



Nichols Career Center
STUDENT HANDBOOK
2023-2024

“Education that WORKS”

Agriculture
Education
Culinary Arts
Collision Repair
Graphic Design
Automotive
Technology
HVAC
Health Sciences

Building Trades
Mechatronics
Computer Technology
Welding Technology
Early Childhood
Professions
Social Media & Content
Development

SECTION I - INTRODUCTION

Dear NCC Student,

WELCOME BACK to those of you who were first-year NCC students last year and WELCOME to those of you who will be joining us for the first time this year. You will see Nichols Career Center is a wonderful place where you can learn a trade that can earn you a livable wage straight out of high school or help you continue your education at a post-secondary institution. I am confident you will find a rigorous and engaging program of study here at NCC giving you a leg up on the competition whenever you decide to enter the workforce. Our faculty and staff here are excited to work with you to achieve your goals and to play a vital role in your overall success wherever your life takes you.

You will be experiencing many new and diverse learning opportunities this year. Our highly dedicated and responsive staff will be focused on challenging you and stretching your learning experience, helping you grow socially, and guiding you toward independent thinking and problem solving. Within our programs, we will also focus on developing students of good character. As we guide you in making good choices and decisions, we also encourage you to be your best-self and to make positive contributions to the groups and organizations which you are a part of. And finally, we will work toward developing a culture where a sense of personal pride will be cultivated within our students and our staff.

I sincerely hope your experience at Nichols Career Center exceeds your expectations and I encourage you to share any ideas or suggestions you might have for improving our school during your time with us. Together we can achieve great things this year at NCC!

Sincerely,

A handwritten signature in cursive script, reading "Cody Bashore".

Cody Bashore
Director, Nichols Career Center

NICHOLS CAREER CENTER MISSION

The Staff of Nichols Career Center believe that student learning is our highest priority. All students can learn, and it is our responsibility to provide a safe and conducive atmosphere and to improve the opportunity for all students to master the technical skills that will meet the goals of each student.

We are preparing students for a technological future in a diverse society. Nichols Career Center will assist each student in achieving individual growth through academics and partnerships among students, parents, teachers, and industry. We will guide students to assume the responsibility to attain their maximum potential as life-long learners and employees.

PHILOSOPHY

Nichols Career Center is an area career and technical school committed to serving the needs of secondary students in the mid-Missouri area. Instructional programs strive to provide the opportunity to develop salable skills, attitude and knowledge which enable the student to obtain a job, continue his/her career and technical education and/or advance in a chosen career. The school responds to the identified needs of the community by providing quality educational programs that are accessible to those who can benefit from them.

Career and technical education is an integral part of the total educational program. Knowing that a comprehensive education is necessary in today's changing world and recognizing that career and technical education has both cultural and utilitarian value, career and technical programs are designed to supplement the general education program and build on the foundation that is provided.

The educational programs and services include, but are not limited to, the following:

- providing quality programs and services to meet the needs of secondary students as well as the demands of business and industry;
- providing programs, services and activities which assure equal access;
- integrating the academic basics into the curriculum;
- providing a competency-based curriculum;
- providing programs and services for disadvantaged and disabled students; and,
- providing services, including individual counseling, career planning, pre-employment skills, job placement, and testing.

STATEMENTS OF SUCCESS

As a Student of Nichols Career Center:

- I will treat faculty and staff with courtesy and respect and expect the same.
- I am responsible for my education. While others may help me, my success will depend primarily upon what I do to become successful. If it is to be, it is up to me.
- I will work hard to succeed. This includes attending all classes and devoting a great deal of time to reading, studying, and doing out-of-class assignments.
- I will value time, come to classes on time, and be attentive and participate.
- I will set positive, specific, and measurable goals and I will visualize myself in possession of them.
- I will be an active learner, ask questions, and seek guidance as often as needed and within the capacity of the faculty/staff member.
- I will respect differences among members of the campus community and encourage everyone to learn from these differences.
- I will be honest and maintain the highest level of integrity.

STUDENT RIGHTS AND RESPONSIBILITIES

Each Student Has The Right To:

- Have the opportunity for a free education in the most appropriate learning environment.
- Have the opportunity for freedom of speech and of the press (so long as the exercise of those rights is not disruptive).
- Be secure in his/her person, papers and effects against unreasonable searches and seizures and privacy in regard to his/her personal possessions, unless there is reasonable suspicion that the student is breaking state law or policy.
- Expect the school will be a safe place with no fear of bodily harm.
- Expect an appropriate environment conducive to learning and free of sexual harassment.

- Not to be discriminated against on the basis of sex, race, color, creed, religion, national origin or disability.
- Expect to be fully informed of school rules and regulations.
- Expect due process in accordance with policies and procedures of the Board of Education. Appeals should be directed to the building principal.
- Students who have a grievance against the Jefferson City School District may find the provisions for filing such grievances in the policies of the Board of Education. See Student Process Rights, file JFA of the Board of Education Manual. This grievance procedure is not applicable to situations for which other appeal and adjudication procedures are provided in state law, or in school district policies, rules and regulations.

Each Student Has the Responsibility To:

- Know and adhere to reasonable rules and regulations established by the Jefferson City Board of Education and implemented by school faculty and staff.
- Respect the human dignity and worth of every other individual.
- Refrain from libel, slanderous, racial or sexually harassing remarks and obscenity in verbal and written expression.
- Study diligently and maintain the highest possible level of academic achievement.
- Be punctual and present in the training program.
- Dress and groom in a manner that meets reasonable standards of health, cleanliness, modesty and safety.
- Help maintain and improve the school environment, preserve school property and exercise the utmost care while using school facilities.
- Expect due process in accordance with policies and procedures of the Board of Education. Appeals should be directed to the building principal.
- Carry only those materials which are acceptable under the law and accept the consequences for unacceptable articles stored in one's locker.
- Act with integrity in regard to academic performance. This includes not cheating on tests, doing one's own homework, and, in general, doing all work and/or assignments to the best of the student's own individual ability.

Disclaimer: To the extent this handbook conflicts with Board policy, the Board policy prevails. Please refer to the district website for the most current Board Policy. The content of this handbook could be amended during the school year due to unexpected changes in State and Federal law and local Board policies. To review the complete JCSD Board policy, you may go to the JCPS website at www.jcschools.us. Paper copies are available at Nichols Career Center's Main Office.

ACCREDITATION

Nichols Career Center is accredited by the Missouri State Board of Education.

SENDING SCHOOL DIRECTORY

Students are given Career Education opportunities provided by the Nichols Career Center from the following partnering high schools.

Blair OaksR-II High School 6124 Falcon Lane Jefferson City, Missouri 65101 573-635-8514	Jefferson City High School 609 Union Street Jefferson City, Missouri 65101 573-659-3050
Moniteau County R-I California High School 1501 West Buchanan California, Missouri 65018 573-796-4911	New Bloomfield R-III High School 307 Redwood Drive New Bloomfield, Missouri 65063 573-491-3315
Calvary Lutheran High School 2525 Route B Jefferson City, Missouri 65101 573-638-0228	Cole County R-I Russellville High School 13600 Route C Russellville, Missouri 65074 573-782-3313
Osage County R-III Fatima High School P. O. Box 37, 143 East Main Westphalia, Missouri 65085 573-455-2375	South Callaway R-III High School 10135 State Road C Mokane, Missouri 65059 573-676-5211

Helias High School 1305 Swifts Highway Jefferson City, Missouri 573-636-6139	Southern Boone High School 14520 Crump Lane Ashland, MO 65010 573-657-2144
Jamestown C-I Jamestown High School 222 School Street Jamestown, Missouri 65046 660-849-2141	Capitol City High School 1650 Cavalier Dr. Jefferson City, MO 65101 573-659-3286
Jefferson City Academic Center 501 Madison St. Jefferson City, MO 65101 573-659-2510	

DIRECTORY INFORMATION

Mr. Bashore, Director

cody.bashore@jcschools.us
 573-659-3049

Mr. Jobe, Assistant Director

brian.jobe@jcschools.us
 573-659-3103

Mrs. Hinton, CTE Student Services Coordinator

kara.hinton@jcschools.us
 573-659-3113

Ms. Buschman, Career & Technical Resource Educator

stacy.buschman@jcschools.us
 573-659-3105

Mrs. Grothoff, Administrative Secretary/Business Services

charlotte.grothoff@jcschools.us
 573-659-3082

Mrs. Lane, Administrative Secretary to Director and Assistant Director

kelly.lane@jcschools.us
 573-659-3100

NICHOLS CAREER CENTER FACULTY

Cody Bashore, Director
 Brian Jobe, Assistant Director
 Stacy Buschman, CTE Resource Educator
 Phil Wideman, Auto Collision Technology
 Lily Grant, Agricultural Education
 Jim Farthing, Computer Technology
 Courtney Pfahl, Health Sciences
 Joe Hires, Automotive Technology
 David Robuck, Embedded Math Coord.
 Brian Hill, Embedded Communication Arts Coordinator
 Rachel Longan, Agricultural Education
 Amber Moore, Culinary Arts
 Kara Hinton, CTE Student Services Coordinator
 Dawn Sees, Graphic Design
 Currently Vacant, Heating, Air Conditioning & Refrigeration
 Kenny Thomas, Welding
 Emili Sabourin, Social Media and Content Development
 Brandon Kempker, Building Trades
 Currently Vacant, Mechatronics
 Jennifer Eldringhoff, Early Childhood Professions
 Lora Moore, LPN/Heath Room

STUDENT SERVICES

As educators, we have a special interest in promoting the good health and well-being of all students. NCC provides training for occupations and leadership development for students. In an effort to meet the many needs of NCC students, the following student services are provided:

CTE Student Services Coordinator, Mrs. Hinton

Guidance personnel work with participating high schools and their students to provide a smooth transition into career and technical classes. Guidance is available to assist students in the career planning process. Assistance includes choosing careers and making decisions concerning work and additional training.

Career placement involves the preparation of students for entering the job market or continuing their education upon graduation. After determining a student's career pathway, the counselor will work with each student to seek internships, locate employment, and enroll in dual credit/articulation opportunities. Additional resources are maintained under the "Counseling" section of the NCC website..

CTE Resource Educator, Ms. Buschman

The Resource Educator provides individualized support for students with disabilities and disadvantaged students to assist them in being successful while attending the Career Center. Working closely with the career education instructors, the Resource Educator ensures that all accommodations outlined in the Individual Education Plan (IEP) or 504 Plan for each student are successfully implemented. The Resource Educator works closely with the guidance and special education staff of each sending high school to provide all necessary support services to special student populations. A communication network is developed with technical instructors, special education instructors, students and parents. The Resource Educator will participate in the IEP/504 process related to career and technical course work.

Math Integration; Embedded Credit, Mr. Robuck

The Math Readiness Coordinator will act as a basic skills instructor. Mr. Robuck will work closely with instructors to provide leadership and support in the design and implementation of embedded math into their respective programs. Lessons will be designed to connect math concepts to the career and tech content. Students will have the opportunity to earn one half unit of elective math credit for each year of their trade and industrial program. All students in the following programs will participate in the math integration program and therefore will be taking the embedded math course along with their trade and industrial course: Building Trades I and II, Welding I and II, HVAC I and II, Auto Collision I and II, Auto Technology I and II.

Communication Arts/Tech Integration, Mr. Hill

Communication Arts Coordinator Mrs. Imhoff, will act as a basic skills instructor and work closely with instructors to provide leadership and support in the design and implementation of Technology/Communication Arts into their respective programs. Lessons will be designed to connect Communication Arts concepts to career and tech content.

SECTION II - ATTENDANCE

ATTENDANCE

BOARD POLICY: JC, JEA

Regular attendance is a good habit and is a predictor of future success. Absence from a class can never be completely made up because the student will have missed class discussion, teacher presentation and his/her own opportunity to participate. There is a close relationship between excellent attendance habits and classroom success. Beyond the classroom, you will find employers who are seeking to hire students with a history of excellent attendance. Regular and punctual patterns of attendance will be expected of each student enrolled at Nichols Career Center. **Note:** Students who do not maintain a 90% attendance rate or higher may be prohibited from returning to a program. This includes days that are assigned as ISS/OSS by sending schools. *Students/parents are asked to follow the petition for enrollment process in order for consideration of enrollment due to extenuating circumstances if denied enrollment due to academic, behavior, attendance and/or rubric admission or readmission.*

REPORTING AN ABSENCE

Parents/guardians should notify both their home school and Nichols Career Center when an absence occurs. The reporting procedure is:

- Contact home school attendance office
- Contact the Nichols Career Center attendance office at **573-659-3100**
- Leave a detailed message including the student's name, grade and a call back number if no one is available to take your call.

- Fax (659-3154), email kelly.lane@jcschools.us or provide medical or court documents for excusing an absence.
- Contact your student's principal by phone or email if an absence will be for 3 or more days in a row.

573-659-3049

cody.bashore@jcschools.us

NCC office opens at 7:15 a.m. and calls should be made as early in the day as possible. Individual instructors may also require a contact as well. When available, please provide documentation of the absence. This would include doctor and dentist appointments, college visits, court appearances etc.

If a student is going to be out of school for a period of three or more days for hospitalization or doctor's request, the attendance office should be notified immediately and a doctor's statement provided.

CLASSIFICATION OF ABSENCES

Absences will be designated as Documented Excused, Not Documented Excused, or Unexcused. Documented Excused absences include:

- Authorized school activities
- Illness or appointment verified in writing by a medical professional.
- Court appearances verified in writing by the court.
- Funerals (immediate family)
- Pre-scheduled College and Tech School Visits
- Cases specifically approved by administration

Parent notification of an absence is considered **Not** Documented Excused. Excessive Not Documented Excused and Unexcused absences will result in a loss of make-up privileges. See process and procedures for homework and make-up work.

HOMEWORK AND MAKE-UP WORK PROCESS AND PROCEDURES

Students who are absent will be expected to complete all work, including, but not limited to exams, assignments, papers, projects, quizzes, etc. All instructors will set procedures for students to follow in the event of an absence. It is the responsibility of the student to follow through with the procedure set out by the teacher. The make-up assignments, written and/or lab, will be determined by the instructor. Students are to coordinate make-up work and due dates with their instructor upon returning to school. Students are expected to adhere to the agreed upon due date for missing or late work. Late or missing work may result in a reduction of the grade if the student does not adhere to the agreed upon due dates.

Note: Students who do not maintain a 90% attendance rate or higher may be prohibited from returning to a program.

- Credit for make-up work will be given for all Documented Excused absences.
- Credit for make-up work will be allowed for up to four (4) absences during a nine (9)-week term for Not Documented Excused and Unexcused absences. However, if a student is truant or on active suspension, they will not receive any credit for make-up work regardless of the number of days they have been absent.
- Credit for make-up work will not be given for Not Documented Excused and Unexcused absences five (5) and above within a nine (9)-week term.
 - Summative assessments and cumulative projects are eligible for make-up regardless of the number of absences. Students are still responsible for coordinating summative assessments and cumulative projects with their teacher.

*** When working with students with 504's or IEP's, faculty will refer to the student's plan.*

ACTIVITY PARTICIPATION

Students must be in school the entire day prior to an event and the entire day of an event to be eligible to participate in any student activities. This includes SkillsUSA events, competitions, and field trips. If a student misses classes without being excused by the principal or his/her designee, the student shall not be considered eligible to participate in the activity in question (see Notification Procedures below to follow in the event a student must be absent the day before or the day of an activity). Further, the student cannot be certified eligible to participate on any subsequent date until the student attends a full day of classes. (See ACTIVITIES section for details.)

Notification Procedures if a student must miss a day of school before an event OR if they must miss part of the day on the day of the event:

- A student or parent may make arrangements for an absence prior to the absence by calling or e-mailing Nichols Career Center administration.
- It is at the Director's discretion as to whether an absence will be approved for eligibility purposes.
- Notifications on the day of an absence may not be approved.

LEAVING SCHOOL DURING THE SCHOOL DAY

NCC has a closed campus. If it is necessary for a non-JC student to leave school during school hours, the parent/guardian must notify the home school attendance office and the Nichols Career Center office (573) 659-3100. Parents are required to come into the building to check out their student/s. Please be prepared to show I.D.

NOTE: JCHS and CCHS students follow the procedure in the JCHS and CCHS student handbook located at <https://www.jcschools.us/Page/16047>. Failure to follow the appropriate procedure will result in disciplinary action.

TARDY POLICY

Students are expected to be in class on time in order to increase learning time and decrease class disruptions. Consideration is given to students whose home school bus is running late. However, bussed students must report directly to class if arriving after class start time. When students are tardy at the beginning of class, they are to report to the NCC office for a late pass which must be presented to the teacher when reporting to class. The tardy will be recorded by the office. This does not include students who are late because their bus is late. Teachers will have a set procedure in place for students who come with a tardy pass that will provide the least disruption possible for the classroom environment. If a student drives without pre-approval, an automatic **tardy** will be issued.

Consequences for unexcused tardies are as follows. The process of consequences begins again each term.

Tardy 1

Tardy logged, warning given, pass to class

Tardy 2-3

Tardy logged, principal or designee will make parent and sending school contact, warning given, pass to class

Tardy 4

Tardy logged, discipline referral, principal or designee will make parent contact and sending school contact, 1 day of ISS is assigned. The ISS will be served through the sending school.

Tardy 5

Tardy logged, discipline referral, principal or designee will make parent contact and sending school contact, 1 day of ISS is assigned. The ISS will be served through the sending school.

Tardy 6 or more

Tardy logged, principal will set up a meeting with parent and sending school, referred directly to the building principal or designee for further disciplinary action.

Chronic tardiness to Nichols Career Center programs may result in dismissal from the program at term. Tardies from breaktime are to be dealt with by the instructor and does NOT count as one on the Tardy Policy detailed above. If administrative support is needed for these, the Principal or his designee will assist and appropriate consequences will be given. Teachers can revoke break privileges to compensate for lost time.

SECTION III - ACADEMICS

ADD OR DROP A PROGRAM

Sending high schools will have 2 weeks from the start date of the Fall semester to drop or add a student. Students added to the sending school roster must meet the same minimum qualifications as students accepted in the Spring. Students are enrolled for the entire academic year, although students may be dropped from the career education and academic program at any time. Students may be dropped from the Nichols Career Center program for lack of progress, excessive

absenteeism, failing grades or disciplinary reasons. Any changes to the original roster of students will be clearly communicated with the sending school officials.

ACADEMIC INTEGRITY

Whenever a student is observed cheating, the teacher shall collect the student's work, document the incident on a discipline referral, call the student's parent, and conference with administration to determine a plan of action..

ACADEMIC PROGRESS

Satisfactory academic progress is expected of all students. Problems in the area of academic progress will not usually be considered a disciplinary issue. A student experiencing problems in this area will be referred to his/her assigned counselor and the parent(s)/guardian(s) of the student will be contacted. After parent/counselor/ administrative contact, any student who has a grade of D- (62%) or lower at the end of any term will be put on an academic contract and dropped from a program if they do not meet the agreed upon terms therein. *Students/parents are asked to follow the petition for enrollment process in order for consideration of enrollment due to extenuating circumstances if denied enrollment due to academic, behavior, and/or rubric admission or readmission.*

CONTRACTS and Tiered Level Support (academic, behavior, attendance, safety, etc)

Nichols Career Center adheres to a 3 level multi-tiered support system. This system includes staff and student accountability. Students may be asked to adhere to contracts that outline expectations in any of the above mentioned areas in order to help facilitate improvement. If the expectation of contract is not upheld, it is possible for students to lose the privilege of Nichols Enrollment.

