs, needles, or vapes used to ingest drugs	Minimum	Admin confiscation of drug paraphernalia; parent notification and picks up drug paraphernalia	Admin confiscation of drug paraphernalia;Referral to law enforcement; ISS/OSS
	Maximum	Admin confiscation of drug paraphernalia;Referral to law enforcement;	Admin confiscation of drug paraphernalia;Referral to law enforcement; ISS/OSS
Explosives (Possession and/or Use) - possessing or using any compound, mixture or device of which the primary or common purpose is to function by	Minimum	Admin confiscation of explosive; Restorative practices;conference with administration; parent notification	Admin confiscation of explosive; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker

<p>explosion (that is with substantially instantaneous release of gas and heat)</p> <p>A. Class A/B explosives (as defined by state statute) i.e. dynamite</p> <p>B. Class C explosives (as defined by state statute) i.e. firecrackers, stink/smoke bombs sparklers, bottle rockets</p>	Maximum	ISS/OSS;Referral to law enforcement	ISS/OSS;Referral to law enforcement;Possible referral to Problem Solving Team (PST)/Social Worker
<p>Fighting (Physical) - engaging in any physical form of fighting, regardless of who initiates the fight or whether the student believes he/she was acting in self-defense; includes hitting, slapping, pulling hair, biting, kicking, scratching or any other acts in which a student inflicts or attempts to inflict bodily harm on another person</p>	Minimum	Restorative Practices; parental notification; Detention	Restorative practices; mediation; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
	Maximum	Restorative Practices; parental notification; OSS	Restorative practices; mediation; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
<p>Fighting (Promoting/Instigating a fight) - Any attempt to get others to promote violence against another person and/or contributing to an act of violence verbally or through other behaviors, including through the use of electronic communication</p>	Minimum	Restorative Practices; parental notification; Detention	Restorative practices; mediation; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
	Maximum	Restorative Practices; parental notification; Detention/ISS/OSS	Restorative practices; mediation; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
<p>False Fire Alarms and/or tampering with Fire Safety Equipment - intentionally giving a false alarm of a fire or tampering or interfering with any fire alarm</p>	Minimum	Conference with administration; parent notification	Conference with administration; parent notification; ISS/OSS; referral to law enforcement
	Maximum	Conference with administration; parent notification; ISS/OSS	Conference with administration; parent notification; ISS/OSS; referral to law enforcement
<p>Falsification of Records or Identification - falsifying</p>	Minimum	Teacher discretion	Conference with administration; parent

signatures or data or refusing to give proper identification or giving false information or refusing to identify oneself to a staff member			notification
	Maximum	Conference with administration; parent notification	ISS/OSS
Harassment - continued or ongoing inappropriate remarks that willfully injure, degrade, or disgrace a person's race, color, beliefs, religion, national origin, sex, sexual orientation, homophobia, marital status, disability, age, or socioeconomic status (See complete high school league rules under section "Racial, Religious, & Sexual Harassment and Violence Policy")	Minimum	See "Harassment Policy" in this handbook	See "Harassment Policy" in this handbook
	Maximum	See "Harassment Policy" in this handbook	See "Harassment Policy" in this handbook
Hazing - committing an act against a student or coercing a student into committing an act that creates a substantial risk or harm to a person in order for the student to be initiated into or affiliated with a student organization (Consent to be hazed or permission to hazed will not lessen the consequences. Harassment by ways of initiation, ridicule, or criticism is prohibited at all times)	Minimum	See "Hazing Policy" in this handbook	See "Hazing Policy" in this handbook
	Maximum	See "Hazing Policy" in this handbook	See "Hazing Policy" in this handbook
Insubordination - defiant behavior or failure to accept and carry out responsible instructions	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; reteaching

<p>given by one in authority</p> <p>(Examples could include refusing to move to a new location, refusing to answer an appropriate question, refusing to place materials in designated places, or refusing to change inappropriate behavior.)</p>	Maximum	ISS/OSS; mediation; restorative practices; reteaching	ISS/OSS; mediation; restorative practices; reteaching; Possible referral to Problem Solving Team (PST)/Social Worker
<p>Interference, Disruption or Obstruction - any action taken to attempt to prevent a staff member or students from exercising their assigned duties or interfering with the educational process</p> <p>Examples could include loud speech, shouting, screaming, or through the use of electronic devices</p>	Minimum	Teacher discretion	Restorative practices; conference with administration; parent notification
	Maximum	Restorative practices; conference with administration; parent notification	ISS/OSS; mediation; restorative practices; reteaching; Possible referral to Problem Solving Team (PST)/Social Worker
<p>Language (Inappropriate or Vulgar) - Use of profane or obscene language (Including swearing/cursing) which may or may not be directed at another individual</p>	Minimum	Teacher discretion; Restorative practices; mediation; Reteaching	Restorative practices; conference with administration; parent notification
	Maximum	Restorative practices; conference with administration; parent notification	ISS/OSS; mediation; restorative practices; reteaching; Possible referral to Problem Solving Team (PST)/Social Worker
<p>Lewd Behavior - language and/or conduct that is sexual in nature and considered indecent or offensive</p>	Minimum	Restorative practices; conference with administration; parent notification	Restorative practices; conference with administration; ISS/OSS
	Maximum	Restorative practices; conference with administration; OSS	ISS/OSS; mediation; restorative practices; reteaching; Possible referral to Problem Solving Team (PST)/Social Worker
<p>Medication (Over the counter) - possessing, using, or sharing non-prescription medication.</p>	Minimum	Parent notification; student conference with administration	Parent notification; student conference with administration; Detention

	Maximum	Parent notification; student conference with administration; Detention	ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
Nuisance Objects - possession, use or distribution of any object that causes distractions	Minimum	Teacher confiscation of device, returned to student at end of school day	Admin confiscation of device, parent notification and picks up device
	Maximum	Teacher confiscation of device, returned to student at end of school day	Admin confiscation of device, parent notification and picks up device; ISS/OSS
Robbery or Extortion - the obtaining of property from another where his/her consent was induced by a use of force or a threat of force or under false pretenses	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement
	Maximum	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement	ISS/OSS; mediation; restorative practices; reteaching; Possible referral to Problem Solving Team (PST)/Social Worker; Referral to law enforcement
Technology and Telecommunications Misuse - inappropriate use of schools Internet, technology, or telecommunications equipment (IPads/Computers) including the following:	Minimum	Teacher discretion; Restorative practices; mediation; Reteaching	Restorative practices; conference with administration; parent notification; Reteaching; Restrict technology usage; Detention/ISS
	Maximum	Restorative practices; conference with administration; parent notification; Reteaching; Restrict Technology usage; Detention/ISS	ISS/OSS; Restrict technology usage; Possible referral to Problem Solving Team (PST)/Social Worker
Terroristic Threat - threatening, directly or indirectly (verbal, written or signed), committing any crime of violence with the purpose of terrorizing another person or group of people.	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement
	Maximum	ISS/OSS; mediation; restorative practices; reteaching; Referral to law	ISS/OSS; mediation; restorative practices; reteaching; Possible referral

		enforcement	to Problem Solving Team (PST)/Social Worker; Referral to law enforcement
Theft – unauthorized taking, using, transferring, hiding, possessing, or receiving property of another person or of the school district without the consent of the owner. If the theft is over \$250, the offense will be handled as a second or third offense	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement
	Maximum	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement	ISS/OSS; mediation; restorative practices; reteaching; Possible referral to Problem Solving Team (PST)/Social Worker; Referral to law enforcement
Tobacco - possessing or using tobacco in district buildings, in vehicles or at district events on or in sight of school grounds. This includes all e-cigs/vapes and associated items regardless of whether nicotine is present.	Minimum	Admin confiscation of tobacco; parent notification and picks up tobacco; Restorative practices; conference with administration	Admin confiscation of tobacco; parent notification and picks up tobacco; Restorative practices; conference with administration; ISS/OSS
	Maximum	Admin confiscation of tobacco; parent notification and picks up tobacco; Restorative practices; conference with administration; ISS/OSS	Admin confiscation of tobacco; parent notification and picks up tobacco; Restorative practices; conference with administration; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker; Referral to law enforcement
Trespassing - A. Physically present on a school campus, in a district vehicle, or at a school activity after being requested to leave by school personnel B. Off Limits - The presence by student in an area of the school building or school grounds	Minimum	Parent notification; restorative practices; mediation; Detention	Report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker
	Maximum	Report to law enforcement; restitution; ISS/OSS	Report to law enforcement; ISS/OSS; Possible referral to Problem Solving Team (PST)/Social Worker

designated by school personnel as being unavailable for student use			
Unauthorized Distribution - distribution of inflammatory, libelous, or slanderous literature, or other materials within sight of school property which results in a disruption to the educational environment, and/or other violation of District policy regarding distribution of non-curricular literature to students	Minimum	Restorative practices; reteach; parent notification	Restorative practices; reteach; parent notification & conference with administration; detention/ISS/OSS
	Maximum	Restorative practices; reteach; parent notification & conference with administration; detention/ISS/OSS	Restorative practices; reteach; parent notification & conference with administration; detention/ISS/OSS
Vandalism - defacing, cutting or otherwise damaging property that belongs to the school, to other students, to staff members or to other individuals while on school property, at a school activity, in a district vehicle or under the supervision of school staff	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; restitution; reteaching; Referral to law enforcement
	Maximum	ISS/OSS; mediation; restorative practices; restitution; reteaching; Referral to law enforcement	ISS/OSS; mediation; restitution; reteaching; Possible referral to Problem Solving Team (PST)/Social Worker; Referral to law enforcement
Weapon (look alike or real) - possession of a sharp object, knife, gun, projectile or look-alike designed or used in a harmful manner	Minimum	See "Weapons Policy" in this handbook	See "Weapons Policy" in this handbook
	Maximum	See "Weapons Policy" in this handbook	See "Weapons Policy" in this handbook

FPS Middle School Behavior Expectations

Problem	Range	First Occurance	Repeated Occurrence
Absence/Truancy -- Unexcused	Minimum	As per district policy	As per district policy
	Maximum	As per district policy	As per district policy
Alcohol or Chemicals (Possession or Use) Possessing, influenced by the use of, or using alcohol/chemicals and related paraphernalia	Minimum	Parent notification, report to law enforcement, chemical assessment, 5 day OSS	Parent notification, report to law enforcement, chemical assessment, 5 - 10 day OSS
	Maximum	10 day OSS, consider expulsion	Expulsion
Alcohol or Chemical (Intent to sell, give, or share) Selling, giving or sharing or intending to sell, give or share alcohol/chemicals, including related paraphernalia, including through the use of electronic communication	Minimum	Parent notification, report to law enforcement, chemical assessment, 5 - 10 day OSS	Parent notification, report to law enforcement, chemical assessment, 5 - 10 day OSS
	Maximum	Expulsion	Expulsion
Arson - intentional destruction or damage to school or district buildings or property by means of fire	Minimum	Report to law enforcement, Restitution, Suspension	Report to law enforcement, Restitution, 5-10 days OSS
	Maximum	Expulsion	Expulsion
Assault (verbal/written) - Use of language that is discriminatory, abusive, obscene, threatening, intimidating, or degrading			
Upon a student	Minimum	Mediation, ISS, Reteach, Restorative practices, No Contact Contract	Mediation, ISS, Reteach, Restorative practices, 3 days OSS, No Contact Contract
	Maximum	1-3 days OSS	5 days OSS, consider expulsion
Upon a staff member	Minimum	Mediation, ISS, Reteach, Restorative practices	Mediation, ISS, Reteach, Restorative practices, 3 days OSS
	Maximum	3-5 days OSS	5 days OSS, consider expulsion
Assault (Bodily Harm, Inflicting) - committing a careless act which inflicts bodily harm upon another	Minimum	Suspension, restitution, parent notification, No Contact Contract	Suspension, restitution, parent notification, 1-3 days OSS, No Contact Contract