ARTICULATION CREDIT

Free articulated college credit is available for students who complete selected NCC programs and meet specific grade requirements. NCC has agreements with State Fair Community College, State Tech, and Ozark Technical College. The NCC CTE Student Services Coordinator can provide additional information for eligibility.

INDUSTRY RECOGNIZED CREDENTIALS (IRC'S)

The goal of Nichols Career Center is for every student to leave with an Industry Recognized Credential (IRC) where available. In order for students to earn an IRC, they must meet certain criteria and pass the required industrial examination.

DUAL CREDIT

Dual credit is available to students of select NCC programs. There is typically a per credit hour tuition fee and students must meet certain eligibility requirements. Dual Credit is offered through State Fair Community College, State Tech, East Central College and Stephens College. The NCC CTE Student Services Coordinator can provide additional information for eligibility.

COMPREHENSIVE FINAL EXAMS/PROJECTS POLICY

Students will be expected to be in attendance and complete all comprehensive final examinations and/or projects, if required. Comprehensive finals will be no less than 10% and no more than 15% of the student's final grade. Students wishing to take comprehensive finals early must have prior approval from administration.

TECHNICAL SKILLS ATTAINMENT EXAMS

Students who complete a Career & Technical Education program of study have an opportunity to be assessed on their skills attainment. Students will be given the opportunity to take this exam when they complete the required curriculum, which is typically during the final term of their program.

GRADE REPORTING

BOARD POLICY: IKA

Grade reports will be sent to students and parent(s)/guardian(s) of secondary students at the end of each nine week period. The following grading scale is used:

GRADE	GPA		PERCENTAGE	COMMENT
A	11.00	4.000	100-93	Excellent Work
A-	10.00	3.667	92-90	Excellent Work

B+	9.00	3.333	89-87	Superior Work
B	8.00	3.000	86-83	Superior Work
B-	7.00	2.667	82-80	Superior Work
C+	6.00	2.333	79-77	Average Work
C	5.00	2.000	76-73	Average Work
C-	4.00	1.667	72-70	Average Work
D+	3.00	1.333	69-67	Inferior Work
D	2.00	1.000	66-63	Inferior Work
D-	1.00	0.667	62-60	Inferior Work
F	No Credit	No Credit	59 & Below	Failure
*WF	No Credit	No Credit	N/A	N/A

IN — Incomplete work, no credit will be given until requirements are completed, which should occur within two weeks. Incomplete automatically becomes an “F” at the end of a semester, unless arrangements are made with the office.

W — Withdrawn, passing work being done in a course dropped either by withdrawal from school or by permission of the director.

*WF — Withdrawn Failing, failing work being done at the time of withdrawal or course is dropped after the deadline for schedule changes (4 days after classes begin). Please refer to your home schools' withdrawn failing policies.

on the main page of its website.

INFINITE CAMPUS/GRADE TRACKING

Nichols Career Center maintains student grades through the web-based student information management system, Infinite Campus. Parents/Guardians and students may track academic progress by accessing Infinite Campus through the Parent Portal. Information to access the Parent Portal can be found on the district website at <http://jcschools.schoolwires.net/site/Default.aspx?PageID=184>

PROGRAM AWARDS

Selection for the outstanding secondary student in individual programs should follow this criteria:

- Maintain honor roll status.
- Maintain excellent attendance (95% or higher).
- Must pass the Technical Skills Attainment (TSA) Exam if provided as part of the program.
- Exhibit scholarship, citizenship, leadership, skill, honesty, service and responsibility.

SEAL OF EXCELLENCE / GRADUATION CORDS

Students who demonstrate achievement of standards of excellence may receive a “Seal of Excellence Award.” The student will be eligible for a “Seal of Excellence Award” upon verification by the Seal of Excellence Committee that all standards of excellence have been completed and recommendation by the career and technical program instructor(s) that a “Seal of Excellence” be awarded.

Qualifications for the Career and Technical Education Seal of Excellence are:

- Student must complete their respective career and technical program of study and be enrolled in the final term of their program. Eligibility is not limited to one program nor contingent upon other programs.
- Student must maintain excellent attendance (at least 95%).
- Student must maintain a minimum career and technical program grade of 3.66 (A- average).
- Student must pass their respective Technical Skills Attainment (TSA) Exam if provided as part of their program.
- Student must exhibit outstanding work habits in classroom, work experience, and/or shop activities. This includes citizenship, leadership, technical knowledge, safety procedures and a cooperative attitude with instructors, co workers, and/or fellow students.
- Students must be an active member of the appropriate student organization (FFA, Skills USA).

TEXTBOOKS

Textbooks are issued to secondary students on a loan basis. Textbook numbers are recorded when the books are issued and the student is responsible for the care of the books checked out to him/her. A specific time will be designated at the end of the first semester and end of school, as appropriate, for students to check in textbooks. At school year end, students will be charged for lost or damaged books or property. Students will be charged the replacement cost for books not returned.

SECTION IV - ACTIVITIES

ACTIVITY PARTICIPATION

Student organizations are an important aspect of career and technical education. Students are encouraged to actively participate in the career and technical student organization integrated into their respective programs. Rules that govern school conduct also apply to all school sponsored activities regardless of the location of the event. Not adhering to these rules may result in school disciplinary action just as it would in a classroom setting. In order to participate as an officer, competition or activity, a student must be in good standing with their respective NCC program (this includes all Nichols classes). This expectation will be evaluated at each grading period. In addition, students can miss no more than 4 days per 9-week grading period in order to stay in good standing. Students will be allowed an appeals process under special circumstances. Any student violating the code of conduct at any activity, including conferences and competitions, will be removed from office (if they have officer status) and will not be allowed to participate in any future activities, conferences, and contests.

Students must be in school the entire day prior to an event and the entire day of an event to be eligible to participate in any student activities. This includes SkillsUSA events, competitions, and field trips. If a student misses classes without being excused by the principal or his/her designee, the student shall not be considered eligible to participate in the activity in question (see Notification Procedures below to follow in the event a student must be absent the day before or the day of an activity). Further, the student cannot be certified eligible to participate on any subsequent date until the student attends a full day of classes. (See ACTIVITIES section for details.)

Field trips are sometimes planned as part of the instructional day while at Nichols Career Center. If the trip would affect a student's schedule beyond their Nichols Career Center time, a specific permission slip will be sent home. However, if the trip is within the confines of their time at Nichols, parent permission is obtained by signing the appropriate form in the back of this handbook.

Notification Procedures if a student must miss a day of school before an event OR if they must miss part of the day on the day of the event:

- A student or parent may make arrangements for an absence prior to the absence by calling or e-mailing the Principal.
- It is at the Principal's discretion as to whether an absence will be approved for eligibility purposes.
- Notifications on the day of an absence may not be approved.

CAREER AND TECHNICAL STUDENT ORGANIZATIONS

Career and technical student organizations are an integral part of this school's program and necessary for completing education as skills training. Organizations contribute to youth development in experiencing life-like situations, and every student is encouraged to actively participate in the student organization identified with his/her career and technical program. Their activities include these: elect morning and afternoon officers, conduct a fundraiser, attend district, state and national leadership and skill conferences and competitions, and conduct community service projects.

FFA: Students enrolled in any of the Agriculture Education courses will be encouraged to participate in this organization.

SkillsUSA: Students from the following programs join this organization: Automotive Technology, Auto Collision Technology, Social Media and Content, Building Trades, Graphic Design, Computer Design, Mechatronics, Culinary Arts, Health Sciences, Heating/ Air Conditioning/Refrigeration, Welding, and Early Childhood Professions.

CITIZENSHIP STANDARDS FOR SCHOOL ACTIVITIES

Students wishing to have the privilege to participate in and/or attend school activities must abide by the following:

1. Students must be considered a credible citizen and in good-standing within the classroom, school and community.
2. Students must be drug, alcohol, and tobacco-free.
3. Students must display good sportsmanship at all times.
4. Students are encouraged to support their activity through regular attendance, active participation and proper conduct.
5. Students shall abide by all rules and guidelines established by club, organization, or team constitution or charter.

Students failing to meet these standards are subject to removal from participation in and/or attendance at school activities. In addition, a student's actions or behaviors may result in school discipline.

OFFICER CRITERIA

In order to participate as an officer, competition or activity, a student must be in good standing with their respective NCC program (this includes all Nichols classes). This expectation will be evaluated at each grading period. In addition, students can miss no more than 4 days per 9-week grading period in order to stay in good standing. Students will be allowed an appeals process under special circumstances. Any student violating the code of conduct at any activity, including conferences and competitions, will be removed from office and will not be allowed to participate in any future activities, conferences, and contests.

SECTION V - DAILY OPERATIONS

ACCIDENT INSURANCE

Nichols Career Center does not carry accident insurance for students. However, it is important that parents/guardians consider carrying an accidental or medical policy on their students while enrolled in programs at Nichols Career Center that require shop or medical laboratory experiences. In such programs, the students may be exposed to such things as: Hand tools, power equipment, machinery, and contagious disease if in a medical setting. MEDICAL AND ACCIDENT INSURANCE IS THE RESPONSIBILITY OF THE INDIVIDUAL STUDENT AND HIS/HER PARENT/GUARDIAN. Accidental health insurance coverage is recommended.

Please note: The Reliance Standard Life Insurance Company offers a reasonably priced optional student accident insurance plan that can help parents pay for some of the medical expenses due to accidents that may occur during school hours and while away from school, including the weekends and all vacation periods including the summer months. For additional information regarding this one-time cost, go to: https://kidguardinsurance.com/pages/parent_pages/93/optional-voluntary-coverage

CHANGE OF ADDRESS, WORKPLACE, OR PHONE NUMBER

It is very important for emergency and administrative reasons that every student maintains an up-to-date address record at the school office. Notify the school immediately if you have a change of address, home phone number, or work phone number during the school year. Infinite Campus Parent Portal has a feature that allows parents/guardians to view, add, and update certain student and household information from the Portal.

CRISIS MANAGEMENT

The Jefferson City School District has developed a crisis management plan to deal with a crisis in, or around, a school building. Although not every crisis can be foreseen, the appropriate management of any crisis is important in a school setting. Each building has adapted this plan for the requirements of our building. It is important that students, parents, teachers, and staff are aware of this plan and what to do in case of a crisis at our school. Parents should be aware that students will learn appropriate responses to crises. Emergency drills will be held and practiced.

DRESS CODE

Students shall observe modes of dress and standards of personal grooming that are in conformity with the educational environment and necessary to maintain an orderly and safe atmosphere for all students. Apparel is expected to conform

BOARD POLICY: JFCA

to reasonable student standards of modesty, and as such, no excessive or inappropriate areas of skin or undergarments may be exposed. No apparel or grooming that presents a safety concern is permitted. No apparel displaying messages that are sexually explicit, vulgar, violent or advocating illegal activities is permitted. Further, no clothing or personal grooming that disrupts, or is likely to disrupt, the educational environment is permitted. What follows is a list of acceptable items of dress in regards to general rules and expectations:

- Slacks (jeans, capris, and other pants)
- Pants must be of appropriate fitness, neither too tight nor too loose; must not show excessive skin due to holes
- No sagging pants
- Dresses and skirts
- Conservative neckline (No strapless, tube tops, halter tops, or spaghetti straps)
- Must be an appropriate length so as not to reveal excessive or inappropriate areas of the skin. Please be mindful that as you bend, reach, wear a backpack or otherwise move about the school building, the length of the clothing must not shift to reveal excessive or inappropriate areas of skin
- Shorts (must be as long as the middle finger of your hand, front to back, with arms at side).
- Skirts (must be as long as the middle finger of your hand, front to back, with arms at side).
- Tops/Shirts must have a conservative neckline.
- All shirts and sweatshirts long and oversized must be tucked in.
- Please note that hats, caps, head coverings, bandanas, headbands, and hoods are NOT included on this list as they are not allowed during the school day.

Note: The instructor for each career education program will determine appropriate or required dress codes for their program and shop/lab areas. Students will be informed of these dress requirements at the beginning of the school year. Students who are not dressed appropriately per teacher requirements will not be allowed to work in the shop/lab areas. This is a matter of safety as well as training for industry standards. Students who do not adhere to these requirements are subject to disciplinary action if the situation is not resolved and may be subjected to removal from their respective program.

Driving

There is an expectation that students attending Nichols will be bussed by their sending school unless the student's school of origin is JCHS or the Nichols Administration and sending school administration deems a necessity of other arrangements. *Please see student transportation on page 32 for more information.*

CELL PHONES AND PERSONAL ELECTRONIC DEVICES

It is strongly recommended that students and parents carefully weigh the choice of whether or not to bring personal cell phones, music players, cameras, and other electronic devices to school. These items can be disruptive to the learning environment, often create discipline problems, and are frequently damaged, lost, or stolen. Parents are reminded that in case of an emergency, the main office is the appropriate point of contact to ensure that your child is quickly reached and assisted. Students who bring cell phones or other devices to school are responsible for the safety and security of those devices. The school accepts no responsibility for cell phones or other electronic devices that are lost, damaged, or stolen at school or while traveling to and from school.

If students do bring cell phones and/or other electronic devices to school, they will need to be turned off during class periods and stored in their backpacks or assigned lockers. Cell phone usage is only permitted during passing times and the lunch periods. These privileges may be revoked by administration when deemed necessary. Headphones or earbuds will need to be stored securely and should not be worn during class time unless the teacher has approved an activity that requires listening on chrome books or school provided media.

JG-R1

Technology Misconduct (see Board policy EHB and regulation EHB-R)

Unauthorized use of cellular telephones, personal computers, or unauthorized use of electronic devices during instructional time.

First Offense:	Teacher/Student conference, temporary confiscation of device and/or detention.
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Subsequent Offense:	Teacher/Student conference, principal/student conference, temporary confiscation of device, detention, or 1-180 days out-of-school suspension.
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Students bringing personal electronic devices to school do so at their own risk and are responsible to secure the item from theft or loss. A student using these items without permission is subject to discipline consequences. Refer to the Prohibited Conduct; Technology Misconduct; 'a' in Section VI of this planner for consequence details.

ELECTRONIC COMMUNICATION BETWEEN STAFF MEMBERS AND STUDENTS

BOARD POLICY: GBCC

Staff members are encouraged to communicate with students and parents/guardians for educational purposes using a variety of effective methods, including electronic communication. As with other forms of communication, staff members must maintain professional boundaries with students while using electronic communication regardless of whether the communication methods are provided by the district or the staff member uses his or her own personal electronic communication devices, accounts, webpages or other forms of electronic communication.

The district's policies, regulations, procedures and expectations regarding in-person communications at school and during the school day also apply to electronic communications for educational purposes, regardless of when those communications occur. Staff communications must be professional, and student communications must be appropriate. Staff members may only communicate with students electronically for educational purposes between the hours of 6:00 a.m. and 10:00 p.m. Staff members may use electronic communication with students only as frequently as necessary to accomplish the educational purpose. The district discourages staff members from communicating with students electronically for reasons other than educational purposes.

EMERGENCY PROCEDURES-NICHOLS CAREER CENTER

Emergency preparedness drills will be developed by the superintendent or designee in cooperation with the building principal. A sufficient number of drills will be conducted in each building to give instruction and practice in proper actions by staff and students.

Emergency exiting procedures will be posted near the door in each instructional area and students will be briefed on all procedures.

Instructions for each of the following emergencies have been posted in each classroom to direct students, visitors, faculty and staff safely through the crises.

FIRE:

1. Calmly and quietly exit classrooms under the direction of the teacher.
2. Close and lock classroom doors.
3. Proceed to the designated stairwell and/or exit.
4. Exit the building and proceed to the designated meeting point a safe distance from the building.
5. Take attendance and display appropriate indicator card.
6. Remain at the meeting point until the "All Clear" is sounded.

The fire alarm is a continuous series of short blasts of the horns. When the alarm is sounded, each teacher will direct students to the assigned exit and accompany them as they leave the building. Running or talking is not permitted! Students are directed to move a safe distance from the building. Those classes that exit first need to keep moving away from the exits so that following classes may readily exit the buildings.

TORNADO DRILL GENERAL PROCEDURES:

1. Move quickly and quietly to the assigned safe area.
2. Close and lock classroom doors.
3. Assume duck and cover position upon arrival to the assigned area.
4. Take attendance and display appropriate indicator card.
5. Remain in position until the "All Clear" is sounded. Please see the JCPS Crisis Management Plan for specific classroom instructions.

EARTHQUAKE DRILL PROCEDURES:

If inside:

1. Calmly and quietly seek shelter under desks, tables, or benches. If possible, cover your head with a coat or other clothing to protect from falling objects.

2. If no shelter is available, get inside a doorway or crouch against an interior wall away from windows and glass.
3. Open doors.
4. Take attendance and display appropriate indicator card.
5. Stay put until given further instructions by administration or emergency personnel.

If outside:

1. Move quickly and calmly away from the building and overhead power lines.
2. Lie flat, face down and cover your head.
3. Take attendance and display appropriate indicator card.
4. Stay put until given further instructions by administration or emergency personnel.

LOCKDOWN

1. Lock and deadbolt classroom doors.
2. Cover interior windows.
3. Turn off lights and all audiovisual equipment.
4. Move to a position out of sight of the hallway and exterior of the building.
5. Take attendance
6. Remain in position until the "All Clear" is sounded or evacuated by an administrator or emergency personnel.

FOOD AND BEVERAGES IN THE BUILDING

Students are not to store perishable items in their lockers.

LOITERING

Students are not to loiter on school property or on the streets and residential areas which are adjacent to the school. This restriction includes school hours as well as the time students are arriving and departing from school or from school sponsored activities. Bus students are to remain in the bus loading area after class and are to remain on school grounds upon arrival each day.

LUNCH TIME (JCHS, CCHS, and JCAC Students ONLY)

Secondary students are not permitted to leave the school grounds or be in off-limits areas during lunchtime, which include Nichols Career Center. This will be considered truancy. Students must stay out of halls where classes are in session and are not allowed to visit the Nichols Career Center vending area during this time.

MEDICAL/ACCIDENT/EMERGENCY TREATMENT

Students must report all injuries or illnesses immediately to their instructor. Then, as deemed necessary, students are referred to the school nurse. A school nurse is located in close proximity to classes that have a shop area. All visits to the school nurse that constitute an accident report will be referred to the Director.

Emergency first aid measures will be taken to treat any student injuries occurring on campus. If the emergency requires a level of treatment beyond that of the capability of staff and is viewed as an injury requiring immediate treatment, for the student's health and well-being, an ambulance will be summoned. Every attempt will be made to notify the parent/guardian or emergency contact given on the student application. The parent/guardian will be legally responsible for the cost of any medical service or care provided beyond the school nurse.

ARRIVAL EXPECTATIONS

Non-JCSD students must enter the NCC building at Door #20 and report directly to their program. Non-JC students are not allowed on the 3rd floor of NCC or in Jefferson City High School at any time without the approval of an NCC administrator. Not adhering to these rules may result in disciplinary action. Culinary Arts and Health Science students are the exception because their classrooms are located on the 3rd floor.

TOBACCO FREE DISTRICT

BOARD POLICY: AH

To promote the health and safety of all students and staff, and to promote the cleanliness of district property, the district prohibits all employees, students, and patrons from smoking, using tobacco products, imitation tobacco products, and electronic cigarettes or vape devices in all district facilities, on district transportation, and on all district grounds at all times. This prohibition extends to all facilities the district owns, contracts for, or leases to provide educational services, routine health care, daycare or early childhood development services to children, effective March 1, 2006.