person	Maximum	1-3 days OSS	3-5 days OSS, consider expulsion
Assault (Self-inflicted injury) - acting with intent to cause fear in another person with immediate bodily harm or death, or intentionally bullying, inflicting or attempting to inflict bodily harm upon another person.			
Upon a student	Minimum	Reteach, Restorative practices, report to law enforcement, suspension, No Contact Contract	Report to law enforcement, 5 - 10 day suspension, No Contact Contract
	Maximum	5-10 days OSS	Expulsion
Upon a staff member, including agents and volunteers	Minimum	Report to law enforcement, Reteach, Restorative practices, 5 days OSS	Report to law enforcement, 10 day suspension
	Maximum	10 days OSS, expulsion	Expulsion
Bomb Threat, False - the false communication to another indicating that an explosive of any kind is present in the school building, school grounds, or another location used for school activities.	Minimum	5-10 day OSS, restitution, parent notification, report to law enforcement	10 days OSS, restitution, parent notification, report to law enforcement
	Maximum	expulsion	expulsion
Burglary - entering a district building without consent and with the intent to commit a crime	Minimum	5-10 days OSS, restitution, parent notification, report to law enforcement	10 days OSS, restitution, parent notification, report to law enforcement
	Maximum	expulsion	expulsion
Bus Rules -	Minimum	As per district policy	As per district policy
	Maximum	As per district policy	As per district policy
Damage of or Tampering with property (Vandalism) - Intentionally defacing, cutting or otherwise damaging property that belongs to the school, to other students, to staff members, or to other individuals while on school property, at a school activity, in a school vehicle or under the supervision of school staff. (i.e. lockers, hallway clocks, and locker	Minimum	Suspension, restitution, parent notification, report to law enforcement	Restitution, parent notification, report to law enforcement, 1-3 days OSS
	Maximum	1-3 days OSS	3-5 days OSS

room areas)			
Cell phone / Electronic Devices (see handbook)	Minimum	Conference with administration, bring to office, parent notification	Conference with administration, bring to office, parent notification
	Maximum	Parent involvement	Parent involvement
Creating a Dangerous Situation - acts that threaten the safety of the school environment. This may include horseplay, exiting secured entrances, bringing non-students into the school, instigating a fight, the slapping game or same/ similar type of game.	Minimum	Suspension, restitution, parent notification, No Contact Contract	Suspension, restitution, parent notification, 1-3 days OSS, No Contact Contract
	Maximum	1-3 days OSS	3-5 days OSS, consider expulsion
Disorderly Behaviour - acts that disrupt or threaten to disrupt the educational process in the classroom, hallways, or at school functions, including, but not limited to, disobedience, disrespectful behavior, inappropriate language, harassment, discrimination, or defiance of authority or any conduct tending to cause disruption or arouse alarm, anger or resentment in others.	Minimum	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification,	Mediation, ISS, Detention, Reteach, Restorative practices, 1-3 days OSS
	Maximum	1-3 days OSS	Expulsion

<p>Dress and Grooming - inappropriate dress at school and/or school activities.</p> <p>A student's dress or appearance becomes the concern of the school if it falls short of contemporary adult community standards, disrupts the educational program of the school, promotes an activity that is prohibited by school policy, or is unsafe, displays language or images deemed inappropriate by school officials.</p> <p>* No hats, caps, hoods, bandannas, sweatbands, facemasks, or any other item that would prevent the student from being immediately identifiable (exceptions may be authorized by school administrators)</p> <p>*Shoes must be worn at all times for health and safety reasons</p> <p>* Clothing must cover the midriff, chest, upper thigh, buttocks, and all undergarments</p> <p>* No clothing or accessories (including backpacks) that include words or pictures which are obscene, vulgar, abusive, discriminatory, or which promote or advertise violence, alcohol, chemicals, tobacco, or any other product that is illegal for use by minors</p>	<p>Minimum</p>	<p>Conference with administration or Student Services, parent notification, detention, changing, covering, or turning inside out</p>	<p>Conference with administration or Student Services, parent notification, detention, suspension, changing, covering, or turning inside out</p>
<p>"Explosives (Possession and/or Use) - possessing or using any compound, mixture or device of which the primary or common purpose is to function by explosion (that is with substantially</p>	<p>Minimum</p>	<p>Suspension, restitution, parent notification, report to law enforcement</p>	<p>5-10 days OSS, restitution, parent notification, report to law enforcement</p>

<p>instantaneous release of gas and heat)</p> <p>A. Class A/B explosives (as defined by state statute) i.e. dynamite</p> <p>B. Class C explosives (as defined by state statute) i.e. firecrackers, stink/smoke bombs sparklers, bottle rockets"</p>	Maximum	5-10 days OSS, expulsion	Expulsion
<p>Fighting (Physical) - engaging in any physical form of fighting, regardless of who initiates the fight or whether the student believes he/she was acting in self-defense; includes hitting, slapping, pulling hair, biting, kicking, scratching or any other acts in which a student inflicts or attempts to inflict bodily harm on another person</p>	Minimum	Suspension, restitution, parent notification, report to law enforcement, assessment, No Contact Contract	5-10 days OSS, restitution, parent notification, report to law enforcement, assessment, No Contact Contract
	Maximum	3-5 days OSS	Expulsion
<p>Fighting (Promoting/Instigating a fight) - Any attempt to get others to promote violence against another person and/or contributing to an act of violence verbally or through other behaviors, including through the use of electronic communication</p>	Minimum	Suspension, restitution, parent notification, report to law enforcement, assessment, No Contact Contract	3-10 days OSS, restitution, parent notification, report to law enforcement, assessment, No Contact Contract
	Maximum	1-3 days OSS	Expulsion
<p>Fire Extinguisher (Unauthorized use) - unauthorized handling of a fire extinguisher or fire alarm</p>	Minimum	2 days OSS, restitution, parent notification, report to law enforcement	5 days OSS, restitution, parent notification, report to law enforcement
	Maximum	5 days OSS	5-10 days OSS, expulsion
<p>Falsification of Records or Identification - falsifying signatures or data or refusing to give proper identification or giving false information or refusing to identify oneself to a staff member</p>	Minimum	Suspension, detention, parent notification,	Suspension, detention, parent notification,
	Maximum	1 day OSS	1-3 days OSS

Gambling - playing games of chance for stakes	Minimum	Suspension, detention, parent notification, report to law enforcement	1 day OSS, parent notification, report to law enforcement
	Maximum	1 day OSS	3 - 5 days OSS
Gang Involvement - gang related activity including graffiti, emblems, symbolism, hand signs, slang, jewelry, discussion, and clothing	Minimum	Suspension, detention, parent notification, report to law enforcement	Suspension, detention, parent notification, report to law enforcement
	Maximum	3-5 days OSS	3-5 days OSS, consider expulsion
Harassment - continued or on-going inappropriate remarks that willfully injure, degrade, or disgrace a person's race, color, beliefs, religion, national origin, sex, sexual orientation, homophobia, marital status, disability, age, or socioeconomic status (See complete high school league rules under section "Racial, Religious, & Sexual Harassment and Violence Policy")	Minimum	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification,	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification, report to law enforcement
	Maximum	1-3 days OSS	3 - 5 days OSS, expulsion
Hazing - committing an act against a student or coercing a student into committing an act that creates a substantial risk or harm to a person in order for the student to be initiated into or affiliated with a student organization (Consent to be hazed or permission to hazed will not lessen the consequences. Harassment by ways of initiation, ridicule, or criticism is prohibited at all times)	Minimum	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification, report to law enforcement	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification, report to law enforcement
	Maximum	1-3 days OSS	3 - 5 days OSS, expulsion
Insubordination - willful refusal to follow appropriate directions given by a staff member	Minimum	Mediation, ISS, Detention, Suspension, Reteach, Restorative practices, parent notification,	Mediation, ISS, OSS, Detention, Suspension, Reteach, Restorative practices, parent notification,

	Maximum	3 days OSS	3 - 5 days OSS, expulsion
Interference, Disruption or Obstruction - any action taken to attempt to prevent one or more staff members or students from exercising their assigned duties, including loud speech, shouting, screaming, or through the use of electronic devices	Minimum	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification,	Mediation, ISS, OSS, Detention, Reteach, Restorative practices, parent notification,
	Maximum	1-3 days OSS	3-5 days OSS, expulsion
Lewd Behavior - sexual conduct that is considered indecent or offensive	Minimum	Conference with administration or Student Services, parent notification, detention, suspension, restriction of school device	Conference with administration or Student Services, parent notification, detention, suspension, restriction of school device
	Maximum	1-3 days OSS	1-5 days OSS, expulsion
Medication (Over the counter) - sharing non-prescription medication	Minimum	Conference with administration or Student Services, parent notification, detention, suspension	Conference with administration or Student Services, parent notification, detention, suspension
	Maximum	1 day OSS	1-5 days OSS
Nuisance Objects - possession, use or distribution of any object that causes distractions	Minimum	Conference with administration, bring to office, parent notification, detention, suspension	Conference with administration, bring to office, parent notification, detention, suspension
	Maximum	1 day ISS	1 - 5 days OSS
Robbery or Extortion - the obtaining of property from another where his/her consent was induced by a use of force or a threat of force or under false pretenses	Minimum	Report to law enforcement; 3 day OSS	Report to law enforcement; 10 day OSS; consider expulsion
	Maximum	Report to law enforcement; 10 day OSS, consider expulsion	Expulsion
A. Sexual Misconduct or indecent exposure - engaging in non-consensual sexual intercourse or sexual contact with another person, including intentional	Minimum	Report to law enforcement; 5 day OSS	Report to law enforcement; Pursue alternative placement

<p>touching of clothing covering a person's intimate parts or intentional removal or attempted removal of clothing covering a person's intimate parts or clothing covering a person's undergarments if the action is performed with sexual or aggressive intent</p> <p>B. Criminal Sexual Conduct - sexual conduct as defined in MN. Stat SS609.341-609.3451.</p>	<p>Maximum</p>	<p>Report to law enforcement; 10 day OSS; consider expulsion</p>	<p>Report to law enforcement; Expulsion</p>
<p>Propping, Rigging, Disabling, or Opening a Secure Door - Any action which causes a door to be unsecured in order to facilitate prohibited entry, or future reentry into the school</p>	<p>Minimum</p>	<p>Restorative practices; reteaching; parent notification; ISS</p>	<p>Restorative practices; reteaching; parent notification & conference with administration; 2 day OSS</p>
	<p>Maximum</p>	<p>1 day OSS</p>	<p>3 days OSS</p>
<p>Technology and Telecommunications Misuse - inappropriate use of schools Internet, technology, or telecommunications equipment (IPads/Computers) including the following:</p> <ol style="list-style-type: none"> 1. To record (video/audio/picture) of any school employee or student without their consent. 2. To access, Air Drop, upload, download, or distribute pornographic, obscene, or sexually 	<p>Minimum</p>	<p>Restorative practices; loss of media center and/or other FMS computer/iPad privileges (duration to be determined by administration); restitution; detention</p>	<p>Restorative practices; loss of media center and/or other FMS computer/iPad privileges (duration to be determined by administration); ISS</p>