This prohibition does not apply to any private residence or any portion of a facility that is used for inpatient hospital treatment of individuals dependent on, or addicted to, drugs or alcohol in which the district provides services.

Students and staff who possess or use such products on district grounds, district transportation, or at district activities

will be disciplined in accordance with Board policy.

REQUIRED COSTS

Once accepted, the student's tuition will be paid for by their sending school district. Any uniform or individual tool costs will be the responsibility of the student. All costs differ by program and are dictated by curriculum requirements.

CANCELLATION OF SCHOOL

BOARD POLICY: IC

When Jefferson City School District cancels classes because of inclement weather, Nichols Career Center will also not be in session.

Cancellation of school takes place only during extraordinary circumstances such as extreme weather conditions, equipment failure, public crisis. The school board and administrators are aware of the hardship, which can be caused by an abrupt cancellation. Therefore, school will not be canceled unless a significant safety risk has been created by unusual circumstances or other instances that prevent us from being able to occupy a school building such as power/water outage, etc. Every practical means is used to notify parents of an impending cancellation including phone call, email and text message to contact information included in official parent records via our mass notification system. Information about cancellations will also be posted to district social media accounts (Facebook and Twitter), to the district website (www.jcschools.us), to the district mobile app, and will be distributed to local news media including the Jefferson City News Tribune, KCRG-TV-CHANNEL-13, KOMU-TV-CHANNEL 8, and KMIZ-TV-CHANNEL 17.

STUDENT DISMISSAL / RELEASE OF STUDENTS: BOARD POLICY: JEDB

District administrators will create student dismissal procedures that protect the safety of students while also addressing the necessary flow of traffic to and from school. These procedures may vary depending on the age of the student. District personnel will monitor the parking lot and other locations where students board the district's transportation or meet parents or others. At the request of a parent, school personnel will verify the identity of a parent or other authorized person before releasing the student. District staff may refuse to release a student and will notify the principal if they have concerns regarding the student's safety or whether a person is authorized to transport the student. Otherwise the district will assume that the student knows with whom he or she may leave.

Early Dismissal:

Students shall not be excused into any person's custody without the direct prior approval and knowledge of the building principal or designee. Each building principal will establish procedures to validate requests for early dismissal to assure that students are released only for proper reasons and only to authorized persons.

Procedures must adhere to the following rules:

1. Students will only be released to the parent, guardian or designee of the parent or guardian or to other individuals or agencies as permitted or required by law.
2. The district will release a student to either parent unless the district has a valid court order directing otherwise or unless the parent requesting release is only entitled to supervised visitation. If district staff have concerns about releasing the student to a parent, the student may be held while additional precautions are taken, including, but not limited to verifying custody orders, contacting the other parent or contacting appropriate authorities.
3. Students who are 17 years old and living independently and students 18 or older must validate their own attendance and dismissal.
4. Telephone requests for early dismissal of a student shall be honored only if the caller can be positively identified as the student's parent or guardian.
5. Any person requesting release of a student must present proper identification or be positively identified as the student's parent or guardian.

If an activity occurs immediately after school, the district will follow the same procedures used for dismissing students from the regular school day. Otherwise, students are expected to return from activities with the student's parents or the same person(s) who transported them to the activity. If the district provides the student transportation to an activity, the student is expected to return using district transportation. However, district administrators may develop procedures for releasing students from a school activity to parents or other authorized persons, keeping the safety of students in mind.

GENERAL HEALTH INFORMATION

BOARD POLICY: EBB, JHC

The following information is provided to help parents regarding certain conditions that require exclusion from school.

- *Fever of 100.4 degrees or higher

- Excluded for 24 hours with Dr. note for a diagnosis that is not related to respiratory illness, influenza, or COVID-19
- Excluded for 72 hours without Dr. note for diagnosis verification
- *Vomiting
- *Diarrhea
- Untreated Ringworm
- Undiagnosed rashes
- Red, inflamed eyes (pink eye) – excluded until diagnosed and treated for 24 hours with antibiotic drops
- Impetigo (a contagious skin condition, with crusty areas especially about the nose and mouth)
- Scabies (excluded until appropriate medical treatment)
- Fainting Spells
- Common childhood diseases - **State Regulations**
- Chicken pox (**excluded until rash is crusted over**)
- Strep Throat (following a positive throat culture the child must be on antibiotics and without fever for 24 hours before returning to school)

***Students sent home ill, with elevated temperatures, vomiting, or diarrhea, are asked to be kept at home until they are symptom-free per the guidelines listed above without the use of fever reducing agents.** Many students are sent home ill one day, return the next, and need to be sent home again because they have not recovered.

We appreciate parents sharing the diagnosis and treatment of students sent to physicians so we can be alerted to possible problems in other children (influenza, COVID-19, pink eye, head lice, strep throat, worms, etc.).

MEDICINE POLICY

BOARD POLICY: JHCD

In an effort to help ensure good health and safety for the students of our school, we have established the following guidelines:

1. Do not send medicine to school unless it is absolutely necessary.
2. First dose of a new medication will not be administered at school
3. Medications prescribed (or given) three times a day should be given at home: before school - after school - at bedtime.
4. All medications (prescribed and over-the-counter) must be presented to the school nurse/office staff in the original container that is properly labeled with the child's name, doctor's name, date, dose, and time of administration.
5. Any child who will be self-administering inhalers for asthma, auto-injector epi-pen for anaphylaxis, or insulin pen for diabetes must have on file with the school nurse an emergency action plan, medication permission for self-administration, and medication permission to administer.
6. Medications not regulated by FDA will not be given at school (herbal, essential oils, CBD, homeopathic)
7. Medications must be accompanied by a signed consent from the parent for staff to administer. This consent must include instructions (dose, time, frequency), which concur with prescription/medication label. This form can be found under the Health Information section on the Jefferson City School District Website at <https://www.jcschools.us/Page/9497>.
8. If a medication is to be administered at school, an adult must bring the medication to school. A student will not be allowed to bring the medication to school on behalf of the parent.
9. Please contact the school nurse if you have any questions

Medication/Medicine is defined as any substance given to obtain a therapeutic effect or change. Medications not meeting the above criteria will not be given. Please refer to Board Policy JHCD for full disclosure

DISPENSING OF MEDICINE

The nurse's office does not dispense aspirin or Tylenol. Students taking prescribed medication should report the use of this medicine to the school nurse. Students may not dispense (give) medicine to other students. Students who dispense (give) medicine to other students are subject to disciplinary action. No medication shall be stored in lockers.

INFLUENZA HEALTH INFORMATION

BOARD POLICY: EBB, JCH

Jefferson City School District partners with the local Health Department and Community Health Center to provide an annual influenza vaccine to children at school. This vaccine will help protect our students from the influenza virus. We will hold vaccination clinics beginning in the fall of the school year. School staff will send more information about the flu clinic when times are scheduled at your particular school. There will be no cost to you for this vaccine. The school will also send you a form that will include options allowing you to either accept or refuse the vaccination for your child. If you refuse, the

vaccination will not be given to your child. If you have any questions about the vaccine your child's health care provider can answer your questions about the influenza virus and will be able to give your child the seasonal influenza vaccine, if you do not wish to participate in the flu clinic at school.

STUDENT ILLNESS

Any student who becomes ill during the school day should request a pass from his/her teacher and report to the nurse's office in Room 453. The school's nurse will telephone the parent/guardian if the illness or injury warrants that the student be dismissed from school. Students sent home ill with elevated temperatures, vomiting or diarrhea are asked to be kept at home until they are symptom-free for twenty-four hours.

Students will not be allowed to use the nurse's office as a place to take a nap. The school nurse will assess the student and determine, along with parents, if the student should return to class or go home.

WEB ADDRESS

The administration and faculty of NCC work to maintain the building website to provide information for parents/guardians, students, and patrons of the school. A wide variety of information can be located at the website including teacher pages providing contact information, classroom calendars, and course documents. The website can be located at www.nicholscareercenter.org.

SECTION VI - DISTRICT NOTICES AND POLICIES

CAMPUS SECURITY

NCC will take all security measures necessary to ensure the safety of all students and staff. All emergencies and possible criminal activities will be reported to the appropriate authorities. Students and faculty will take the following appropriate action:

- Notify your instructor of the situation you observed or witnessed.
- Immediately notify the NCC Director or Assistant Director if the instructor is not readily available.
- Written account will be made by the person reporting the event. Forms are available in the NCC office.
- Police will be notified in regards to any criminal activity that has taken place in or around NCC.
- In an emergency, 911 should be called when the instructor or administrators are not available. The non-emergency police number is 634-6400 to report possible criminal action.

Emergency calls will be placed by the NCC office personnel during regular office hours.

ALCOHOL/DRUG ABUSE

Due to the nature of the career and technical education programs, and safety requirements, students suspected of the use of alcohol/drugs will be disciplined if found in non-compliance. Nichols Career Center expects students to adhere to the Alcohol/Drug policy of their home school as well as Nichols Career Center. Sending school principals will be notified immediately if students are suspected of such violations. In cases where a student is found to be under the influence or in possession of drugs or alcohol, a contract will be written in order for the student to continue with their program. This contract includes random drug screens which are coordinated with the Jefferson City High School athletic/activities office or conducted at the expense of the student and/or parents. Because safety is of the utmost importance, disciplinary actions may include that a student be terminated from a Nichols Career Center program at any time in order to protect the welfare of all students and staff.

JCPS

BOARD POLICY: JFCH

The Jefferson City School District is concerned with the health, welfare and safety of its students. Therefore, the use, sale, transfer, distribution, possession or being under the influence of unauthorized prescription drugs, alcohol, narcotic substances, unauthorized inhalants, controlled substances, illegal drugs, counterfeit substances and imitation controlled substances is prohibited on any district property, in any district owned vehicle or in any other district-approved vehicle used to transport students to and from school or district activities. This prohibition also applies to any district sponsored or district-approved activity, event or function, such as a field trip, CTSO or athletic event, where students are under the supervision of the school district. The use, sale, transfer or possession of drug-related paraphernalia is also prohibited. For the purpose of this policy a controlled substance shall include any controlled substance, counterfeit substance or imitation controlled substance as defined in the Narcotic Drug Act, § 195.010, RSMo., and in schedules I, II, III, IV and V in section 202© of the Controlled Substance Act, 21 U.S.C. §812©.

Students may only be in possession of medication as detailed in Board policy JHCD. Searches of persons reasonably

suspected to be in violation of this policy will be conducted in accordance with Board policy. Any student who is found by the administration to be in violation of this policy shall be referred for prosecution and subject to disciplinary action up to, and including, suspension, expulsion or other discipline in accordance with the district's discipline policy. Strict compliance is mandatory. The school principal shall immediately report all incidents involving a controlled substance to the appropriate law enforcement agency and the superintendent or designee. All controlled substances shall be turned over to local law enforcement. Students with disabilities who violate this policy will be disciplined in accordance with policy JGE.

HAZING AND BULLYING

PROHIBITION AGAINST BULLYING AND HAZING

BOARD POLICY: JFCE, JFCG

General

In order to promote a safe learning environment for all students, the Jefferson City School District prohibits all forms of hazing, bullying and student intimidation. Students participating in or encouraging inappropriate conduct will be disciplined in accordance with board policy. Such discipline may include, but is not limited to, suspension or expulsion from school and removal from participation in activities. Students who have been subjected to hazing or bullying are instructed to promptly report such incidents to a school official.

In addition, district staff, coaches, sponsors and volunteers shall not permit, condone or tolerate any form of hazing or bullying or plan, direct, encourage, assist, engage or participate in any activity that involves hazing or bullying. District staff will report incidents of hazing and bullying to the building principal. The principal shall promptly investigate all complaints of hazing and bullying and shall administer appropriate discipline to all individuals who violate this policy. District staff who violate this policy may be disciplined or terminated.

The superintendent will provide for appropriate training designed to assist staff, coaches, sponsors and volunteers in identifying, preventing and responding to incidents of hazing and bullying. The district shall annually inform students, parents, district staff and volunteers that hazing and bullying is prohibited. This notification may occur through the distribution of the written policy, publication in handbooks, presentations at assemblies or verbal instructions by the coach or sponsor at the start of the season or program.

Definitions

Hazing – For purposes of this policy, hazing is defined as any activity, on or off school grounds, that a reasonable person believes would negatively impact the mental or physical health or safety of a student or put the student in a ridiculous, humiliating, stressful or disconcerting position for the purposes of initiation, affiliation, admission, membership or maintenance of membership in any group, class, organization, club or athletic team including, but not limited to, a grade level, student organization or school-sponsored activity. Hazing may include those actions that subject a student to extreme mental stress including, but not limited to, sleep deprivation, physical confinement, forced conduct that could result in extreme embarrassment or criminal activity, or other stress-inducing activities. Hazing may also include, but is not limited to: acts of physical brutality; whipping; beating; branding; exposing to the elements; forced consumption of any food, liquor, drug or other substance; forcing inhalation or ingestion of tobacco products; or any other forced physical activity that could adversely affect the physical health or safety of an individual. Hazing may occur even when all students involved are willing participants. Hazing does not occur when a student is required to audition or tryout for an organization when the criteria are reasonable, approved by the district and legitimately related to the purpose of the organization.

Bullying – Is defined by state law as intimidation, unwanted aggressive behavior, or harassment that is repetitive or is substantially likely to be repeated and causes a reasonable student to fear for his or her physical safety or property; substantially interferes with the educational performance, opportunities, or benefits of any student without exception; or substantially disrupts the orderly operation of the school. Bullying may consist of physical actions, including gestures, or oral, cyberbullying, electronic or written communication, and any threat of retaliation for reporting of such acts. Bullying of students is prohibited on school property, at any school function or on a school bus. 'Cyberbullying' means bullying as defined in this subsection through the transmission of an communication including, but not limited to, a message, text, sound, or image by means of an electronic device including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager.

In order to ensure a healthy and safe learning environment for all, students are asked to report instances of bullying to a teacher or an administrator immediately. Instances of bullying must be reported by district employees immediately, and in no event later than two (2) school days following receipt of a report or personal observation by the employee. The report must be made to the building principal of his/her designee. The principal shall ensure that an investigation commences within two (2) school days of receipt of the report and will conclude within ten (10) days unless the time period is extended for good cause.

The Board prohibits retaliatory actions including, but not limited to, acts of intimidation, threats, coercion or

discrimination against those who make complaints pursuant to this policy; who report prohibited bullying or hazing; and who participate in an investigation, formal proceeding or informal resolution.

INTERNET POLICY

All students using district computers will be required to sign a usage policy and comply with the rules therein. The Jefferson City School District requires that students who use the Internet connection do so for research, with an objective/outcome as approved by the teaching staff for a class research assignment or project. All students' use of the Internet should be done with the direct knowledge and supervision of the classroom instructor. Students not complying with this policy will be subject to disciplinary action.

DISCIPLINE GUIDELINES

Upon enrolling in the Nichols Career Center, each student assumes an obligation to conduct himself/herself in a manner compatible with NCC's function as an educational institution and to comply with the laws enacted by federal, state, and local governments. If this obligation is neglected or ignored by the student, NCC must, in the interest of fulfilling its function, institute appropriate disciplinary action. School discipline will be enforced by the Administration of Nichols Career Center in consultation with the student's instructor and the sending school principal.

BOARD POLICY JG

It is essential that the district maintain a classroom environment that allows teachers to communicate effectively with all students in the class and allows all students in the class to learn. To assist district staff in maintaining the necessary classroom environment, the Board of Education has created a discipline code that addresses the consequences, including suspension or expulsion, for students whose conduct is prejudicial to good order and discipline in the schools or impairs the morale or good conduct of other students.

The comprehensive written code of conduct of the district is composed of this policy and includes, but is not limited to, the following policies, procedures and regulations: JG-R, JGA, JGB, JGD, JGE and JGF. A copy of the district's comprehensive written code of conduct will be distributed to every student and the parents/guardians of every student at the beginning of each school year and will be available in the superintendent's office during normal business hours.

APPLICATION

These policies, regulations and procedures will apply to all students in attendance in district instructional and support programs as well as at school-sponsored activities. Off-campus misconduct and speech that substantially and materially disrupt the educational climate will also be subject to these policies, regulations and procedures.

Students who have been charged, convicted or pled guilty in a court of general jurisdiction for commission of a felony may be suspended in accordance with law.

The Board authorizes the immediate removal of a student upon a finding by a principal or superintendent that the student poses a threat of harm to self or others, as evidenced by the prior conduct of such student. Any such removal will be subject to the appropriate due process procedures and in accordance with law. No student may be confined in an unattended locked space except in an emergency situation while awaiting the arrival of law enforcement personnel. For the purpose of this policy, a student is unattended if no person has visual contact with the student, and a locked space is a space that the student cannot reasonably exit without assistance.

ENFORCEMENT

Building principals are responsible for the development of additional regulations and procedures regarding student conduct needed to maintain proper behavior in schools under their supervision. All such regulations and procedures shall be consistent with Board-adopted discipline policies.

Teachers have the authority and responsibility to make and enforce necessary rules for internal governance in the classroom, subject to review by the building principal. The Board expects each teacher to maintain a satisfactory standard of conduct in the classroom. All district staff are required to enforce district policies, regulations and procedures in a manner that is fair and developmentally appropriate and that considers the student and the individual circumstances involved.

All employees of the district shall annually receive instruction related to the specific contents of the district's discipline policy and any interpretations necessary to implement the provisions of the policy in the course of their duties including, but not limited to, approved methods of dealing with acts of school violence, disciplining students with disabilities and instruction in the necessity and requirements for confidentiality.

In the event of a discrepancy between an administrative procedure and a Board policy, the Board policy will take precedence.

Student Code of Conduct

STUDENT DISCIPLINE

BOARD POLICY: JG, JG-R1, JGA-2, JGB, JGD,

JGE

The Jefferson City School District Board Policy is intended to be illustrative but not an exclusive listing of acts of misconduct and the consequences for each. The Board Policy is designed to foster student responsibility, respect for others, and to provide for the orderly operation of district schools. It is the purpose of this policy to list certain offenses, which, if committed by a student, will result in the imposition of a certain disciplinary action. Any conduct not included herein, or any aggravated circumstance of any offense or, any action involving a combination of offenses may result in disciplinary consequences that extend beyond this policy as determined by the principal, superintendent and/or Board of Education. Deviation from the disciplinary consequences set forth in this policy shall be documented by the Principal, Assistant to the Superintendent of Elementary or Secondary Education, Chief of Learning, Superintendent and/or Board of Education. This policy includes, but is not necessarily limited to, acts of students on district property, including playgrounds, parking lots and district transportation, or at a district activity, whether on or off district property. The district may also discipline students for off-campus conduct that negatively impacts the educational environment, to the extent allowed by law.

Corporal Punishment Policy

BOARD POLICY: JGA

For the purposes of this policy, corporal punishment is a form of physical punishment administered by an adult to the body of a child for the purpose of discipline or reformation, or to deter attitudes or behaviors deemed unacceptable. No person employed by or volunteering on behalf of the Jefferson City School District shall administer corporal punishment or cause corporal punishment to be administered upon a student attending district schools.

A staff member may, however, use reasonable physical force against a student for the protection of the student or other persons or to protect property. Restraint of students in accordance with the district's policy on student seclusion, isolation and restraint is not a violation of this policy.

Searches of Students

BOARD POLICY: JFG

The district respects the privacy of students. However, in order to maintain a safe learning environment and properly investigate potential misconduct, district personnel may search student property or district property used by students and, in some limited situations, may require students to undergo drug and/or alcohol testing. All searches will be conducted professionally and in accordance with law. The superintendent or designee is directed to provide staff with appropriate training and is authorized to contact the district's attorney for advice prior to conducting any search.

Students do not have an expectation of privacy in district-provided property. Lockers, desks, technology, and other district property are provided for the convenience of students and are subject to periodic inspection in accordance with law.

Student property, including vehicles parked on district property, may be searched based on reasonable suspicion of a violation of law, district policy or other rules applicable to students. Reasonable suspicion must be based on facts known to the administration, credible information provided or reasonable inference drawn from such facts or information. Searches of student property shall be limited in scope based on the original justification for the search. The privacy and dignity of students shall be respected. Searches shall be carried out in the presence of adult witnesses when possible.

If reasonable under the circumstances, district administrators performing a search may require students to empty pockets or remove jackets, coats, shoes and other articles of exterior clothing that when removed do not expose undergarments not otherwise observable.

District administrators will contact law enforcement officials to perform a search if they reasonably suspect that a student is concealing controlled substances, drug paraphernalia, weapons, stolen goods or evidence of a crime beneath his or her clothing and the student refuses to surrender such items. District administrators may contact law enforcement officials for assistance in performing a search in any case in which a student refuses to allow a search or in which the search cannot be conducted safely.

District employees, administrators and volunteers, other than commissioned law enforcement officials, shall not strip search students, as defined in state law, except that an administrator may conduct such a search if a commissioned law enforcement officer is not immediately available and the administrator has reason to believe that the student possesses a weapon, explosive or substance that poses an imminent threat of physical harm to the student or others.

If a student is strip searched, as defined in state law, by an administrator or a commissioned law enforcement officer, the district will attempt to notify the student's parents/guardians as soon as possible. For the purposes of this section, the term "strip search" shall not include the removal of clothing in order to investigate the potential abuse or neglect of a student, give medical attention to a student or screen a student for medical conditions.

The district may arrange for law enforcement officials to use professionally trained dogs to detect the presence of drugs on district property. A dog alerting to the presence of drugs will constitute reasonable suspicion for district administrators to

conduct a search. Drug-detection dogs will not come into direct contact with students. The superintendent or designee shall develop procedures for the use of drug-detection dogs. Trained dogs may also be used to detect the presence of explosives and other contraband.

If district personnel have reasonable suspicion that a student is inebriated or has come to school soon after consuming drugs or alcohol, the district may require the student to participate in a drug or alcohol test given by district authorities. If the student refuses to participate, the student may be disciplined as if the student tested positive for the substance. In accordance with law, the district may implement a random student drug-testing program for students in extracurricular activities.

Reporting to Law Enforcement

It is the policy of the Jefferson City School District to report all crimes occurring on district property to law enforcement including, but not limited to, the crimes the district is required to report in accordance with law. A list of crimes the district is required to report is included in policy JGF.

The principal shall also notify the appropriate law enforcement agency and superintendent if a student is discovered to possess a controlled substance or weapon in violation of the district's policy.

In addition, the Assistant to the Superintendent of Secondary Education shall notify the appropriate division of the juvenile or family court upon suspension for more than ten (10) days or expulsion of any student who the district is aware is under the jurisdiction of the court.

Documentation in Student's Discipline Record

The principal, designee or other administrators or school staff will maintain all discipline records as deemed necessary for the orderly operation of the schools and in accordance with law and policy JGF.

Conditions of Suspension, Expulsion and Other Disciplinary Consequences All students who are suspended or expelled, regardless of the reason, are prohibited from participating in or attending any district-sponsored activity, or being on or near district property or the location of any district activity for any reason, unless permission is granted by the superintendent or designee. When appropriate, the district may prohibit students from participating in activities or restrict a student's access to district property as a disciplinary consequence even if a student is not suspended or expelled from school. Likewise, a student may become ineligible for or be required to forfeit any honors and awards as a disciplinary consequence.

In accordance with law, any student who is suspended for any offenses listed in § 160.261, RSMo., or any act of violence or drug-related activity defined by policy JGF as a serious violation of school discipline, shall not be allowed to be within 1,000 feet of any district property or any activity of the district, regardless of whether the activity takes place on district property, unless one of the following conditions exist:

1. The student is under the direct supervision of the student's parent, legal guardian, custodian or another adult designated in advance, in writing, to the student's principal by the student's parent, legal guardian or custodian, and the superintendent or designee has authorized the student to be on district property.
2. The student is enrolling in and attending an alternative school that is located within 1,000 feet of a public school in the district.
3. The student resides within 1,000 feet of a public school in the district and is on the property of his or her residence.

If a student violates the prohibitions in this section, he or she may be subject to additional discipline, including suspension or expulsion, in accordance with the offense, "Failure to Meet Conditions of Suspension, Expulsion or Other Disciplinary Consequences," listed below.

Impact on Grades

As with any absence, absences due to an out-of-school suspension may result in the student earning a lower grade in accordance with the district's policy on absences.

Prohibited Conduct

The following are descriptions of prohibited conduct and potential consequences for violations. Building-level administrators are authorized to more narrowly tailor potential consequences as appropriate for the age level of students in the building within the ranges established in this regulation. In addition to the consequences specified here, school officials will notify law enforcement and document violations in the student's discipline file pursuant to law and Board policy.

Academic Dishonesty – Cheating on tests, assignments, projects or similar activities; plagiarism; claiming credit for another person's work; fabrication of facts, sources or other supporting material; unauthorized collaboration; facilitating academic dishonesty; and other misconduct related to academics.

First Offense:	No credit for the work, grade reduction, or replacement assignment.
Subsequent Offense:	No credit for the work, grade reduction, course failure, or removal from extracurricular activities.

Arson – Starting or attempting to start a fire or causing or attempting to cause an explosion.

First Offense:	Principal/Student conference, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion. Restitution if appropriate.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion. Restitution if appropriate.

Assault

1. Using physical force, such as hitting, striking or pushing, to cause or attempt to cause physical injury; placing another person in apprehension of immediate physical injury; recklessly engaging in conduct that creates a grave risk of death or serious physical injury; causing physical contact with another person knowing the other person will regard the contact as offensive or provocative; or any other act that constitutes criminal assault in the third or fourth degree.

First Offense:	Principal/Student conference, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion.

2. Knowingly causing or attempting to cause serious physical injury or death to another person, recklessly causing serious physical injury to another person, or any other act that constitutes assault in the first or second degree.

First Offense:	10-180 days out-of-school suspension or expulsion.
Subsequent Offense:	Expulsion.

Automobile/Vehicle Misuse – Uncourteous or unsafe driving on or around district property, unregistered parking, failure to move vehicle at the request of school officials, failure to follow directions given by school officials or failure to follow established rules for parking or driving on district property.

First Offense:	Principal/Student conference, suspension or revocation of parking privileges, detention, or in-school suspension.
Subsequent Offense:	Revocation of parking privileges, detention, in-school suspension, or 1-180 days out-of-school suspension.

Bullying and Cyberbullying (see Board policy JFCF) – Intimidation, unwanted aggressive behavior, or harassment that is repetitive or is substantially likely to be repeated and causes a reasonable student to fear for his or her physical safety or property; that substantially interferes with the educational performance, opportunities or benefits of any student without exception; or that substantially disrupts the orderly operation of the school. Bullying includes, but is not limited to: physical actions, including violence, gestures, theft or property damage; oral, written or electronic communication, including name-calling, put-downs, extortion or threats; or threats of reprisal or retaliation for reporting such acts. Cyberbullying is a form of bullying committed by transmission of a communication including, but not limited to, a message, text, sound or image by means of an electronic device including, but not limited to, a telephone, wireless telephone or other wireless communication device, computer or pager.

First Offense:	Principal/Student conference, detention, in-school suspension, or 1-180 days out-of-school suspension or expulsion.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion.

Bus or Transportation Misconduct (Board Policy JFCC) – Any offense committed by a student on, while waiting for, or entering transportation provided by or through the district shall be punished in the same manner as if the offense had been committed at the student's assigned school. In addition, transportation privileges may be suspended or revoked.

Dishonesty – Any act of lying, whether verbal or written, including forgery.

First Offense:	Nullification of forged document. Principal/Student conference, detention, or in-school suspension.
Subsequent Offense:	Nullification of forged document. Detention, in-school suspension, or 1-180 days out-of-school suspension.

Disrespect to Staff (see Board policy AC if illegal harassment or discrimination are involved) – Willful or continued willful disobedience of a directive or request by a district staff member or disrespectful verbal, written, pictorial, or symbolic language or gesture that is directed at a district staff member that is in violation of district policy or is otherwise rude, vulgar, defiant, or considered inappropriate in educational settings.

First Offense:	Principal/Student conference, detention, in-school suspension, or 1-10 days out-of-school suspension.
Subsequent Offense:	Detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.

Disruptive Conduct or Speech (Board Policy AC if illegal harassment or discrimination is involved) – Verbal, written, pictorial or symbolic language or gesture that is directed at any person that is in violation of district policy or is otherwise disrespectful, rude, vulgar, defiant, or considered inappropriate in educational settings or that materially and substantially disrupts classroom work, school activities or school functions. Students will not be disciplined for speech in situations where it is protected by law.

First Offense:	Principal/Student conference, detention, in-school suspension, or 1-10 days out-of-school suspension.
Subsequent Offense:	Detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.

Drugs/Alcohol (Board Policies JFCH and JHCD)

1. Possession, sale, purchase or distribution of any over-the-counter drug, herbal preparation or imitation drug or herbal

preparation.

First Offense:	Principal/Student conference, in-school suspension or 1-180 days out-of-school suspension.
Subsequent Offense:	11-180 days out-of-school suspension or expulsion.

2. Possession, use of, or attendance while under the influence of or soon after consuming any unauthorized prescription drug, alcohol, narcotic substance, unauthorized inhalants, controlled substances, illegal drugs, counterfeit drugs, imitation controlled substances or drug-related paraphernalia.

First Offense:	Principal/Student conference, in-school suspension, 1-180 days out-of-school suspension.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion.

3. Sale, purchase, transfer or distribution of any prescription drug, alcohol, narcotic substance, unauthorized inhalants, controlled substances, illegal drugs, counterfeit drugs, imitation controlled substances or drug-related paraphernalia.

First Offense:	ISS, 1-180 days out-of-school suspension or expulsion.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion.

Extortion – Threatening or intimidating any person for the purpose of obtaining money or anything of value.

First Offense:	Principal/Student conference, detention, in-school suspension, or 1-10 days out-of-school suspension.
Subsequent Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion.

Failure to Care for or Return District Property – Loss of, failure to return, or damage to district property including, but not limited to, books, computers, calculators, uniforms, and sporting and instructional equipment.

First Offense:	Restitution. Principal/Student conference, detention, or in-school suspension.
Subsequent Offense:	Restitution. Detention or in-school suspension.

Failure to Meet Conditions of Suspension, Expulsion or Other Disciplinary Consequences – Violating the conditions of a suspension, expulsion or other disciplinary consequence including, but not limited to, participating in or attending any district-sponsored activity or being on or near district property or the location where a district activity is held. See the section of this regulation titled, "Conditions of Suspension, Expulsion and Other Disciplinary Consequences."

As required by law, when the district considers suspending a student for an additional period of time or expelling a student for being on or within 1,000 feet of district property during a suspension, consideration shall be given to whether the student poses a threat to the safety of any child or school employee and whether the student's presence is disruptive to the educational process or undermines the

effectiveness of the district's discipline policy.

First Offense:	Verbal warning, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion. Report to law enforcement for trespassing if expelled.
Subsequent Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion. Report to law enforcement for trespassing if expelled.

False Alarms ("Threats or Verbal Assaults") – Tampering with emergency equipment, setting off false alarms, making false reports; communicating a threat or false report for the purpose of frightening, or disturbing people, disrupting the educational environment or causing the evacuation or closure of district property.

First Offense:	Restitution. Principal/Student conference, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	Restitution. In-school suspension, 1-180 days out-of-school suspension, or expulsion.

Fighting (see also, "Assault") – Mutual combat in which both parties have contributed to the conflict either verbally or by physical action.

First Offense:	Principal/Student conference, detention, in-school suspension, or 1-180 days out-of-school suspension.
Subsequent Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion.

Gambling – Betting on an uncertain outcome, regardless of stakes; engaging in any game of chance or activity in which something of real or symbolic value may be won or lost. Gambling includes, but is not limited to, betting on outcomes of activities, assignments, contests and games.

First Offense:	Principal/Student conference, loss of privileges, detention, or in-school suspension.
Subsequent Offense:	Principal/Student conference, loss of privileges, detention, in-school suspension, or 1-10 days out-of-school suspension.

Harassment, including Sexual Harassment (Board Policy AC)

1. Use of material of a sexual nature or verbal, written or symbolic language based on gender, race, color, religion, sex, national origin, ancestry, disability, age or any other characteristic that has the purpose or effect of unreasonably interfering with a student's educational environment or creates an intimidating, hostile or offensive educational environment. Examples of illegal harassment include, but are not limited to, racial jokes or comments; requests for sexual favors and other unwelcome sexual advances; graffiti, display of written material or pictures, name calling, slurs, jokes, gestures, threatening, intimidating or hostile acts, theft or damage to property.

First Offense:	Principal/Student conference, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.
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Subsequent Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion.
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2. Physical contact of a sexual nature or that is based on gender, race, color, religion, sex, national origin, ancestry, disability or any other characteristic protected by law. Examples include, but are not limited to, touching or fondling of the genital areas, breasts or undergarments, regardless of whether the touching occurred through or under clothing; or pushing or fighting based on protected characteristics.

First Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion.

Hazing (Board Policy JFCG) – Any activity that a reasonable person believes would negatively impact the mental or physical health or safety of a student or put the student in a ridiculous, humiliating, stressful or disconcerting position for the purposes of initiation, affiliation, admission, membership or maintenance of membership in any group, class, organization, club or athletic team including, but not limited to, a grade level, student organization or district-sponsored activity. Hazing can occur even when all students involved are willing participants.

First Offense:	Principal/Student conference, in-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion.

Incendiary Devices or Fireworks - Possessing, displaying or using matches, lighters or other devices used to start fires unless required as part of an educational exercise and supervised by district staff; possessing or using fireworks.

First Offense:	Confiscation. Warning, principal/student conference, detention, or in-school suspension.
Subsequent Offense:	Confiscation. Principal/Student conference, detention, in-school suspension, or 1-10 days out-of-school suspension.

Nuisance Items - Possession or use of items such as toys, games and portable media players that are not authorized for educational purposes.

First Offense:	Confiscation. Warning, principal/student conference, detention, or in-school suspension.
Subsequent Offense:	Confiscation. Principal/Student conference, detention, in-school suspension, or 1-10 days out-of-school suspension.

Public Display of Affection – Physical contact that is inappropriate for the school setting including, but not limited to, kissing and groping.

First Offense:	Principal/Student conference, detention, or in-school suspension.
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Subsequent Offense:	Detention, in-school suspension, or 1-180 days out-of-school suspension.
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Sexting and/or Possession of Sexually Explicit, Vulgar or Violent Material - Students may not possess or display, electronically or otherwise, sexually explicit, vulgar or violent material including, but not limited to, pornography or depictions of nudity, violence or explicit death or injury. This prohibition does not apply to curricular material that has been approved by district staff for its educational value. Students will not be disciplined for speech in situations where it is protected by law.

First Offense:	Confiscation. Principal/Student conference, detention, or in-school suspension.
Subsequent Offense:	Confiscation. Detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.

Sexual Misconduct – Exposing of body parts to another individual including, but not limited to, possession, transfer or exposure of images, electronic or otherwise, of the body parts or sexually explicit images of oneself or others, and/or initiating or participating in an act of a sexual nature.

First Offense:	Principal/Student conference, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion.

Technology Misconduct (Board policies EHB and KKB and procedure EHB-AP1)

1. Using, displaying or turning on pagers, phones, personal digital assistants, personal laptops or any other personal electronic devices during the regular school day, including class change time, mealtimes or instructional class time, unless the use is part of the instructional program, required by a district-sponsored class or activity, or otherwise permitted by the building principal.

First Offense:	Teacher/Student conference, temporary confiscation of devices, and/or detention.
Subsequent Offense:	Teacher/Student conference, principal/student conference, temporary confiscation of device, detention, or 1-180 days out-of-school suspension.

1. Attempting, regardless of success, to: gain unauthorized access to technology system or information; use district technology to connect to other systems in evasion of the physical limitations of the remote system; copy district files without authorization; to interfere with the ability of others to utilize district technology; secure a higher level of privilege without authorization; introduce computer "viruses," "hacking" tools, or other disruptive/destructive programs onto or using district technology; or evade or disable a filtering/blocking device.

First Offense:	Restitution. Principal/Student conference, loss of user privileges, detention, or in-school suspension.
Subsequent Offense:	Restitution. Loss of user privileges, 1-180 days out-of-school suspension, or expulsion.

2. Violations, other than those listed in (1) or (2) above, of Board policy EHB, procedure EHB-AP1 or any policy or procedure regulating student use of personal electronic devices.

First Offense:	Restitution. Principal/Student conference, detention, or in-school suspension.
Subsequent Offense:	Restitution. Loss of user privileges, in-school suspension, 1-180 days out-of-school suspension, or expulsion.

3. Use of audio or visual recording equipment in violation of Board policy KKB.

First Offense:	Confiscation. Principal/Student conference, detention, or in-school suspension.
Subsequent Offense:	Confiscation. Principal/Student conference, detention, in-school suspension, or 1-10 days out-of-school suspension.

Theft – Theft, attempted theft or knowing possession of stolen property.

First Offense:	Return of or restitution for property. Principal/Student conference, detention, in-school suspension, or 1-180 days out-of-school suspension.
Subsequent Offense:	Return of or restitution for property. 1-180 days out-of-school suspension or expulsion.

Threats or Verbal Assault – Verbal, written, pictorial or symbolic language or gestures that create a reasonable fear of physical injury or property damage. Threats by students, whether made on campus or off school grounds, which constitute a “true threat” against the district, its students or employees, will be immediately reported to law enforcement officials and will subject the student to suspension and a possible referral for expulsion. The definition of “true threat” shall be construed in accordance with applicable law and encompasses those statements that a reasonable recipient would view as a serious threat of violence or death.

First Offense:	Principal/Student conference, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion.

Tobacco

1. Possession of any tobacco products, electronic cigarettes, or other nicotine-delivery products on district property, district transportation or at any district activity. Nicotine patches or other medications used in a tobacco cessation program may only be possessed in accordance with district policy JHCD.

First Offense:	Confiscation of prohibited products. Principal/Student conference, detention, or in-school suspension.
Subsequent Offense:	Confiscation of prohibited products. Detention, in-school suspension, or 1-10 days out-of-school suspension.

2. Use of any tobacco products, electronic cigarettes, or other nicotine-delivery products on district property, district transportation

or at any district activity. Nicotine patches or other medications used in a tobacco cessation program may only be used in accordance with district policy JHCD.

First Offense:	Confiscation of prohibited products. Principal/Student conference, detention, in-school suspension, or 1-3 days out-of-school suspension.
Subsequent Offense:	Confiscation of prohibited products. In-school suspension or 1-10 days out-of-school suspension.

Truancy or Tardiness (Board policy JEDA) – Absence from school without the knowledge and consent of parents/guardians and the school administration; excessive non-justifiable absences, even with the consent of parents/guardians; arriving after the expected time class or school begins, as determined by the district.