<p>explicit material, or other material that is used to cheat or is disruptive to the teaching/learning environment.</p> <p>3. To violate any local, state, or federal statute.</p> <p>4. To vandalize, damage or disable the property of another person or organization.</p> <p>5. To access another person's or organization's materials, information, or files without the implied or direct permission of that person or organization.</p> <p>6. To violate copyright laws</p> <p>7. To use for unauthorized commercial activity and/or financial gain of the user.</p> <p>8. To wastefully use network or print resources.</p> <p>9. To use social media to cause stress/anxiety in another student that negatively impacts their learning experience.</p> <p>10. To change computer set-up, i.e., icons, background, etc.</p> <p>11. To use technology for any non-school activity deemed inappropriate by teacher or administration</p>	<p>Maximum</p>	<p>3 days OSS</p>	<p>5 days OSS</p>
<p>Terroristic Threat - threatening, directly or indirectly (verbal, written or signed), committing any crime of violence with the purpose of terrorizing another person or group of people.</p>	<p>Minimum</p>	<p>Report to law enforcement; 5 day OSS, No Contact Contract</p>	<p>Report to law enforcement; 10 day OSS; consider alternative placement, No Contact Contract</p>
	<p>Maximum</p>	<p>Report to law enforcement; 10 day suspension; consider alternative placement</p>	<p>Expulsion</p>
<p>Theft – unauthorized taking, using, transferring, hiding, possessing, or receiving property of another</p>	<p>Minimum</p>	<p>Restorative practices; restitution; report to law enforcement; 3 days OSS</p>	<p>Restorative practices; restitution; report to law enforcement; 5 days OSS</p>

person or of the school district without the consent of the owner. If the theft is over \$250, the offense will be handled as a second or third offense	Maximum	Restorative practices; restitution; report to law enforcement; 5 days OSS	Report to law enforcement; restitution; 5 days OSS; consider expulsion
Tobacco - possessing or using tobacco in district buildings, in vehicles or at district events on or in sight of school grounds. This includes all e-cigs/vapes and associated items regardless of whether nicotine is present.	Minimum	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; reteach on dangers of tobacco/vape use; 1 day OSS	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; reteach on dangers of tobacco/vape use; 3 days OSS
	Maximum	2 days OSS	5 days OSS
Trespassing - A. Physically present on a school campus, in a district vehicle, or at a school activity after being requested to leave by school personnel B. Off Limits - The presence by student in an area of the school building or school grounds designated by school personnel as being unavailable for student use <i>This section is to include the roof of the building, gaining access to the ceilings within the building, and all storage areas and custodian areas in and outside of the building.</i>	Minimum	Report to law enforcement; potential official no-trespass documentation; parent notification; 1 day OSS	Report to law enforcement; 3 days OSS
	Maximum	Report to law enforcement; official no-trespass documentation; parent notification; 3 days OSS	Report to law enforcement; 5 days OSS
Truancy A. Class Truancy - In the building or on the school grounds but not in	Minimum	Parent notification; detention	Parent notification & conference with administration; detention; ISS

attendance at assigned classes B. Off Grounds/Leaving	Maximum	Parent notification & conference with administration; ISS	Parent notification & conference with administration; referral to Rice County Student Attendance Review Board (SARB); detention; ISS
Unauthorized Distribution - distribution of inflammatory, libelous, or slanderous literature, or other materials within sight of school property which results in a disruption to the educational environment, and/or other violation of District policy regarding distribution of non-curricular literature to students	Minimum	Restorative practices; reteach; parent notification	Restorative practices; reteach; parent notification & conference with administration; detention; ISS
	Maximum	Detention; ISS	3 day OSS
Unauthorized Use or Possession of School Property - the unauthorized/illegal use of school property for non-school sponsored activities	Minimum	Report to law enforcement; parent notification & conference with administration; detention	Report to law enforcement; parent notification & conference with administration; 3 day OSS
	Maximum	Report to law enforcement; parent notification & conference with administration; 3 day OSS	5 day OSS
Weapon (look alike or real) - possession of a sharp object, knife, gun, projectile or look-alike designed or used in a harmful manner	Minimum	Report to law enforcement; 5 day OSS	Expulsion
	Maximum	Report to law enforcement; expulsion	Expulsion

FHS High School Behavior Expectations

Problem	Range	First Occurance	Repeated Occurrence
<p>Academic Dishonesty - includes but is not limited to copying someone else's work or allowing one's work to be copied; revealing test content, questions or answers; altering answers, scores or records.</p> <p>Plagiarizing - act of using another person's ideas or expressions in writing or speaking without acknowledging the source; copying work from a book, computer source, or another individual.</p>	Minimum	Teacher discretion; restorative practices; parent notification by teacher; no credit on the assignment/test	No credit on the assignment/test; parent notification & conference with administration; detention
	Maximum	No credit on the assignment/test; parent notification & conference with administration; detention	1 day OSS
<p>Alcohol or Chemicals, Possession or Use - possessing or using any narcotic, controlled substance or paraphernalia where possession or use is prohibited by law. Required student prescription medication must be left with and administered by the school nurse. (Athletics and Activities rules may be different and more strict.)</p>	Minimum	Referral to law enforcement; referral to Chemical Health Specialist; parent notification; 3 day OSS	Referral to law enforcement; referral to Chemical Health Specialist; parent notification & conference with administration; 5 - 10 day OSS
	Maximum	Referral to law enforcement; referral to Chemical Health Specialist; parent notification; 10 day OSS	Expulsion
<p>Alcohol/Chemicals, Possession with Intent to Distribute or Sell - selling or distributing, or intending to sell or distribute, alcohol or any narcotic, or controlled substance, or look-alike substance where sale or distribution is prohibited by Minnesota or Federal Law. (Athletics and Activities rules may be different and more strict.)</p>	Minimum	Parent notification; referral to law enforcement; referral to Chemical Health Specialist; 5 day OSS	Parent notification, referral to law enforcement, referral to Chemical Health Specialist; 10 day OSS; consider alternative placement
	Maximum	Expulsion	Expulsion
<p>Arson - intentional destruction or damage to school or district buildings or property by means of fire</p>	Minimum	Referral to law enforcement; restitution, suspension	Referral to law enforcement; suspension; consider alternative placement
	Maximum	Expulsion	Expulsion

Assault (verbal/written) - use of language that is discriminatory, abusive, obscene, threatening, intimidating, or degrading