First Offense:	Principal/Student conference, detention, or 1-3 days in-school suspension.
Subsequent Offense:	Detention or 3-10 days in-school suspension, and removal from extracurricular activities.

Unauthorized Entry – Entering or assisting any other person to enter a district facility, office, locker, or other area that is locked or not open to the general public; entering or assisting any other person to enter a district facility through an unauthorized entrance; assisting unauthorized persons to enter a district facility through any entrance.

First Offense:	Principal/Student conference, detention, in-school suspension, or 1-180 days out-of-school suspension.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion.

Vandalism (see Board policy ECA) – Willful damage or the attempt to cause damage to real or personal property belonging to the district, staff or students.

First Offense:	Restitution. Principal/Student conference, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	Restitution. In-school suspension, 1-180 days out-of-school suspension, or expulsion.

Weapons (Board Policy JFCJ)

1. Possession or use of any weapon as defined in Board policy, other than those defined in 18 U.S.C. § 921, 18 U.S.C. § 930(g)(2) or § 571.010, RSMo.

First Offense:	Principal/Student conference, in-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion.

2. Possession or use of a firearm as defined in 18 U.S.C. § 921 or any instrument or device defined in § 571.010, RSMo, or any

instrument or device defined as a dangerous weapon in 18 U.S.C. § 930(g)(2)

First Offense:	One calendar year suspension or expulsion, unless modified by the Board upon recommendation by the superintendent.
Subsequent Offense:	Expulsion.

3. Possession or use of ammunition or a component of a weapon.

First Offense:	In-school suspension, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense:	1-180 days out-of-school suspension or expulsion.

In addition to the above consequences, building administration may, when deemed necessary, utilize alternative consequences, with supervisor approval.

In the event of a discrepancy between an administrative procedure and a Board policy, the Board policy will take precedence.

NOTE: To review the complete Jefferson City School District Board policy, you may go to the JCPS website at www.jcschools.us.

SUSPENSION

Students who lose school attendance privileges are not permitted to be on school property during the suspension period or attend extracurricular activities. Violation of these rules will warrant additional days of suspension. Only school days in session count as days of suspension.

STUDENT COMPLAINTS AND GRIEVANCES

BOARD POLICY: KLA

Alleged acts of unfairness or any decision made by school personnel, except as otherwise provided for under student suspension and expulsion, which students and/or parents/guardians believe to be unjust or in violation of pertinent policies of the Board or individual school rules, may be appealed to the school principal or a designated representative.

Complaints regarding alleged discrimination or harassment shall be processed in accordance with Board of Education Policy AC. The following guidelines are established for the presentation of student complaints and grievances:

The teacher shall schedule a conference with the student and any staff members involved to attempt to resolve the problem. Parents/Guardians may be involved in the conference, or a later conference for parents/guardians may be scheduled at the discretion of the teacher.

If the problem is not resolved to the satisfaction of the student and/or parents/guardians, the principal shall schedule a conference with the student and any staff members involved to attempt to resolve the problem. Parents/Guardians may be involved in the conference, or a later conference for parents/guardians may be scheduled at the discretion of the principal. If the student and/or parents/guardians are not satisfied with the action of the principal, a request may be submitted for a conference with the Assistant to the Superintendent of Elementary Education or the Assistant to the Superintendent of Secondary Education. The appropriate assistant shall arrange a conference to consider the problem and inform participants of the action that will be taken.

If the student and/or parents/guardians are not satisfied with the action of the Assistant to the Superintendent of Elementary Education or the Assistant to the Superintendent of Secondary Education, a request may be submitted for a conference with the Chief of Learning. The Chief of Learning shall arrange a conference to consider the problem, and to inform participants of the action that will be taken.

If the student and/or parents/guardians are not satisfied with the action of the Chief of Learning, a request may be submitted for a conference with the Superintendent of Schools. The Superintendent shall arrange a conference to consider the problem, and to inform participants of the action that will be taken.

If the student and/or parents/guardians are not satisfied with the action of the Superintendent, they may submit a written

request to appear before the Board of Education. Unless required by law, a hearing will be at the discretion of the Board. The decision of the Board shall be final.

All persons are assured that they may utilize this policy without reprisal.

*****In the event of a discrepancy between an administrative procedure and a Board Policy, the Board policy will take precedence.

NOTE: To review the complete Jefferson City School District Board policy, you may go to the JCSD website at www.jcschools.us.

BUS REGULATIONS: BOARD POLICY: EEA, JFCC

The board, in accordance with state law, may provide free transportation for eligible students attending the district's schools. Any pupil whose residence is one road mile or more from the school to which he or she is assigned by attendance boundaries or special assignment shall be eligible for district transportation. A pupil may be eligible for transportation to/from the home residence or alternate address if both meet the above qualifications. High school students who live one road mile or more from the school which they attend shall be eligible for district transportation. Mileage is measured by the closest route from the student's home to the school to which the student is assigned. Transportation for a student with a disability will be provided if the IEP team determines that such transportation is necessary as a related service due to the student's disability. Transportation for special education students or students classified as homeless will be provided in accordance with law.

District Transportation Safety:

School officials must provide safe transportation of district students to and from school. Drivers, students and district personnel will follow all laws and district policies and procedures. District vehicles carrying students will be considered extensions of the school environment. Any student whose conduct on district transportation is improper or jeopardizes the safety of other students may be suspended from district transportation services and may be disciplined in accordance with district policy. Uniform rules of conduct and disciplinary measures will be enforced. Students with disabilities will be disciplined according to law.

Students, parents/guardians, bus drivers and school officials must work together to provide for the safe transportation of students. The school buses, bus stops, and all other forms of transportation provided by the district or provided incidental to a school activity are considered school property. Students are subject to district authority and discipline while waiting for, entering and riding district transportation. Students who fail to observe district rules or fail to contribute to a safe transportation environment will be subject to disciplinary action including, but not limited to, suspension of the privilege of riding the bus. Students with disabilities will be disciplined in accordance with their Individualized Education Plan (IEP) or applicable law. The bus driver or other authorized personnel shall report all misbehavior situations to the principal as soon as possible. The bus driver shall report all dangerous situations to the principal immediately.

STUDENT TRANSPORTATION

All Non-Jefferson City students must arrive and depart by school bus. Only under special circumstances will a student be allowed to drive to and from the Nichols campus. To receive permission to drive to campus the student must obtain and complete a request form at least two (2) days prior to the day the student needs to drive from the Nichols main office. The request must be signed by the student, instructor, parent, sending school principal, and Director of Nichols Career Center. This permit may be temporary or permanent and is accompanied by a parking hang tag. The Director issues all permanent driving permits. If a student drives and or rides to NCC without prior approval, the student may be suspended from attendance. Students driving without permission will be immediately referred to the Director.

Students who drive to school must park and leave the vehicle upon arrival on school property. Students who loiter in the parking lots will be subject to disciplinary action. Students who drive in an unsafe manner in the vicinity of the school will be subject to action by the school and/or the police department. Students must obtain a parking tag and display the tag when parked on school property.

Students who improperly park, park in staff parking spaces, park in visitor or handicapped parking, park by red or yellow curbed or grassy areas are subject to school discipline, being ticketed by the police department, and/or being towed at the owner's expense. Vehicles parked on school property or properties leased by the school are subject to search by school authorities and law enforcement personnel working with them.

Students who drive should be aware that the following areas are designated "residential parking permit zones." This means that these areas are not available for student parking. Only residents and their visitors with proper permits may park in these zones between 7:00 a.m. and 7:00 p.m. Monday thru Friday:

1. The west side of Lafayette Street from Dunklin Street to Franklin Street.
2. The north side of Franklin Street from Jackson Street to Marshall Street.
3. The west side of Jackson Street from Woodlawn Street to Oberman Place

The Jefferson City Police Department will issue tickets if students park in the above areas or in a handicapped zone without proper tags.

If a student misses the bus at their home school, students must follow the policy of their home school. Driving to Nichols Career Center is not allowed without prior permission from the home school and Nichols Career Center even in the event that a student misses the bus.

VISITORS

We welcome visitors to our building. All visitors are asked to report to Door #20 on the west side of Nichols Career Center facing Jackson St. Visitors must use the door buzzer to speak with someone in the NCC Main Office prior to entry. All visitors must go to the Nichols Career Center office on the 4th floor to sign in and obtain a visitor pass. Students are not authorized to have visitors while at Nichols without the permission of the Nichols Administration. Parent/guardian visitation is encouraged, however arrangements to visit classes should be made with the administration in advance of the visit.

WEAPONS IN SCHOOL

BOARD POLICY: JFCJ, JGE

The Board recognizes the importance of preserving a safe educational environment for students, employees, and patrons of the district. In order to maintain the safety of the educational community, the district will strictly enforce the necessary discipline consequences resulting from the use or possession of weapons on school property. No student may possess a weapon on school property at any time, except as specifically authorized during school-sponsored or school-sanctioned activity permitting weapons. The school district will provide secured storage of student firearms if necessary.

School property is defined as: property utilized, supervised, rented, leased, or controlled by the school district including but not limited to school playgrounds, parking lots and school buses, and any property on which any school activity takes place.

A weapon is defined to mean one or more of the following:

1. A firearm as defined in 18 U.S.C. §921.
2. A blackjack, concealable firearm, firearm, firearm silencer, explosive weapon, gas gun, knife, knuckles, machine gun, projectile weapon, rifle, shotgun, spring gun, switchblade knife, as these terms are defined in § 571.010, RSMo.
3. A dangerous weapon as defined in 18 U.S.C. §930(g)(2).
4. All knives and any other instrument or device used or designed to be used to threaten or assault, whether for attack or defense.
5. Any object designed to look like or imitate a device described in 1 – 4.

Pursuant to the Missouri Safe Schools Act and the federal Gun-Free Schools Act of 1994, any student who brings or possesses a weapon as defined in #1 or #2 above on school property will be suspended from school for at least one calendar year or expelled and will be referred to the appropriate legal authorities. The suspension or expulsion may be modified on a case-by-case basis upon recommendation by the superintendent to the Board of Education. Students who bring or possess weapons as defined in #3, #4 and #5 and not otherwise included in #1 and #2, will also be subject to suspension and/or expulsion from school and may be referred to the appropriate legal authorities.

Students with disabilities who violate this policy will be disciplined in accordance with Board Policy.

This policy will be submitted annually to the state Department of Elementary and Secondary Education along with a report indicating any suspensions or expulsions resulting from the possession or use of a firearm as defined in 18 U.S.C. §921. The report will include the name of the school in which the incidents occurred, the number of students suspended or expelled and the types of weapons involved.

SECTION VII - STATEMENT OF LEGAL COMPLIANCE

504/TITLE II PUBLIC NOTICE

BOARD POLICY: KB

The Jefferson City School District, as a recipient of federal financial assistance from the United States Department of Education and operates a public elementary or secondary education program and/or activity, is required to undertake to identify and locate every qualified person residing in the District who is not receiving a public education; and take appropriate steps to notify disabled persons and their parents or guardians of the District's duty.

The Jefferson City School District assures that it will provide a free appropriate public education (FAPE) to each qualified disabled person in the District's jurisdiction regardless of the nature or severity of the person's disability. For purposes of Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act, the provision of an appropriate education is the provision of regular or special and related aids and services that (i) are designed to meet individual educational needs of disabled persons as adequately as the needs of nondisabled persons are met and (ii) are based on adherence to procedures that satisfy the requirements of the 504 federal regulations.

The Jefferson City School District has developed a 504/Title II Procedures Manual for the implementation of federal regulations for Section 504 of the Rehabilitation Act, Subpart D. This Procedures Manual may be reviewed during regular business hours at the District Central Office located at 315 East Dunklin St. Jefferson City, MO 65101.

This notice will be provided in native languages as appropriate.

STUDENT RECORDS

In order to provide students with appropriate instruction and educational services, it is necessary for the district to maintain extensive and sometimes personal information about students and families. These records must be kept confidential in accordance with law, but must also be readily available to district personnel who need the records to effectively serve district students.

It is the principal purpose of the cumulative record to provide information that will enable the faculty to assist the pupil in any way possible in planning the educational program. The pupil's cumulative record may include, but is not limited to, identifying data; family background information; health data; academic work completed; attendance data; level of achievement, including grades, scores on standardized achievement, intelligence, aptitude, and psychological tests; interest inventory results; teacher or counselor ratings and observations; and verified reports of serious behavior patterns.

The Board of Education shall, upon the recommendation of the superintendent, adopt a plan whereby all pertinent student information shall be recorded and adequately safeguarded.

The superintendent or designee will provide for the proper administration of student records in accordance with law, will develop appropriate procedures for maintaining student records and will standardize procedures for the collection and transmittal of

necessary information about individual students throughout the district. The superintendent and building principals will develop a student records system that includes protocols for releasing student education records. Principals are responsible for maintaining and protecting the student education records in each school. The superintendent or designee will make arrangements so that all district employees are trained annually on the confidentiality of student education records, as applicable for each employee classification.

DEFINITIONS

Eligible Student B: A student or former student who has reached age 18 or is attending a post-secondary school.

Parent B: A biological or adoptive parent of a student, a guardian of a student, or an individual acting as a parent or guardian in the absence of the student's parent or guardian.

Student B: Any person who attends or has attended a school in the school district and for whom the district maintains education records.

HEALTH INFORMATION

Student health information is a type of student record that is particularly sensitive and protected by numerous state and federal laws. Student health information shall be protected from unauthorized, illegal or inappropriate disclosure by adherence to the principles of confidentiality and privacy. The information shall be protected regardless of whether the information is received orally, in writing or electronically and regardless of the type of record or method of storage.

PARENT AND ELIGIBLE STUDENT ACCESS

All parents may inspect and review their student's education records, seek amendments, consent to disclosures and file complaints regarding the records as allowed by law. These rights transfer from the parent to the student once the student becomes an eligible student; however, under the Missouri Sunshine Law, parents maintain some rights to inspect student records even after a student turns 18. The district will extend the same access to records to either parent, regardless of divorce, custody or visitation rights, unless the district is provided with evidence that the parent's rights to inspect records have been legally modified.

If a parent or eligible student believes an education record related to the student contains information that is inaccurate, misleading or in violation of the student's privacy, the parent or eligible student may use the appeals procedures created by the superintendent or designee to request that the district amend the record.

The district will annually notify parents and eligible students of their rights in accordance with law.

DIRECTORY INFORMATION

Directory information is information contained in an education record of a student that generally would not be considered harmful or an invasion of privacy if disclosed without the consent of a parent or eligible student. The district will designate the types of information included in directory information and release this information without first obtaining consent from a parent or eligible student unless a parent or eligible student notifies the district in writing as directed. Parents and eligible students will be notified annually of the information the district has designated as directory information and the process for notifying the district if they do not want the information released.

Even if parents or eligible students notify the district in writing that they do not want directory information disclosed, the district may still disclose the information if required or allowed to do so by law. For example, the district may require students to disclose their names, identifiers or district email addresses in classes in which they are enrolled, or students may be required to wear, publicly display or disclose a student identification card or badge that exhibits information that is designated as directory information.

JEFFERSON CITY SCHOOL DISTRICT ANNUAL NOTIFICATION OF DIRECTORY INFORMATION

BOARD POLICY: IGDB, JO

The school district designates the following items as directory information.

General Directory Information – The following information the district maintains about a personally identifiable student may be disclosed by the district to the school community through, for example, district publications, or to any person without first obtaining written consent from a parent or eligible student:

Student's name; date of birth; parents' names; grade level; enrollment status (e.g., full-time or part-time); participation in district-sponsored or district-recognized activities and sports; weight and height of members of athletic teams; dates of attendance; degrees, honors and awards received; artwork or course work displayed by the district; schools or school districts previously attended; and photographs, videotapes, digital images and recorded sound unless such records would be considered harmful or an invasion of privacy.

Limited Directory Information – In addition to general directory information, the following information the district maintains about a personally identifiable student may be disclosed to: school officials with a legitimate educational interest; parent groups or booster clubs that are recognized by the Board and are created solely to work with the district, its staff, students and parents and to raise funds for district activities; governmental entities including, but not limited to, law enforcement, the juvenile office and the Children's Division (CD) of the Department of Social Services:

The student's address, home telephone number and email address and the parents' addresses, telephone numbers and email addresses.

LAW ENFORCEMENT ACCESS

The district may report or disclose education records to law enforcement and juvenile justice authorities if the disclosure concerns law enforcement's or juvenile justice authorities' ability to effectively serve, prior to adjudication, the student

whose records are released. The officials and authorities to whom such information is disclosed must comply with applicable restrictions set forth in federal law.

If the district reports a crime committed by a student with a disability as defined in the Individuals with Disabilities Education Act (IDEA), the district will transmit copies of the special education and disciplinary records to the authorities to whom the district reported the crime as allowed by law.

Law enforcement officials also have access to directory information and may obtain access to student education records in emergency situations as allowed by law. Otherwise, law enforcement officials must obtain a subpoena or consent from the parent or eligible student before a student's education records will be disclosed.

LAW ENFORCEMENT UNIT EXCEPTION

The Board designates the School Resource Officer (SRO) supervisor with the Jefferson City Police Department as a law enforcement unit under the Family Educational Rights and Privacy Act (FERPA). Records created and maintained by the law enforcement unit for a law enforcement purpose may be disclosed to local, state and federal juvenile justice, law enforcement and social services agencies without parental consent or a subpoena.

The district may disclose education records to representatives of the Children's Division when reporting child abuse and neglect in accordance with law. Once the Children's Division obtains custody of a student, Children's Division representatives may also have access to education records in accordance with law. Children's Division representatives may also have access to directory information and may obtain access to student education records in emergency situations, as allowed by law.

MILITARY AND HIGHER EDUCATION ACCESS

The district will disclose the names, addresses and telephone numbers of secondary school students to military recruiters or institutions of higher education as required by law unless the parent or student notifies the district in writing not to disclose the information to those entities.

In the event of a discrepancy between an administrative procedure and a Board policy, the Board policy will take precedence.

JEFFERSON CITY SCHOOL DISTRICT

FAMILY RIGHTS AND PRIVACY ACT NOTIFICATION

BOARD POLICY: KB-AP(1)

The Family Educational Rights and Privacy Act (FERPA) affords parents and students who are 18 years of age or older ("eligible students") certain rights with respect to the student's education records. These rights are:

1. The right to inspect and review the student's education records within 45 days after the day the Jefferson City School District receives a request for access.

Parents or eligible students who wish to inspect their child's or their education records should submit to the school principal [or appropriate school official] a written request that identifies the records they wish to inspect. The school official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2. The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.

Parents or eligible students who wish to ask the [School] to amend their child's or their education record should write the school principal [or appropriate school official], clearly identify the part of the record they want changed, and specify why it should be changed. If the school decides not to amend the record as requested by the parent or eligible student, the school will notify the parent or eligible student of the decision and of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3. The right to provide written consent before the school discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official typically includes a person employed by the school or school district as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer, contractor, or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another

school official in performing his or her tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the school discloses education records without consent to officials of another school or school district in which a student seeks or intends to enroll, or is already enrolled if the disclosure is for purposes of the student's enrollment or transfer. [NOTE: FERPA requires a school or school district to make a reasonable attempt to notify the parent or student of the records request unless it states in its annual notification that it intends to forward records on request or the disclosure is initiated by the parent or eligible student.]

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the Jefferson City School District to comply with the requirements of FERPA. The name and address of the Office that administers FERPA are:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue
SW Washington, DC 20202

PROHIBITION AGAINST ILLEGAL DISCRIMINATION AND HARASSMENT

BOARD POLICY: AC, ACA

General Rule

The Jefferson City School District Board of Education is committed to maintaining a workplace and educational environment that is free from discrimination and harassment in admission or access to, or treatment or employment in, its programs, services, activities and facilities. In accordance with law and this policy, the district strictly prohibits discrimination and harassment against employees, students or others on the basis of race, color, religion, sex, sexual orientation or perceived sexual orientation, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law. The Jefferson City School District is an equal opportunity employer.

The Board also prohibits:

1. Retaliatory actions including, but not limited to, acts of intimidation, threats, coercion or discrimination against those who:
 - a. Make complaints of prohibited discrimination or harassment.
 - b. Report prohibited discrimination or harassment
 - c. Participate in an investigation, formal proceeding or informal resolution, whether conducted internally or outside the district, concerning prohibited discrimination or harassment.

When appropriate, following the conclusion of the grievance process, the compliance officer may periodically follow up with persons filing grievances and assist in the prevention of the recurrence of acts of discrimination, harassment or retaliation.

2. Aiding, abetting, inciting, compelling or coercing discrimination, harassment or retaliatory actions.
3. Discrimination, harassment or retaliation against any person because of such person's association with a person protected from discrimination or harassment in accordance with this policy.

All employees, students and visitors must immediately report to the district for investigation any incident or behavior that could constitute discrimination, harassment or retaliation in accordance with this policy. If discrimination, harassment or retaliation that occurs off district property and that is unrelated to the district's activities negatively impacts the school environment, the district will investigate and address the behavior in accordance with this policy, as allowed by law.

Additional Prohibited Behavior

Behavior that is not unlawful or does not rise to the level of illegal discrimination, harassment or retaliation might still be unacceptable for the workplace or the educational environment. Demeaning or otherwise harmful actions are prohibited, particularly if directed at personal characteristics including, but not limited to, socioeconomic level, sexual orientation or perceived sexual orientation.

BOY SCOUTS OF AMERICA EQUAL ACCESS ACT

As required by law, the district will provide equal access to district facilities and related benefits and services and will not discriminate against any group officially affiliated with the Boy Scouts of America, the Girl Scouts of the United States of America or any other youth group designated in applicable federal law.

SCHOOL NUTRITION PROGRAMS

No person shall, on the basis of race, color, national origin, sex, age or disability, be excluded from participation in, be denied benefits of, or otherwise be subject to discrimination under a school nutrition program for which the district receives federal

financial assistance from the U.S. Department of Agriculture (USDA) Food and Nutrition Service. School nutrition programs include the National School Lunch Program, the Special Milk Program, the School Breakfast Program and the Summer Food Service Program.

INTERIM MEASURES

When a report is made or the district otherwise learns of potential discrimination, harassment or retaliation, the district will take immediate action to protect the alleged victim, including implementing interim measures. For example, the district may alter a class seating arrangement, provide additional supervision for a student or suspend an employee pending an investigation. The district will take immediate steps to prevent retaliation against the alleged victim, any person associated with the alleged victim, or any witnesses or participants in the investigation. These steps may include, but are not limited to, notifying students, employees and others that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment or retaliation have occurred.

CONSEQUENCES AND REMEDIES

If the district determines that discrimination, harassment or retaliation have occurred, the district will take prompt, effective and appropriate action to address the behavior, prevent its recurrence and remedy its effects. Employees who violate this policy will be disciplined, up to and including employment termination. Students who violate this policy will be disciplined, which may include suspension or expulsion. Patrons, contractors, visitors or others who violate this policy may be prohibited from school grounds or otherwise restricted while on school grounds. The superintendent or designee will contact law enforcement or seek a court order to enforce this policy when necessary or when actions may constitute criminal behavior. Students, employees and others will not be disciplined for speech in circumstances where it is protected by law. In accordance with law and district policy, any person suspected of abusing or neglecting a child will be reported to the Children's Division (CD) of the Department of Social Services. Remedies provided by the district will attempt to minimize the burden on the victim. Such remedies may include, but are not limited to: providing additional resources such as counseling, providing access to community services, assisting the victim in filing criminal charges when applicable, moving the perpetrator to a different class or school, providing an escort between classes, or allowing the victim to retake or withdraw from a class. The district may provide additional training to students and employees, make periodic assessments to make sure behavior complies with district policy, or perform a climate check to assess the environment in the district.

DEFINITIONS

Compliance Officer – The individual responsible for implementing this policy, including the acting compliance officer when he or she is performing duties of the compliance officer.

Discrimination – Conferring benefits upon, refusing or denying benefits to, or providing differential treatment to a person or class of persons in violation of law based on race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law, or based on a belief that such a characteristic exists.

Grievance – A verbal or written report (also known as a complaint) of discrimination, harassment or retaliation made to the compliance officer.

Harassment – A form of discrimination, as defined above, that occurs when the school or work environment becomes permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive enough that it unreasonably alters the employment or educational environment. Behaviors that could constitute illegal harassment include, but are not limited to, the following acts if based on race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law or based on a belief that such a characteristic exists: graffiti; display of written material, pictures or electronic images; name calling, teasing or taunting; insults, derogatory remarks or slurs; jokes; gestures; threatening, intimidating or hostile acts; physical acts of aggression, assault or violence; theft; or damage to property.

Sexual Harassment – A form of discrimination, as defined above, on the basis of sex. Sexual harassment is unwelcome conduct that occurs when a) benefits or decisions are implicitly or explicitly conditioned upon submission to, or punishment is applied for refusing to comply with, unwelcome sexual advances, requests for sexual favors or conduct of a sexual nature; or b) the school or work environment becomes permeated with intimidation, ridicule or insult that is based on sex or is sexual in nature and that is sufficiently severe or pervasive enough to alter the conditions of participation in the district's programs and activities or the conditions of employment. Sexual harassment may occur between members of the same or opposite sex. The district presumes a student cannot consent to behavior of a sexual nature with an adult regardless of the circumstance.

Behaviors that could constitute sexual harassment include, but are not limited to:

1. Sexual advances and requests or pressure of any kind for sexual favors, activities or contact.

2. Conditioning grades, promotions, rewards or privileges on submission to sexual favors, activities or contact.
3. Punishing or reprimanding persons who refuse to comply with sexual requests, activities or contact.
4. Graffiti, name calling, slurs, jokes, gestures or communications of a sexual nature or based on sex.
5. Physical contact or touching of a sexual nature, including touching of intimate parts and sexually motivated or inappropriate patting, pinching or rubbing.
6. Comments about an individual's body, sexual activity or sexual attractiveness.
7. Physical sexual acts of aggression, assault or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking) against a person's will or when a person is not capable of giving consent due to the person's age, intellectual disability or use of drugs or alcohol.
8. Gender-based harassment and acts of verbal, nonverbal, written, graphic or physical conduct based on sex or sex stereotyping, but not involving conduct of a sexual nature.

Working Days – Days on which the district's business offices are open.

Compliance Officer: Board Policy AC

The Board designates the following individual to act as the district's compliance officer:

Tim Thompson, Human Resources Director Jefferson City School District

315 E. Dunklin

Jefferson City, MO 65101

Phone: 573-659-3013 / Fax: 573-659-3807

In the event the compliance officer is unavailable or is the subject of a report that would otherwise be made to the compliance officer, reports should instead be directed to the acting compliance officers:

Dr. Heather Beaulieu, Deputy Superintendent; Jefferson City School District

315 E. Dunklin

Jefferson City, MO 65101

Phone: 573-691-6371 / Fax: 573-632-3460

Dr. Troy Hogg, Assistant Superintendent of Elementary Education; Jefferson City School District

315 E. Dunklin

Jefferson City, MO 65101

Phone: 573-659-3015 / Fax: 573-632-3460

Gary Verslues, Assistant Superintendent of Secondary Education; Jefferson City School District

315 E. Dunklin

Jefferson City, MO 65101

Phone: 573-659-3015 / Fax: 573-632-3460

Bridget Frank, Assistant Superintendent of Special Services; Jefferson City School District

315 E. Dunklin

Jefferson City, MO 65101

Phone: 573-659-3015 / Fax: 573-632-3460

The compliance officer or acting compliance officer will:

1. Coordinate district compliance with this policy and the law.
2. Receive all grievances regarding discrimination, harassment and retaliation in the Jefferson City School District.

3. Serve as the district's designated Title IX, Section 504 and Americans with Disabilities Act (ADA) coordinator, as well as the contact person for compliance with other discrimination laws.
4. Forward reports of sexual harassment and otherwise assist in Title IX compliance as directed in policy ACA.
5. Investigate or assign persons to investigate grievances; monitor the status of grievances to ensure that additional discrimination, harassment and retaliation do not occur; and recommend consequences.
6. Review all evidence brought in disciplinary matters to determine whether additional remedies are available, such as separating students in the school environment.
7. Determine whether district employees with knowledge of discrimination, harassment or retaliation failed to carry out their reporting duties and recommend disciplinary action, if necessary.
8. Communicate regularly with the district's law enforcement unit to determine whether any reported crimes constitute potential discrimination, harassment or retaliation.
9. Oversee discrimination, harassment or retaliation grievances, including identifying and addressing any patterns or systemic problems and reporting such problems and patterns to the superintendent or the Board.
10. Seek legal advice when necessary to enforce this policy.
11. Report to the superintendent and the Board aggregate information regarding the number and frequency of grievances and compliance with this policy.
12. Make recommendations regarding changing this policy or the implementation of this policy.
13. Coordinate and institute training programs for district staff and supervisors as necessary to meet the goals of this policy, including instruction in recognizing behavior that constitutes discrimination, harassment and retaliation.
14. Periodically review student discipline records to determine whether disciplinary consequences are applied uniformly.
15. Perform other duties as assigned by the superintendent.

PUBLIC NOTICE

The superintendent or designee will continuously publicize the district's policy prohibiting discrimination, harassment and retaliation and disseminate information on how to report discrimination, harassment and retaliation. Notification of the district's policy will be posted in a public area of each building used for instruction or employment or open to the public. Information will also be distributed annually to employees, parents/guardians and students as well as to newly enrolled students and newly hired employees. District bulletins, catalogs, application forms, recruitment material and the district's website will include a statement that the Jefferson City School District does not discriminate in its programs, services, activities, facilities or with regard to employment. The district will provide information in alternative formats when necessary to accommodate persons with disabilities.

REPORTING

Students, employees and others may attempt to resolve minor issues by addressing concerns directly to the person alleged to have violated this policy, but they are not expected or required to do so. Any attempts to voluntarily resolve a grievance will not delay the investigation once a report has been made to the district. Unless the concern is otherwise voluntarily resolved, all persons must report incidents that might constitute discrimination, harassment or retaliation directly to the compliance officer or acting compliance officer. All district employees will instruct all persons seeking to make a grievance to communicate directly with the compliance officer. Even if the potential victim of discrimination, harassment or retaliation does not file a grievance, district employees are required to report to the compliance officer any observations, rumors or other information regarding actions prohibited by this policy. If a verbal grievance is made, the person will be asked to submit a written complaint to the compliance officer or acting compliance officer. If a person refuses or is unable to submit a written complaint, the compliance officer will summarize the verbal complaint in writing. A grievance is not needed for the district to take action upon finding a violation of law, district policy or district expectations. Even if a grievance is not directly filed, if the compliance officer otherwise learns about possible discrimination, harassment or retaliation, including violence, the district will conduct a prompt, impartial, adequate, reliable and thorough investigation to determine whether unlawful conduct occurred and will implement the appropriate interim measures if necessary.

STUDENT-ON-STUDENT HARASSMENT

Building-level administrators are in a unique position to identify and address discrimination, harassment and retaliation between students, particularly when behaviors are reported through the normal disciplinary process and not through a grievance. The administrator has the ability to immediately discipline a student for prohibited behavior in accordance with the district's discipline policy. The administrator will report all incidents of discrimination, harassment and retaliation to the

compliance officer and will direct the parent/guardian and student to the compliance officer for further assistance. The compliance officer may determine that the incident has been appropriately addressed or recommend additional action. When a grievance is filed, the investigation and complaint process detailed below will be used.

INVESTIGATION

The district will immediately investigate all grievances. All persons are required to cooperate fully in the investigation. The district compliance officer or other designated investigator may utilize an attorney or other professionals to conduct the investigation.

In determining whether alleged conduct constitutes discrimination, harassment or retaliation, the district will consider the surrounding circumstances, the nature of the behavior, the relationships between the parties involved, past incidents, the context in which the alleged incidents occurred and all other relevant information. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all of the facts and surrounding circumstances. If, after investigation, school officials determine that it is more likely than not (the preponderance of the evidence standard) that discrimination, harassment or other prohibited behavior has occurred, the district will take immediate corrective action.

GRIEVANCE PROCESS OVERVIEW

1. As all grievances will be investigated by an impartial investigator, if a person designated to hear a grievance or appeal is the subject of the grievance, the compliance officer may designate an alternative person to hear the grievance, or the next highest step in the grievance process will be used. For example, if the grievance involves the superintendent, the compliance officer may designate someone outside the district to hear the grievance in lieu of the superintendent, or the grievance may be heard directly by the Board.
2. An extension of the investigation and reporting deadlines may be warranted if extenuating circumstances exist as determined by the district's compliance officer. The person filing the complaint will be notified when deadlines are extended. If more than twice the allotted time has expired without a response, the appeal may be taken to the next level.
3. Failure of the person filing the grievance to appeal within the timelines given will be considered acceptance of the findings and remedial action taken.
4. The district will investigate all grievances, even if an outside enforcing agency such as the Office for Civil Rights, law enforcement or the CD is also investigating a complaint arising from the same circumstances.
5. The district will only share information regarding an individually identifiable student or employee with the person filing the grievance or other persons if allowed by law and in accordance with Board policy.
6. Upon receiving a grievance, district administrators or supervisors, after consultation with the compliance officer, will implement interim measures as described in this policy if necessary to prevent further potential discrimination, harassment or retaliation during the pending investigation.

FILING A GRIEVANCE

Grievances shall be submitted in writing to the compliance officer:

Tim Thompson, Human Resources Director
Jefferson City School District
315 E. Dunklin,
Jefferson City, MO 65101
Phone: 573-632-1938
Fax: 573-659-3807

GRIEVANCE PROCESS

1. Level I: A grievance is filed with the district's compliance officer. The compliance officer may, at his or her discretion, assign a school principal or other appropriate supervisor to conduct the investigation when appropriate. If the compliance officer is the subject of the grievance, the grievance shall be referred to a school principal or other appropriate supervisor to conduct the investigation.

Regardless of who investigates the grievance, an investigation will commence immediately, but no later than five working days after the compliance officer receives the grievance. The compliance officer or designee shall conduct a prompt, impartial, adequate, reliable and thorough investigation, including the opportunity for the person filing the grievance and other parties involved to identify witnesses and provide information and other evidence. The compliance officer or designee will evaluate all relevant information and documentation relating to the grievance. Within 30 working days of receiving the grievance, the compliance officer will complete a written report that summarizes the facts and makes conclusions on whether the facts constitute a violation of this policy based on the appropriate legal standards. If a violation of this policy is found, the compliance officer will recommend corrective action to the superintendent to address the discrimination, harassment or retaliation; prevent recurrence; and remedy its effects. If someone other than the compliance officer conducts

the investigation, the compliance officer or acting compliance officer will review and sign the report. The person who filed the grievance, the victim if someone other than the victim filed the grievance, and any alleged perpetrator will be notified in writing, within five working days of the completion of the report, in accordance with law and district policy, regarding whether the district's compliance officer or designee determined that district policy was violated.

2. Level II – Within five working days after receiving the Level I decision, the person filing the grievance, the victim if someone other than the victim filed the grievance, or any alleged perpetrator may appeal the compliance officer's decision to the superintendent by notifying the superintendent in writing. The superintendent may, at his or her discretion, designate another person (other than the compliance officer) to review the matter when appropriate. Within ten working days, the superintendent will complete a written decision on the appeal, stating whether a violation of this policy is found and, if so, stating what corrective actions will be implemented. If someone other than the superintendent conducts the appeal, the superintendent will review and sign the report before it is given to the person appealing. A copy of the appeal and decision will be given to the compliance officer or acting compliance officer. The person who initially filed the grievance, the victim if someone other than the victim filed the grievance, and any alleged perpetrator will be notified in writing, within five working days of the superintendent's decision, regarding whether the superintendent or designee determined that district policy was violated.

3. Level III – Within five working days after receiving the Level II decision, the person filing the grievance, the victim if someone other than the victim filed the grievance, or any alleged perpetrator may appeal the superintendent's decision to the Board by notifying the Board secretary in writing. The person filing the grievance and the alleged perpetrator will be allowed to address the Board, and the Board may call for the presence of such other persons deemed necessary. The person filing the grievance will be allowed to present witnesses and evidence to the Board. The Board will issue a decision within 30 working days for implementation by the administration. The Board secretary will give the compliance officer or acting compliance officer a copy of the appeal and decision. The person who filed the grievance, the victim if someone other than the victim filed the grievance, and the alleged perpetrator will be notified in writing, within five working days of the Board's decision, in accordance with law and district policy, regarding whether the Board determined that district policy was violated. The district will take steps to prevent the recurrence of any discrimination and correct its discriminatory effects on the complainant and others, where appropriate. The decision of the Board is final.

CONFIDENTIALITY AND RECORDS

To the extent permitted by law and in accordance with Board policy, the district will keep confidential the identity of the person filing a grievance and any grievance or other document that is generated or received pertaining to grievances. Information may be disclosed if necessary to further the investigation, appeal or resolution of a grievance, or if necessary to carry out disciplinary measures. The district will disclose information to the district's attorney, law enforcement, the CD and others when necessary to enforce this policy or when required by law. In implementing this policy, the district will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record. The district will keep any documentation created in investigating the complaint including, but not limited to, documentation considered when making any conclusions, in accordance with the Missouri Secretary of State's retention manuals and as advised by the district's attorney.

TRAINING

The district will provide training to employees on identifying and reporting acts that may constitute discrimination, harassment or retaliation. The district will instruct employees to make all complaints to the district's compliance officer or acting compliance officer and will provide current contact information for these persons. The district will inform employees of the consequences of violating this policy and the remedies the district may use to rectify policy violations. All employees will have access to the district's current policy, required notices and complaint forms. The district will provide additional training to any person responsible for investigating potential discrimination, harassment or retaliation.

The district will provide information to parents/guardians and students regarding this policy and will provide age-appropriate instruction to students.

In the event of a discrepancy between an administrative procedure and a Board policy, the Board policy will take precedence.

SUICIDE AWARENESS AND PREVENTION: BOARD POLICY: JHDF

Suicide is a leading cause of death among youths in Missouri and is a public health concern impacting all Missouri citizens. The district is committed to maintaining a safe environment to protect the health, safety and welfare of students. This policy outlines key protocols and procedures the district will use to raise awareness of suicide and the steps that can be taken to prevent it. The goal of the district is to help students, including students receiving their education virtually, who may be at risk of suicide without stigmatizing students or excluding them from school. The board will provide the resources necessary to meet this goal. No student will be excluded from school based solely on the district's belief that the student is at risk of suicide.