<i>Upon a student</i>	Minimum	Restorative practices; mediation; detention	Restorative practices; meditation; 3 days OSS
	Maximum	1-3 days OSS	5 days OSS, consider expulsion
<i>Upon a staff member</i>	Minimum	Restorative practices, mediation; ISS	Restorative practices; meditation; 3 days OSS
	Maximum	3-5 days OSS	5 days OSS, consider expulsion
Assault (Bodily Harm, Inflicting) - committing a careless or intentional act which inflicts bodily harm upon another person	Minimum	Parent notification; restorative practices; mediation; ISS	Parent notification; restorative practices; 1-3 days OSS
	Maximum	1-3 days OSS	3-5 days OSS, consider expulsion
Assault (Self-inflicted injury) - any conduct of a student which results in an intentional self-inflicted injury or creation of an abnormal physical or mental condition	Minimum	Parent notification; referral to crisis team and/or problem solving team	Referral for mental health evaluation
	Maximum	Parent notification; referral for mental health evaluation	Administrative removal from the school setting
Attendance/Tuancy - See "Attendance Policy" in this handbook	Minimum	See "Attendance Policy" in this handbook	See "Attendance Policy" in this handbook
	Maximum	See "Attendance Policy" in this handbook	See "Attendance Policy" in this handbook
Bullying - (as defined by the Safe and Supportive Schools Act) is subject to discipline under other categories including, but not limited to assault, disruptive behavior, harassment, inappropriate language, or technology misuse. See "Bullying Prohibition Policy (Policy No. 514) in this handbook.	Minimum	See "Bullying Prohibition Policy" in this handbook	See "Bullying Prohibition Policy" in this handbook
	Maximum	See "Bullying Prohibition Policy" in this handbook	See "Bullying Prohibition Policy" in this handbook
Burglary - entering a district building without consent and with the intent to commit a crime	Minimum	Referral to law enforcement; restitution; 1 day OSS	Referral to law enforcement; 10 day suspension; consider alternative placement
	Maximum	Expulsion	Expulsion

Bus Rules - See "Rules on the Bus" in this handbook	Minimum	See "Rules on the Bus" in this handbook	See "Rules on the Bus" in this handbook
	Maximum	See "Rules on the Bus" in this handbook	See "Rules on the Bus" in this handbook
Cell Phone/Electronic Devices - Unauthorized classroom use (determined by the teacher). Devices must be on "silent mode" at all times.	Minimum	Teacher confiscation of device, returned to student at end of period	Admin confiscation of device, parent notification and picks up device; detention
	Maximum	Admin confiscation of device, returned to student at end of day	Admin confiscation of device, parent notification and picks up device; ISS; parent conference with administration
Creating a Dangerous Situation - acts that threaten the safety of the school environment. This may include horseplay, roughhousing, exiting secured entrances, bringing non-students into the school, instigating a fight,	Minimum	Restorative practices; parent notification; staff/student conference	Parent notification and conference with administration; 1-3 days OSS
	Maximum	3 days OSS	5 days OSS; consider expulsion
Disruptive Behaviors - acts that disrupt or threaten to disrupt the educational process in the classroom, hallways, or at school functions. This includes, but is not limited to, disobedience, disrespectful behavior, inappropriate language, harassment, discrimination, or defiance of authority or any conduct tending to cause disruption or arouse alarm, anger or resentment in others.	Minimum	Restorative practices; reteaching; mediation; parent notification	Restorative practices, reteaching; mediation; parent notification; ISS; 1-3 days OSS
	Maximum	3 days OSS	Expulsion
Dress and Grooming - inappropriate dress at school and/or school activities. A student's dress or appearance becomes the concern of the school if it falls short of contemporary adult community standards, disrupts the educational program of the school, promotes an activity that is prohibited by school policy, or is unsafe, displays	Minimum	Conference with teacher or administration; changing, covering, or turning the attire inside out	Parent notification; changing, covering, or turning the attire inside out; detention

<p>language or images deemed inappropriate by school officials.</p> <p>* acemasks, or any other item that would prevent the student from being immediately identifiable are not allowed (exceptions may be authorized by school administrators)</p> <p>*Shoes must be worn at all times for health and safety reasons</p> <p>* Clothing must cover the midriff, chest, upper thigh, buttocks, and all undergarments</p> <p>* No clothing or accessories (including backpacks) that include words or pictures which are obscene, demeaning, vulgar, abusive, discriminatory, or which promote or advertise violence, alcohol, chemicals, tobacco, or any other product that is illegal for use by minors</p>	Maximum	Parent notification; ISS	1 day OSS
<p>Driving, Careless or Reckless - driving on school property in such a manner as to endanger persons or property</p>	Minimum	Parent notification; loss of parking permit without refund	Referral to law enforcement; parent/student conference with administration; 1 day OSS
	Maximum	Referral to law enforcement; loss of parking permit without refund; 1-3 days OSS	Referral to law enforcement; parent/student conference with administration; loss of current and future parking permit privileges ; 5 days OSS
<p>Drug Paraphernalia - Possessing any drug paraphernalia, such as pipes, papers, bongs, needles, or vapes used to ingest drugs</p>	Minimum	Referral to law enforcement; referral to Chemical Health Specialist; 3 day OSS	Referral to law enforcement; referral to Chemical Health Specialist; 5-10 day OSS
	Maximum	Referral to law enforcement; referral to Chemical Health Specialist; parent notification; 5 day OSS	Expulsion
<p>Explosives (Possession and/or Use) - possessing or using any compound, mixture or device of which the primary or common purpose is to function by explosion (that is with</p>	Minimum	Referral to law enforcement; 5-10 day OSS	Referral to law enforcement; 10 day OSS; consider alternative placement