Crisis Response Team

The district will establish a district-level CRT and, if practical, a team in each building. CRT members will include administrators, counselors and the school nurse and may also include school social workers, school resource officers, teachers and community members as appropriate. The CRT will be responsible for implementation of the district's response plan. The district will use an evidence-based/informed tool for determining whether a student is at risk of suicide or is having a suicide crisis. The CRT members and the building administrator will receive training and coaching in using this tool to assist in making determinations as to whether a student may be at risk of suicide and the appropriate response. Any such determination shall be made by multiple team members. If the district has a behavioral risk assessment team, a threat assessment team or any similar team that monitors students considered "at risk," those teams must immediately contact the CRT if the team has identified a student who might be at risk for self-harm or suicide.

Response Plan

District employees will respond immediately in situations where they have a reasonable belief that a student may be at risk of suicide or may be having a suicide crisis.

Students Who May Be at Risk of Suicide

Any district employee who has a reasonable belief that a student may be at risk of suicide, even though the student is not having a suicide crisis as defined in this policy, will take the following steps:

1. Find another employee and make every effort to locate the student immediately. One of the employees must stay with the student.
2. While one employee stays with the student, the other will notify a CRT member or the building administrator or designee. If the employee cannot reach the building administrator, designee or any of the CRT members, the employee will contact the student's parent/guardian. If the parent/guardian is also unavailable, or at the parent's/guardian's request, the employee will contact emergency services.

When a CRT member or the building administrator or designee receives notification that a student may be at risk of suicide, the CRT member, administrator or designee will take the following steps:

1. If the student cannot be located or leaves after being located, contact the parent/guardian to explain the district's concern.
2. If the student has been located, use an evidence-based/informed tool to determine whether the student is at risk of suicide and the appropriate response. Regardless of the determination, the building administrator or designee will contact the student's parent/guardian to discuss the concern.
3. If it is determined that the student may be at risk of suicide, appropriate members of the CRT will meet with the student and the student's parents/guardians to discuss support and safety systems, available resources, coping skills and collaborative ways to support the student.

Students Who May Be Having a Suicide Crisis

If an employee reasonably believes that a student is having a suicide crisis, the employee will take the following steps:

1. Find another employee and make every effort to locate the student immediately. One of the employees must stay with the student.
2. Immediately report the situation to a CRT member or the building administrator or designee. If the employee cannot reach the building administrator, designee or any of the CRT members, the employee will notify the student's parent/guardian and contact emergency services. The employee may also contact the National Suicide Prevention Lifeline (800-273-8255) or 988 for assistance. As soon as practical, the employee will notify the building administrator or designee.

When a CRT member or the building administrator or designee receives notification that a student is believed to be

having a suicide crisis, the CRT member, administrator or designee will take the following steps:

1. If the student cannot be located or leaves after being located, a CRT member or the building administrator or designee will contact the parent/guardian to explain the district's concern.
2. If the student has been located, the CRT member and the building administrator or designee will, based on their training and an assessment of the student, determine the appropriate action, including whether to call emergency services, and implement the appropriate response.
3. At an appropriate time after the crisis has passed, appropriate CRT members will meet with the student and the student's parents/guardians to discuss support and safety systems, available resources, coping skills and collaborative ways to support the student.

Confidentiality

Employees are required to share with the CRT and administrators or their designees any information that may be relevant in determining whether a student is at risk of suicide, is having a suicide crisis or is otherwise at risk of harm. Employees are prohibited from promising students that information shared by the student will be kept secret when the information is relevant to the student's safety or the safety of another person.

Release of a student's individually identifiable education records will be made in accordance with the Family Educational Rights and Privacy Act (FERPA). In accordance with FERPA, information contained in a student's education records may be revealed at any time to the student's parents/guardians and school personnel who have a legitimate interest in the information. Education records may be shared with other appropriate persons when necessary to protect the health or safety of the student or others.

Abuse and Neglect

If any employee of the district has reasonable cause to believe a student has been or may be subjected to abuse or neglect or observes the student being subjected to conditions or circumstances that would reasonably result in abuse or neglect, the employee will contact the Child Abuse and Neglect Hotline in accordance with law and board policy.

Accommodating a Disability

If at any time a parent/guardian informs the district that a student has a medical condition or impairment that could require accommodation, district employees will contact the district's compliance coordinator to determine whether the student has a disability.

School and Community Resources

The district will, in collaboration with local organizations and the Missouri Department of Mental Health, identify local, state and national resources and organizations that can provide information or support to students and families. Copies of or links to resources will be available to all students and families on the district's website and in all district schools.

A CRT member will follow up with students who have been identified as being at risk of suicide or who have had a suicide crisis and their parents/guardians to offer additional assistance. The CRT will determine the number and frequency of follow-up visits. If a student transfers to virtual learning or is otherwise not present in school, the district will, to the extent possible, continue providing any supportive services the student was receiving from the district while in physical attendance.

The district will request permission from the parent/guardian to consult with the student's outside medical provider to assist in determining what interventions the district should use.

Beginning July 1, 2023, identification badges issued to students in grades 7–12 shall include the Suicide and Crisis Lifeline three-digit phone number, 988, on both sides of the badge. Badges purchased prior to this date may be used until the supply is depleted.

Response to Incidents Impacting the School

When the school community is impacted by the attempted suicide or death by suicide of a student, staff member or other person in the school community, the superintendent or designee will confer with the district-level CRT and, when appropriate, confer with local community resources and professionals to identify and make available supports that may help the school community understand and process the behavior or death.

The CRT and the superintendent or designee will determine appropriate procedures for informing the school community of an attempted suicide or death by suicide and the supports that will be offered. Staff and students who need immediate attention following an attempted suicide or death by suicide will be provided support and resources available through the district and will be given information about other resources.

Return to School Following a Suicide Attempt

Students who have attempted suicide are at greater risk to attempt to harm themselves again and require support when returning to school. The building administrator will designate an appropriate employee to serve as a case manager for a student returning to school after a suicide attempt. The case manager will:

1. Meet with the student and family prior to the return date;
2. Study the student's records, including the events that precipitated the attempt if available;
3. Provide information about the student to teachers and other staff members to the extent necessary to support the student's return;
4. Meet with the student regularly; and
5. Assist the student and family in finding supportive services outside of the school.

Staff Education on Suicide Prevention and Response Protocol

All district employees will receive information regarding this policy and the district's protocol for suicide awareness, prevention and response. This information will be provided to current employees and each new employee hired. The information will focus on the importance of suicide prevention, recognition of suicide risk factors, strategies to strengthen school connectedness, and response procedures and will include:

1. Strategies that can help identify students who are at possible risk of suicide;
2. Strategies and protocols for helping students at possible risk of suicide; and
3. Protocols for responding to a suicide death.

The district will also provide opportunities for district staff to participate in professional development regarding suicide awareness and prevention. Opportunities may include district-led training, access to web-based training, or training provided in other school districts or by local organizations or health professionals.

Suicide Prevention Education for Students

Starting no later than fifth grade, students will receive age-appropriate information and instruction on suicide awareness and prevention. Information and instruction may be offered in health education, by the counseling staff or in other curricula as may be appropriate.

VIRTUAL COURSES: BOARD POLICY: IGCD -

This policy governs part-time enrollment with a hosted Missouri Course Access and Virtual School Program (MOCAP) provider, full- and part-time enrollment with other MOCAP providers, and enrollment in other virtual course options provided through the district. Students who seek full-time enrollment with a hosted MOCAP provider must enroll pursuant to policy IGCD.A.

Definitions

Full-Time Virtual Course Enrollment – The instructional equivalent of six credits per regular term.

Hosted MOCAP Provider – A public school district, charter school or higher education institution that is registered through the Department of Elementary and Secondary Education (DESE) to provide virtual education through the MOCAP program to Missouri students. A host district may provide the courses directly or contract with a course provider to provide the courses.

MOCAP Provider – An entity listed by DESE as part of the virtual course program under § 161.670, RSMo., that provides virtual courses for elementary and/or secondary students.

Virtual Course – A single class that is designed to deliver all or most of the curriculum electronically. Students may be separated from their instructor or teacher of record by time, location or both.

General

The district may offer virtual courses to students through district staff or by contracting for those services as part of the district-sponsored curriculum. Students may also enroll in virtual courses offered through MOCAP providers. This could result in entire course loads that are provided through virtual courses from the district, district-selected and/or MOCAP providers while the student remains enrolled in the district.

Students may also take virtual courses from other sources at their own expense. Before a student independently enrolls in and pays for virtual courses not otherwise accessible through the district, the district recommends that the student meet with district staff to ensure that the course aligns with the student's education goals and that the district will accept the course credit.

Virtual Course Enrollment

A student or parent/guardian must receive district approval before the student may enroll in virtual courses provided by or paid for by the district or through MOCAP.

Enrollment in courses offered through MOCAP may be denied only if the principal or designee, in consultation with the student's parents/guardians and relevant staff, determines that it is not in the student's best educational interest to enroll in the course. The principal or designee will consider available opportunities for in-person instruction and the student's prior participation in virtual courses when making this decision. As required by law, the district allows for continuous enrollment in MOCAP courses throughout the year. The principal or designee will approve or deny requests to enroll in a MOCAP course within the timeframe required by law.

Enrollment Decision Review

The principal or designee will notify the student and the parents/guardians in writing when declining student enrollment in a virtual course and provide an explanation for the decision. The student or parent/guardian may request that the superintendent review the decision, but the superintendent's decision is final.

Students with Disabilities

A student's individualized education program (IEP) team or Section 504 team will make the virtual course enrollment decisions for students with IEPs or Section 504 plans. If enrollment is appropriate, the IEP or Section 504 team will determine the services, aids, supports and accommodations required. Any review of a decision made by an IEP or Section 504 team must go through the process provided under federal law.

Attendance and Completion

Students who enroll in district-sponsored virtual courses or MOCAP courses through the district are expected to actively participate in those courses with the goal of completing the course. If a student does not actively participate in a course or is not progressing in the course, the district may remove the student from the virtual course and consider the student's performance when making decisions regarding future virtual course enrollments.

Students enrolled in a district-sponsored course or MOCAP course through the district will be considered in attendance for state aid purposes in accordance with law. A completed virtual course or MOCAP course shall be counted as no less than 95 percent attendance for purposes of A+ Scholarship Program eligibility.

Eligibility for Extracurricular Activities

Students enrolled in virtual courses offered through the district or through MOCAP under this policy are considered district students and are eligible to participate in extracurricular activities unless restricted by the Missouri State High School Activities Association.

State Assessments

Students are required to take the state assessments, including district-administered examinations, regardless of whether the course for which the examination is required was taken virtually or in person.

Credit

The district will accept all grades and credits earned through district-sponsored virtual instruction and MOCAP providers. Credits obtained from other sources will be recognized in accordance with policy JECC.

Notice

District-provided and district-sponsored virtual courses will be advertised in the district's course catalog.

The district will inform students and parents/guardians of MOCAP program availability in parent/guardian handbooks and registration documents and feature the program on the homepage of the district's website, as required by law. The district will provide every student enrolled in the district and parents/guardians with a copy of DESE's MOCAP guidance document at the beginning of the school year or upon enrollment. In addition, the district will provide a readily viewable link to the guidance document

COMMUNICABLE DISEASES

BOARD POLICY: IGAEB

The Jefferson City School District School Board recognizes its responsibility to protect the health of students and employees from the risks posed by communicable diseases. The Board also has a responsibility to protect individual privacy, educate all students regardless of medical condition and treat students and employees in a nondiscriminatory manner.

Immunization

In accordance with law, students cannot attend school without providing satisfactory evidence of immunization, unless they are exempted from immunization.

Universal Precautions

The district requires all staff to routinely employ universal precautions to prevent exposure to disease-causing organisms. The district will provide the necessary equipment and supplies to implement universal precautions.

Categories of Potential Risk

Students or employees with communicable diseases that pose a risk of transmission in school or at school activities (such as, but not limited to, chicken pox, influenza and conjunctivitis) will be managed as required by law and in accordance with guidelines provided by the Department of Health and Senior Services (DHSS) and local county or city health departments. Such management may include, but is not limited to, exclusion from school or reassignment as needed for the health and safety of students and staff. Students or employees infected with chronic communicable diseases that do not pose a risk of transmission in school or at school activities (such as, but not limited to, hepatitis B virus or HIV) shall be allowed to attend school or continue to work without any restrictions based solely on the infection. The district will not require any medical evaluations or tests for such diseases.

Exceptional Situations

There are certain specific types of conditions, such as frequent bleeding episodes or oozing or skin lesions that cannot be covered and could potentially be associated with transmission of both blood borne and non-blood borne pathogens. In the case of students, certain types of behaviors, such as biting or scratching, may also be associated with transmission of pathogens.

Students who exhibit such behaviors or conditions may be educated in an alternative educational setting or, if appropriate, disciplined in accordance with the discipline code. In the case of a student with a disability, the Individualized Education Program (IEP) team or 504 team will make any change of placement decisions.

Employees who exhibit such conditions will not be allowed to work until the condition is resolved or appropriately controlled in a way that minimizes exposure.

Confidentiality

The superintendent or designee shall ensure that confidential student and employee information is protected in accordance with law. Medical information about an individual, including an individual with HIV, will only be shared with district employees who have a reasonable need to know the identity of the individual in order to provide proper healthcare or educational services. Examples of people who may need to know a student's medical information are the school nurse and the IEP or 504 team if applicable. An example of an individual who may need to know an employee's medical information is the employee's immediate supervisor, if accommodations are necessary.

All medical records will be maintained in accordance with law and Board policy. Breach of confidentiality may result in disciplinary action, including termination.

Reporting and Disease Outbreak Control

Reporting and disease outbreak control measures will be implemented in accordance with state and local law, DHSS rules governing the control of communicable diseases and other diseases dangerous to public health, and any applicable rules distributed by the appropriate county or city health department.

Notification

Missouri state law provides that by adopting this policy the district shall be entitled to confidential notice of the identity of any district student reported to Department of Health and Senior Services (DHSS) as HIV infected and known to be enrolled in the district. Missouri law also requires the parent or guardian to provide such notice to the superintendent.

NOTICE OF ASSESSMENT PARTICIPATION

BOARD POLICY: IL

The Jefferson City School District (JC SCHOOLS) district administers statewide assessments throughout the school year. These state mandated assessments are only one indicator the district utilizes to ensure that our students are participating in a quality educational program. These assessments also give parents/guardians, or those responsible for the students' education, information to monitor academic progress, and achievements of their child(ren). Information from statewide assessments provides an important benchmark by which we can measure the progress of our students, the effectiveness of curriculum and instruction, and the impact of educational programs. As such, all students in assessed grade levels and contents who are enrolled and present during the district testing window will participate in state assessments. Additionally, student participation is required for the district to remain accountable for student learning under state regulations. Jefferson City School District Board Policy (IL) requires all students enrolled in the district to participate in every aspect of this assessment program.

The JC SCHOOLS Board of Education has assigned its Superintendent the responsibility of designing a program to encourage each student to put forth their best effort on all sections of the assessment they are taking. This program shall include, although not be limited to, grade level appropriate incentives and or supplementary work, based on the student's performance. Neither the State Department of Elementary and Secondary Education, nor Board Policy, allow students to opt out of participation in statewide assessments.

If there are any questions or concerns by patrons, the current policy is on our website at: https://simbli.eboardsolutions.com/SB_ePolicy/SB_PolicyOverview.aspx?S=117&Sch=117 and search for Code IL which is the Assessment Program. The revised policy is also available for review by the public at the district office during their business hours.

ASSESSMENTS IN PREPARATION FOR POSTSECONDARY EDUCATION AND WORK OPPORTUNITIES.

The district encourages students to prepare for postsecondary education or work opportunities prior to graduation from the district. District staff will encourage students to take assessments necessary for pursuing postsecondary education, career training and employment.

ACT/WORK KEYS AT DISTRICT EXPENSE

Students who are required or allowed to participate in the ACT at district expense will have the opportunity, on any date within three months before the ACT administration, to participate in the WorkKeys at district expense. The district may also require the student to take the ACT.

TRAUMA INFORMED SCHOOLS INITIATIVE

BOARD POLICY: KB-AP(1)

Pursuant to Missouri Senate Bill 638, Section 161.1050, the Missouri Department of Elementary and Secondary Education (DESE) has established the "Trauma-Informed Schools Initiative."

For the purposes of this initiative, the following terms are defined as follows:

1. "Trauma-informed approach" - an approach that involves understanding and responding to the symptoms of chronic

interpersonal trauma and traumatic stress across the lifespan

2. "Trauma-informed school" - a school that:
 - a. realizes the widespread impact of trauma and understands potential paths for recovery
 - b. recognizes the signs and symptoms of trauma in students, teachers and staff
 - c. responds by fully integrating knowledge about trauma into its policies, procedures and practices; and seeks to actively resist re-traumatization

DYSLEXIA SCREENING

BOARD POLICY: IGAB

In accordance with law, the district will screen students for dyslexia and related disorders and provide the appropriate classroom support in accordance with guidelines developed by the Department of Elementary and Secondary Education (DESE).

JEFFERSON CITY SCHOOL DISTRICT - PUBLIC NOTICE

BOARD POLICY: IGBA-1

All responsible public agencies are required to locate, evaluate, and identify children with disabilities who are under the jurisdiction of the agency, regardless of the severity of the disability, including children attending private schools, children who live outside the district but are attending a private school within the district, highly mobile children, such as migrant and homeless children, children who are wards of the state, and children who are suspected of having a disability and in need of special education even though they are advancing from grade to grade. The Jefferson City School District assures that it will provide a free, appropriate public education (FAPE) to all eligible children with disabilities between the ages of 3 and 21 under its jurisdiction. Disabilities include autism, deaf/blindness, emotional disorders, hearing impairment and deafness, intellectual disability, multiple disabilities, orthopedic impairment, other health impairments, specific learning disabilities, speech or language impairment, traumatic brain injury, visual impairment/blindness and young child with a developmental delay.

The Jefferson City School District assures that it will provide information and referral services necessary to assist the State in the implementation of early intervention services for infants and toddlers eligible for the Missouri First Steps program.

The Jefferson City School District assures that personally identifiable information collected, used, or maintained by the agency for the purposes of identification, evaluation, placement or provision of FAPE of children with disabilities may be inspected and/or reviewed by their parents/guardians. Parents/guardians may request amendment to the educational record if the parent/guardian believes the record is inaccurate, misleading, or violates the privacy or other rights of their child. Parents have the right to file complaints with the U.S. Department of Education or the Missouri Department of Elementary and Secondary Education concerning alleged failures by the district to meet the requirements of the Family Educational Rights and Privacy Act (FERPA).

The Jefferson City School District has developed a Local Compliance Plan for the implementation of State Regulations for the Individuals with Disabilities Education Act (IDEA). This plan contains the agency's policies and procedures regarding storage, disclosure to third parties, retention and destruction of personally identifiable information and the agency's assurances that services are provided in compliance with the General Education Provision Act (GEPA). This plan may be reviewed during regular business hours at the District Central Office located at 315 East Dunklin Street, Jefferson City, MO 65101.

This notice will be provided in native languages as appropriate.

MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION EVERY STUDENT SUCCEEDS ACT OF 2015 (ESSA) COMPLAINT PROCEDURES

BOARD POLICY: KA

This guide explains how to file a complaint about any of the programs that are administered by the Missouri Department of Elementary and Secondary Education (the Department) under the Every Student Succeeds Act of 2015 (ESSA).

<p>Missouri Department of Elementary and Secondary Education Complaint Procedures for ESSA Programs Table of Contents</p>
<p>General Information 1. What is a complaint under ESSA? 2. Who may file a complaint? 3. How can a complaint be filed?</p>

Complaints filed with LEA 4. How will a complaint filed with the LEA be investigated? 5. What happens if a complaint is not resolved at the local level (LEA)?	Complaints filed with the Department 6. How can a complaint be filed with the Department? 7. How will a complaint filed with the Department be investigated? 8. How are complaints related to equitable services to private school children handled differently?
Appeals 9. How will appeals to the Department be investigated? 10. What happens if the complaint is not resolved at the state level (the Department)?	

1. What is a complaint?

For these purposes, a complaint is a written allegation that a local education agency (LEA) or the Missouri Department of Elementary and Secondary Education (the Department) has violated a federal statute or regulation that applies to a program under ESSA.

2. Who may file a complaint?

Any individual or organization may file a complaint.

3. How can a complaint be filed?

Complaints can be filed with the LEA or with the Department.

4. How will a complaint filed with the LEA be investigated?

Complaints filed with the LEA are to be investigated and attempted to be resolved according to the locally developed and adopted procedures.

5. What happens if a complaint is not resolved at the local level (LEA)? A complaint not resolved at the local level may be appealed to the Department

6. How can a complaint be filed with the Department? A complaint filed with the Department must be a written, signed statement that includes:

1. A statement that a requirement that applies to an ESSA program has been violated by the LEA or the Department, and
2. The facts on which the statement is based and the specific requirement allegedly violated.

7. How will a complaint filed with the Department be investigated? The investigation and complaint resolution proceedings will be completed within a time limit of forty-five calendar days.

That time limit can be extended by the agreement of all parties.

The following activities will occur in the investigation:

1. Record. A written record of the investigation will be kept.
2. Notification of LEA. The LEA will be notified of the complaint within five days of the complaint being filed.
3. Resolution at LEA. The LEA will then initiate its local complaint procedures in an effort to first resolve the complaint at the local level.
4. Report by LEA. Within thirty-five days of the complaint being filed, the LEA will submit a written summary of the 3 LEA investigation and complaint resolution. This report is considered public record and may be made available to parents, teachers, and other members of the general public.
5. Verification. Within five days of receiving the written summary of a complaint resolution, the Department will verify the resolution of the complaint through an on-site visit, letter, or telephone call(s).
6. Appeal. The complainant or the LEA may appeal the decision of the Department to the U.S. Department of Education.

8. How are complaints related to equitable services to nonpublic school children handled differently?

In addition to the procedures listed in number 7 above, complaints related to equitable services will also be filed with the U.S. Department of Education, and they will receive all information related to the investigation and resolution of the complaint. Also, appeals to the United States Department of Education must be filed no longer than thirty days following the Department's resolution of the complaint (or its failure to resolve the complaint).

9. How will appeals to the Department be investigated?

The Department will initiate an investigation within ten days, which will be concluded within thirty days from the day of the appeal. This investigation may be continued beyond the thirty day limit at the discretion of the Department. At the conclusion

of the investigation, the Department will communicate the decision and reasons for the decision to the complainant and the LEA. Recommendations and details of the decision are to be implemented within fifteen days of the decision being delivered to the LEA.

10. What happens if a complaint is not resolved at the state level (the Department)?

The complainant or the LEA may appeal the decision of the Department to the United States Department of Education.

ESSA PARENT'S RIGHT-TO-KNOW

BOARD POLICY: KA

Our district is required to inform you of information that you, according to the Every Student Succeeds Act of 2015 (Public Law 114- 95), have the right to know.

Upon your request, our district is required to provide to you in a timely manner, the following information:

- Whether your student's teacher has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
- Whether your student's teacher is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived.
- Whether your student's teacher is teaching in the field of discipline of the certification of the teacher.
- Whether your child is provided services by paraprofessionals and, if so, their qualifications.

In addition to the information that parents may request, a building receiving Title I.A funds must provide to each individual parent:

- Information on the level of achievement and academic growth of your student, if applicable and available, on each of the State academic assessments required under Title I.A.
- Timely notice that your student has been assigned, or has been taught for 4 or more consecutive weeks by, a teacher who has not met applicable State certification or licensure requirements at the grade level and subject area in which the teacher has been assigned.

EARTHQUAKE PREPAREDNESS

BOARD POLICY: EBC

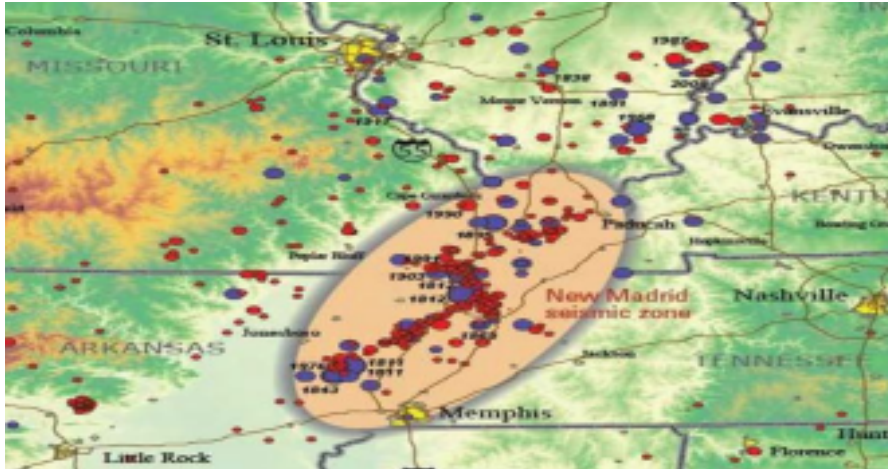
At the beginning of each school year, each school district in the state shall distribute to each student such materials that have been prepared by the Federal Emergency Management Agency, the state emergency management agency or by agencies that are authorities in the area of earthquake safety and that provide the following objectives:

1. Developing public awareness regarding the causes of earthquakes, the forces and effects of earthquakes, and the need for school and community action in coping with earthquake hazards;
2. Promoting understanding of the impact of earthquakes on natural features and manmade structures; and
3. Explaining what safety measures should be taken by individuals and households prior to, during and following an earthquake.

Earthquakes in Missouri

The highest earthquake risk in the United States outside the West Coast is in the **New Madrid Seismic Zone**, centered in southeast Missouri's Bootheel. Damaging earthquakes are not as frequent as in California, but when they do occur, the destruction covers more than 20 times the area due to the nature of geologic materials in the region. A major earthquake could mean catastrophic damage in the St. Louis and southeast regions of the state, and significant damage throughout Missouri.

The New Madrid Seismic Zone averages more than 200 earthquakes per year. Most can't be felt, but a few can cause measurable damage.



Experts say there's a **25 to 40 percent chance for a major earthquake** in a fifty year period. The result could be major damage from St. Louis to Memphis. The last major earthquake in the New Madrid Seismic Zone was centered in southeast Missouri, near the town of Charleston, in 1895, so we're overdue for a major earthquake.

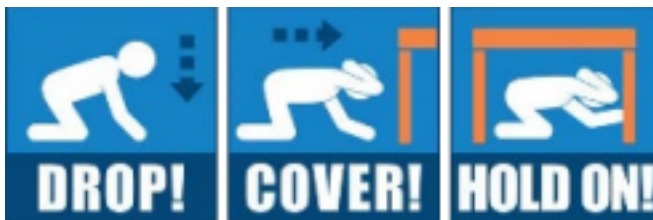
The Great New Madrid Earthquakes of 1811-12 were the largest in U.S. history west of the Rocky Mountains. The massive quakes destroyed homes, created lakes and briefly caused the Mississippi River to run backward. Shaking was felt as far away as the east coast!

Save This Information!

To help your family survive an earthquake, know what to do BEFORE, DURING, and AFTER a major quake strikes.

Before:

- ✓ Put together an emergency kit – flashlight, first aid kit, radio, drinking water, blankets
- ✓ Develop a family communication plan – identify a relative living at least 100 miles away; everyone can call to “check in” to tell family you’re safe
- ✓ Make sure all heavy or breakable items are on lower shelves
- ✓ Know how to turn off utilities



During:

- ✓ DROP to the ground.
- ✓ COVER your head with your hands and arms. Crawl under a sturdy table or desk if there's one nearby.
- ✓ HOLD ON until the shaking stops.
- ✓ If you're driving, pull off the road, away from buildings and utility poles, and stay in your car.
- ✓ If you're outside, drop to the ground, away from large objects, and cover your face and head with your arms.

After:

- ✓ Find your family; check for injuries
- ✓ If necessary, call 911 for help
- ✓ If you smell gas or hear a hissing sound, go outside – shut off gas valve
- ✓ Be careful to avoid live power lines and broken glass
- ✓ Listen to news for latest emergency information
- ✓ Be ready for aftershocks!

Prepared in accordance with Missouri Revised Statutes, Chapter 160, Section 160.455 Missouri State Emergency Management Agency, PO Box 116, Jefferson City, Missouri 65102 Phone: 573/526-9100 Fax: 573/634-7966; E-mail: mosema@sema.dps.mo.gov

Sexual Harassment Reporting and District Response: Board Policy: AC

Sexual harassment is prohibited under this policy and policy ACA. The Jefferson City School District does not discriminate on the basis of sex in its education programs and activities, including employment and admissions, as required by Title IX of the Education Amendments of 1972 (Title IX). All forms of sex-based discrimination are prohibited in the district, but this policy focuses exclusively on sexual harassment as defined in Title IX that occurs within the education programs and activities of the district. However, the district will respond promptly to investigate and address any report or complaint of sexual harassment.

"Sexual harassment under Title IX" is conduct on the basis of sex within the scope of the district's education programs or activities (as defined in this policy) that satisfies one or more of the following:

1. An employee of the district conditioning the provision of an aid, benefit or service of the district on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the district's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8) or "stalking" as defined in 34 U.S.C. 12291(a)(30).

See the "Definitions Applicable to this Policy" section at the end of this document for definitions of other terms applicable to this policy.

In creating this policy, the district does not relieve any person under the district's jurisdiction from the consequences for violations of other policies and rules of the district meant to establish an environment conducive to teaching, learning, support services, work and the social and emotional well-being and development of the students entrusted to the district.

If a student alleges sexual misconduct on the part of any district employee to any person employed by the district, that person will immediately report the allegation to the Children's Division (CD) of the Department of Social Services in accordance with state law and district policy. Moreover, nothing in the policy precludes the mandatory or voluntary reporting of any suspected criminal activity to the appropriate law enforcement agency at any time.

Any person may report sexual harassment regardless of whether the person is the alleged victim (complainant). However, board members and employees must immediately report to the Title IX coordinator any incident or behavior that could constitute sexual harassment or retaliation in accordance with this policy. Reports may be made at any time, including during nonbusiness hours, by using the telephone number, email address or office address listed below.

The board authorizes the following individual(s) to serve as the Title IX coordinator(s) to coordinate and implement the district's efforts to comply with the requirements of Title IX.

Tim Thompson
Jefferson City School District
315 E. Dunklin Street
Jefferson City, MO 65101
Phone: 573-659-3012 / Fax: 573-659-3807
tim.thompson@jcschools.us

In the event the Title IX coordinator is unavailable or is the respondent to a complaint, reports should instead be directed to the compliance officer or alternate compliance officer listed in policy AC.

Schools strive to maintain a positive working and learning environment for all students and staff. Over the course of a school year we recognize that there will undoubtedly be situations of concern/complaints to students, parents, staff and the public. Such concerns/complaints are best resolved by addressing them at the level where the concerns originate through communication with appropriate staff members.

Students, Parents and Public

If a student and/or parent have a concern/complaint with an issue related to a specific class, program or staff member, they should schedule a time to meet with those individuals in order to communicate respectfully and professionally the specific concerns.

If after that meeting the student and/or parent are not satisfied with the action taken or answers provided, they should schedule a time to meet with the building administrator who is responsible for the immediate supervision of that class, program or staff member. Again, concerns/complaints should be communicated both respectfully and professionally. If after meeting with the building administrator the concerns/complaints have not been resolved the student and/or parent may address the question to the appropriate chain of supervision at the District's Central Office.

If after meeting with the appropriate Central Office administration and the Superintendent, and if the student and/or parent are still dissatisfied with the decision, they may request that the Board of Education consider the issue by submitting a written request to the superintendent or secretary of the Board detailing the specific concern and requested action. Pursuant to Board Policy KL, the Board will address the matter in an appropriate and timely manner.

Staff

Board Policies GBM-1 and GBM-2 reiterate the most desirable way to resolve concerns and conflicts is through free and informal communication at the level of the concern. If an employee has a concern or complaint with another employee s/he should address the concern or complaint in a respectful and professional manner with that individual whenever possible. If the employee would like an administrator to be present to assist with efforts to resolve the concern, s/he needs to provide a request to the administrator responsible for the direct supervision of the individual or subject matter in question. If the employee's concern is with an administrator, that employee may ask the supervisor of the administrator to be present to assist with resolving the issue.

According to the above referenced policies, if an employee believes that s/he has a grievance, s/he shall, within 10 days following knowledge of the act or condition that is the basis for the grievance, discuss the issues involved with the appropriate individuals before initiating a grievance.

This procedure, as well as the Board Policies governing this process, should be viewed as a positive and constructive effort to establish the facts upon which concerns or grievances are based and to accurately implement Board policies. Discrimination and retaliation against any employee filing a grievance are strictly prohibited by Board policy. In addition, Board policy directs all district employees to cooperate in the grievance process. Allegations of illegal discrimination or harassment will be resolved in accordance with policy AC.

Ensuring a positive learning and working environment is the responsibility of each individual. Open and frequent communication and adherence to established policies are also the responsibility of each employee. Board Policies CF (School Building Administration) and GBCB (Staff Conduct) outline several of the responsibilities and codes of conduct for both building administration and district staff. In order for our schools and JCPS to be successful in providing a quality education to all students we must all be committed to both respectful and professional communication and interaction with students, parents, community and each other.

NOTICE OF NONDISCRIMINATION

BOARD POLICY: AC

Applicants for admission or employment, students, parents of elementary and secondary school students, employees, sources of referral and applicants for employment, and all professional organizations that have entered into agreements with the district are hereby notified that the district does not discriminate on the basis of race, color, religion, gender, sexual orientation or perceived sexual orientation, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law, in admission or access to, or treatment or employment in, its programs and activities.

Any person having inquiries concerning the district's compliance with the laws and regulations implementing Title VI of the Civil Rights Act of 1964 (Title VI), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act, Section 504 of the Rehabilitation Act of 1973 (Section 504), or Title II of the Americans with Disabilities Act of 1990 (ADA), is directed to the Compliance Coordinator below, who has been designated by the district to coordinate the district's efforts to comply with the laws and regulations implementing Title VI, Title IX, the Age Discrimination Act, Section 504, and Title II of the ADA. In addition, any inquiries concerning the district's compliance with the employment provisions of Title VII of the Civil Rights Act of 1964 should be directed to the Compliance Coordinator.

The school district has established grievance procedures for persons unable to resolve problems arising under the statutes

above. The Compliance Coordinator listed below will provide information regarding those procedures upon request.

Any person who is unable to resolve a problem or grievance arising under Title VI, Title IX, the Age Discrimination Act, Section 504, or Title II of the ADA, may contact the Office for Civil Rights, Region VII, Bolling Federal Building, 601 East 12th Street, Kansas City, MO 64106, telephone (816) 426-7277.

Compliance Coordinator for Laws Listed in this Notice:

Human Resources Manager
Jefferson City School District
315 E Dunklin Street
Jefferson City, MO 65101
573-632-1938

SECTION VIII - APPENDICES

Nichols Career Center

Hazardous Waste Safety Contract

BOARD POLICY: EBAB

All students must adhere to the Hazardous Waste Contract or risk expulsion from their program of study. Dangerous chemicals vary in the programs at NCC. While not all inclusive, the following is a list of materials deemed as chemicals in the various programs: paint materials, degreasers, paint thinners, polishes, stain, alcohol, developer, cleaners (any kind), ink, primers, molding compounds, solvents, paint strippers, etc.

1. Consider every chemical dangerous. Avoid inhaling fumes, pipetting by mouth, tasting, touching or smelling any chemical unless specifically told to do so by the instructor. If you are instructed to smell something, do so by fanning some of the vapor towards your nose.
2. Do not place your face, neck, or eyes in front of any chemical.
3. Never point any chemical toward another student.
4. All chemicals should be properly labeled. If you come across any chemical material unlabeled, please inform your instructor immediately/
5. Never become involved in horseplay.
6. Do not discard any liquid in a sink or drain without specific instructions from your instructor.
7. Do not throw any chemical material or rags soaked in chemical material in a trash can. Instead, please dispose of them in properly labeled containers.
8. Be able to locate the MSDS notebook for your program.
9. Clean up the spill immediately following the MSDS guidelines and informing the instructor that a spill has occurred.
10. Proper eye protection must be worn in lab areas at all times. In case of eye contamination, wash eyes for 15 minutes with eye wash and seek medical attention immediately. (Inform the instructor of the contamination and if contact lenses are in place).
11. Proper clothing must be worn to protect against burns and/or chemical spills (follow specific instructions given by individual instructors).
12. Keep combustible materials away from any heat source, sparks, open flames, etc.
13. PPE (Personal Protective Equipment) must be worn as directed by your instructor.
14. Please notify the instructor of any questions or concerns for your specific area.
15. Flammable liquids should be returned to the Flammable Cabinet after use.
16. Be able to locate and use hazardous spill kit.
17. Be able to locate and use the correct fire extinguisher for different types of fires.

STATEMENT OF OWNERSHIP

(To be signed by student and parent to verify that the handbook has been read and that all policies and terms are understood by both parties. Please return this sheet to the program instructor.)

We have received a copy of the Nichols Career Center Student Handbook of the 2023- 2024 school year. We have read and understand the rules and policies of Nichols Career Center. We also understand that this handbook is not all inclusive, and that sending schools may be consulted at any time.

I acknowledge and give permission for my student to attend any field trips that are related to their respective program and are scheduled during the time that they are at Nichols Career Center. If a trip or event impacts the rest of their school day a specific permission slip will be sent home for approval of attendance.

NCC Career Program _____

Student Name (Print) _____

Student Signature _____

Parent/Guardian Name (Print) _____

Parent/Guardian Signature _____

Date _____

Please sign and return to your Nichols Career Center program instructor. Due to safety and liability issues, failure to return a signed sheet could result in denial of program participation while attending the career center.

JCSD 2023-2024 Calendar

August 21 First Day of School (All JC Schools)	
September 4	Labor Day (No School)
September 22	Teacher Professional Development Day (No School)
October 9	Teacher Earned Day Off (No School)
November 10	Teacher Professional Development (No School)
	Parent Teacher Conferences / Community Involvement Night
November 20 - 24	Thanksgiving Break (No School)
Dec 21 - Jan 1	Christmas/Winter Break (No School)
January 2	Teacher Work Day (No School)
January 15	MLK Jr. Day (No School)
February 12	Teacher Professional Development Day (No School)
	Parent Teacher Conferences / Community Involvement Night
February 19	President's Day (No School)
March 25 - March 29	Spring Break (No School)
April 1	Teacher Professional Development Day (No School)
	Parent-Teacher Conference / Community Involvement Night
May 16	Last Day of School - 3 Hour Early Release (Students)

***Weather Make-Up Days: May 22, 23, 24, 25, 30, 31** Website: JCSchools.us

Facebook.com/JCSchools

Twitter @JCSchools_

Phone/text/email alert details & mobile app info at JCSchools.us/Communications