substantially instantaneous release of gas and heat) A. Class A/B explosives (as defined by state statute) i.e. dynamite B. Class C explosives (as defined by state statute) i.e. firecrackers, stink/smoke bombs sparklers, bottle rockets	Maximum	Referral to law enforcement; expulsion	Expulsion
Fighting (Physical) - engaging in any physical form of fighting, regardless of who initiates the fight or whether the student believes he/she was acting in self-defense; includes hitting, slapping, pulling hair, biting, kicking, scratching or any other acts in which a student inflicts or attempts to inflict bodily harm on another person	Minimum	Referral to law enforcement; restorative practices; 5 day OSS	Referral to law enforcement; restorative practices; 10 day OSS; consider alternative placement
	Maximum	Referral to law enforcement; restorative practices; 10 day OSS; consider alternative placement	Expulsion
Fighting (Promoting/Instigating a fight) - Any attempt to get others to promote violence against another person and/or contributing to an act of violence verbally or through other behaviors, including through the use of electronic communication	Minimum	Restorative Practices; parental notification; ISS	Referral to law enforcement; restorative practices; 3 days OSS
	Maximum	Referral to law enforcement; restorative practices; 3 days OSS	Expulsion
False Fire Alarms and/or tampering with Fire Safety Equipment - intentionally giving a false alarm of a fire or tampering or interfering with any fire alarm	Minimum	Referral to law enforcement; 2 days OSS	Referral to law enforcement; 5 days OSS
	Maximum	Referral to law enforcement; 5 days OSS	10 days OSS, consider expulsion
Falsification of Records or Identification - falsifying signatures or data or refusing to give proper identification or giving false information or refusing to identify oneself to a staff member	Minimum	Parent notification & conference with administration;	1 day OSS
	Maximum	1 day OSS	3 days OSS
Gambling - playing games of chance for stakes	Minimum	Referral to law enforcement, parent notification; detention	Referral to law enforcement, parent notification; 1 day OSS

	Maximum	1 day OSS	5 days OSS
Gang Involvement - gang related activity including graffiti, emblems, symbolism, hand signs, slang, jewelry, discussion, and clothing	Minimum	Referral to law enforcement, parent notification & conference with administration; ISS	Referral to law enforcement, parent notification & conference with administration; 3 days OSS
	Maximum	Referral to law enforcement; parent notification & conference with administration; 3 days OSS	5 days OSS; consider expulsion
Harassment - continued or on-going inappropriate remarks that willfully injure, degrade, or disgrace a person's race, color, beliefs, religion, national origin, sex, sexual orientation, homophobia, marital status, disability, age, or socioeconomic status (See complete high school league rules under section "Racial, Religious, & Sexual Harassment and Violence Policy")	Minimum	Restorative practices; mediation; parent notification; 1 day OSS	Referral to law enforcement; parent notification; 7 days OSS
	Maximum	Restorative practices; mediation; parent notification; 5 days OSS; consider alternative placement	10 days OSS; consider expulsion
Hazing - committing an act against a student or coercing a student into committing an act that creates a substantial risk or harm to a person in order for the student to be initiated into or affiliated with a student organization (Consent to be hazed or permission to hazed will not lessen the consequences. Harassment by ways of initiation, ridicule, or criticism is prohibited at all times)	Minimum	Restorative practices; mediation; parent notification, referral to law enforcement; 1 day OSS	Restorative practices; mediation; parent notification; referral to law enforcement; 3 day OSS
	Maximum	3 day OSS	5 days OSS; consider expulsion
Insubordination - defiant behavior or failure to accept and carry out responsible instructions given by one in authority	Minimum	Restorative practices; mediation; reteaching; parent notification	Restorative practices; mediation; reteaching; parent notification & conference with administration; 1 day OSS

(Examples could include refusing to move to a new location, refusing to answer an appropriate question, refusing to place materials in designated places, or refusing to change inappropriate behavior.)	Maximum	3 days OSS	5 days OSS; consider expulsion
Interference, Disruption or Obstruction - any action taken to attempt to prevent a staff member or students from exercising their assigned duties or interfering with the educational process Examples could include loud speech, shouting, screaming, or through the use of electronic devices	Minimum	Restorative practices; mediation; reteach; parent notification; 1 day OSS	Restorative practices; mediation; reteach; parent notification & conference with administration; 3 day OSS
	Maximum	3 days OSS	5-10 days OSS; consider expulsion
Language (Inappropriate or Vulgar) - Use of profane or obscene language (Including swearing/cursing) which may or may not be directed at another individual	Minimum	Restorative practices; mediation; reteach	Restorative practices; mediation; reteach; parent notification; ISS
	Maximum	1 day OSS	3 days OSS
Lewd Behavior - language and/or conduct that is sexual in nature and considered indecent or offensive	Minimum	Parent notification; detention; ISS	Parent notification & conference with administration; 3 days OSS
	Maximum	3 days OSS	5 days OSS; consider expulsion
Medication (Over the counter) - possessing, using, or sharing non-prescription medication.	Minimum	Parent notification; student conference with administration; detention	Parent notification & conference with administration; 1 day OSS
	Maximum	1 day OSS	5 days OSS
Nuisance Objects - possession, use or distribution of any object that causes distractions	Minimum	Confiscation of device; restorative practices; parent notification	Confiscation of device; restorative practices; parent notification & conference with administration; 1 day ISS
	Maximum	1 day ISS	5 days OSS

Parking - students must purchase a parking permit to park in the school lot and follow all rules found in the section of this handbook titled "Parking Lot & Permit Information"	Minimum	Warning placed on vehicle	2nd warning placed on vehicle; parent notification; student conference with administration
	Maximum	Warning placed on vehicle	3rd and subsequent offenses - vehicle will be towed at owner's expense
Robbery or Extortion - the obtaining of property from another where his/her consent was induced by a use of force or a threat of force or under false pretenses	Minimum	Referral to law enforcement; 3 day OSS	Referral to law enforcement; 10 day OSS; consider expulsion
	Maximum	Referral to law enforcement; 10 day OSS	Expulsion
A. Sexual Misconduct or indecent exposure - engaging in non-consensual sexual intercourse or sexual contact with another person, including intentional touching of clothing covering a person's intimate parts or intentional removal or attempted removal of clothing covering a person's intimate parts or clothing covering a person's undergarments if the action is performed with sexual or aggressive intent B. Criminal Sexual Conduct - sexual conduct as defined in MN. Stat SS609.341-609.3451.	Minimum	Referral to law enforcement; 5 day OSS	Referral to law enforcement; pursue alternative placement
	Maximum	Referral to law enforcement; 10 day OSS; consider expulsion	Referral to law enforcement; Expulsion
Propping, Rigging, Disabling, or Opening a Secure Door - Any action which causes a door to be unsecured in order to facilitate	Minimum	Restorative practices; reteaching; parent notification	Restorative practices; reteaching; parent notification & conference with administration; 2 day OSS

prohibited entry, or future reentry into the school	Maximum	1 day OSS	3 days OSS
<p>Technology and Telecommunications Misuse - inappropriate use of schools Internet, technology, or telecommunications equipment (IPads/Computers) including the following:</p> <ol style="list-style-type: none"> 1. To record (video/audio/picture) of any school employee or student without their consent. 2. To access, Airdrop, upload, download, or distribute pornographic, obscene, or sexually explicit material, or other material that is used to cheat or is disruptive to the teaching/learning environment. 3. To violate any local, state, or federal statute. 4. To vandalize, damage or disable the property of another person or organization. 5. To access another person's or organization's materials, information, or files without the implied or direct permission of that person or organization. 6. To violate copyright laws 7. To use for unauthorized commercial activity and/or financial gain of the user. 8. To wastefully use network or print resources. 9. To use social media to cause stress/anxiety in another student that negatively impacts their learning experience. 10. To change computer set-up, i.e., icons, background, etc. 11. To use technology for any non-school activity deemed inappropriate by teacher or administration 	Minimum	Restorative practices; loss of media center and/or other FHS computer/iPad privileges (duration to be determined by administration); restitution	Restorative practices; loss of media center and/or other FHS computer/iPad privileges (duration to be determined by administration); ISS
	Maximum	3 day suspension	5 day suspension

<p>Terroristic Threat - threatening, directly or indirectly (verbal, written or signed), committing any crime of violence (i.e bomb threat, school shooting threat, etc.) with the purpose of terrorizing another person or group of people.</p>	Minimum	Referral to law enforcement; 5 day OSS	Referral to law enforcement; 10 day OSS; consider alternative placement
	Maximum	Referral to law enforcement; 10 day suspension; consider alternative placement	Expulsion
<p>Theft – unauthorized taking, using, transferring, hiding, possessing, or receiving property of another person or of the school district without the consent of the owner. If the theft is over \$250, the offense will be handled as a second or third offense</p>	Minimum	Restorative practices; restitution; referral to law enforcement; 3 days OSS	Restorative practices; restitution; referral to law enforcement; 5 days OSS
	Maximum	Restorative practices; restitution; referral to law enforcement; 5 days OSS	Referral to law enforcement; restitution; 5 days OSS; consider expulsion
<p>Tobacco/E-Cigarettes - possessing or using tobacco in district buildings, in vehicles or at district events on or in sight of school grounds. This includes all e-cigs/vapes/juices and associated items regardless of whether nicotine is present.</p>	Minimum	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; referral to Chemical Health Specialist	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; referral to Chemical Health Specialist; 3 days OSS
	Maximum	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; referral to Chemical Health Specialist; 2 days OSS	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; Referral to Chemical Health Specialist; 5 days OSS
<p>Trespassing -</p> <p>A. Physically present on a school campus, in a district vehicle, or at a school activity after being requested to leave by school personnel</p>	Minimum	Referral to law enforcement; potential official no-trespass documentation; parent notification; 1 day OSS	Referral to law enforcement; 3 days OSS

B. Off Limits - The presence by student in an area of the school building or school grounds designated by school personnel as being unavailable for student use	Maximum	Referral to law enforcement; official no-trespass documentation; parent notification; 3 days OSS	Referral to law enforcement; 5 days OSS
Truancy A. Class Truancy - In the building or on the school grounds but not in attendance at assigned classes	Minimum	Parent notification; detention	Parent notification & conference with administration; detention; ISS
	Maximum	Parent notification & conference with administration; ISS	Parent notification & conference with administration; referral to Rice County Student Attendance Review Board (SARB); detention; ISS
B. Off Grounds/Leaving for Lunch (Only seniors have open campus for lunch)	Minimum	Parent notification & conference with administration; ISS	Parent notification & conference with administration; referral to Rice County Student Attendance Review Board (SARB); detention; ISS
	Maximum	Parent notification & conference with administration; ISS	Parent notification & conference with administration; referral to Rice County Student Attendance Review Board (SARB); detention; ISS
Unauthorized Distribution - distribution of inflammatory, libelous, or slanderous literature, or other materials within sight of school property which results in a disruption to the educational environment, and/or other violation of District policy regarding distribution of non-curricular literature to students	Minimum	Restorative practices; reteach; parent notification	Restorative practices; reteach; parent notification & conference with administration; detention; ISS
	Maximum	Detention; ISS	3 day OSS
Unauthorized Use or Possession of School Property - the unauthorized/illegal use of school property for non-school sponsored activities	Minimum	Referral to law enforcement; parent notification & conference with administration; detention	Referral to law enforcement; parent notification & conference with administration; 3 day OSS
	Maximum	Referral to law enforcement; parent notification & conference with administration; 3 day OSS	5 day OSS
Vandalism - defacing, cutting or otherwise damaging property that belongs to the school, to other students, to staff members or to other individuals while on school	Minimum	Referral to law enforcement; restorative practices; restitution; parent notification & conference with administration; 1 day OSS	Referral to law enforcement; restitution; parent notification & conference with administration; 3 days OSS

property, at a school activity, in a district vehicle or under the supervision of school staff	Maximum	Referral to law enforcement; restorative practices; restitution; parent notification & conference with administration; 3 days OSS	Referral to law enforcement; restitution; parent notification & conference with administration; 5 days OSS; consider expulsion
Weapon (look alike or real) - possession of a sharp object, knife, gun, projectile or look-alike designed or used in a harmful manner	Minimum	Referral to law enforcement; 5 day OSS	Expulsion
	Maximum	Referral to law enforcement; expulsion	Expulsion