

NRHEG Public School District #2168 Positive School Climate Expectations

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

Student Behavioral Expectations

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

The school setting enables students to develop responsible behaviors and habits that will promote success now and later in life. Teaching positive behavior expectations should lead towards self-control and respect for the law, authority, property, and the rights of others.

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

PARENT/CAREGIVER RESPONSIBILITIES

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

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

TEACHER RESPONSIBILITIES

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

1. Defining, teaching, reviewing, and modeling NRHEG Student Behavioral Expectations and school rules
2. Acknowledging and reinforcing appropriate student behavior
3. Providing corrective feedback and re-teaching the behavioral skill when misconduct occurs
4. Working with families in partnership to reinforce appropriate behavior (meeting, mailing correspondence, utilizing parent center as appropriate, etc.)
5. Following the behavior support plan for students with disabilities available to all staff working with identified students
6. Utilizing data in collaboration with administration and support personnel to monitor misconduct
7. Reporting the behavior to the school administrator or person responsible for discipline at the school site for a student who engages in ongoing misconduct, despite appropriate interventions.
8. In the event a student is placed in Classroom Suspension or In-School Suspension, the teacher must provide the student with sufficient and relevant classroom work in order to keep the student engaged in learning.

PRINCIPAL RESPONSIBILITIES

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

1. Ensuring that NRHEG Student Behavioral Expectations and school rules will be taught, enforced, advocated, communicated, and modeled to students, parents/caregivers, staff, and community.
2. Ensuring that ongoing accurate data are inputted into a district student database for all students.
3. Utilizing methods for recording, collecting, and analyzing behavior/discipline information to monitor and evaluate data for ongoing decision making from the individual student through the school-wide student population.
4. Providing necessary training and support for staff and parents/caregivers in maintaining an environment conducive to learning.
5. Implementing the consistent application of reasonable alternatives to suspension and expulsion that include the use of equitable consequences consistent with law and district policy.

6. Collaborating and partnering with after-school programs and outside agencies when appropriate.

SUPERINTENDENT RESPONSIBILITIES

The superintendent shall establish guidelines and directives to carry out this policy; hold all school personnel, students, and parents responsible for conforming to this policy; and support all school personnel performing their duties within the framework of this policy.

OTHER SCHOOL DISTRICT PERSONNEL

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

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

STUDENTS

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

CONSEQUENCES FOR STUDENT MISCONDUCT

School discipline consequences strive to be consistent, reasonable, fair, age-appropriate, and matched to the severity of the student's misbehavior. Consequences that are paired with meaningful interventions, instruction, and guidance (corrective feedback and reteaching) offer students an opportunity to connect their misconduct with new learning, participate in contributing back to the school community, and are more likely to result in getting the student re-engaged in learning.

Any use of consequences should be carefully implemented with well-defined outcomes in order to provide the greatest benefit. Positive consequences including systematic recognition for appropriate behavior frequently lead to an increase in the desired behavior. Negative consequences are designed to provide feedback to the student that his or her behavior is unacceptable and should not occur again.

It is the responsibility of the school board to make reasonable policies and rules for governing behavior and conduct while in the school environment. These policies and rules apply at any time a student is present on a school location, at a school-sponsored activity, and while traveling on school buses. Students are expected to behave in

accordance with federal, state, and local laws and rules and in a way that respects the rights and safety of others.

While this policy pertains to all schools in District 2168, the school board recognizes the uniqueness of each building and classroom in which the policy must be implemented. This policy may be supplemented by additional policies, rules, and procedures that recognize those unique needs.

INTERVENTIONS & DISCIPLINARY ACTIONS

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

Prior to suspension, or any disciplinary measure, students should first be supported in learning the skills necessary to function in the school environment and to avoid negative behavior. Guiding principles that set forth clear expectations, and the development of a Positive Behavior Intervention and Support (PBIS) system, enable staff to have available the information and resources needed to evaluate and address student misconduct more effectively. Disciplinary and restorative interventions may include:

Loss of Privileges - If someone abuses a previously earned privilege, that privilege can be revoked. The student can earn it back by successfully engaging in the behavior under supervision, or by meeting prearranged criteria for reinstatement of the privilege. Any activity or event that is a scheduled part of the school day (e.g. recess, lunch) is not considered a privilege.

Informal Conference - A school official (teacher, administrator, or counselor) will meet with the student for instruction and guidance providing reteaching and corrective feedback. This may offer the student an opportunity to have an understanding of, and be motivated to change, his or her behavior. A student so involved is more likely to become re-engaged in the process of learning.

Formal Conference - A formal conference is held between the student, parent, and one or more school officials. During this conference, the student must agree to correct

his/her behavior. Parent(s) may be notified by telephone, email, personal contact, letter, or certified letter. A conference may also be conducted between the student, his/her parent(s), appropriate school personnel, and any other individuals concerned.

Community Service - A student may perform community service on school grounds during non-school hours. Such service may include, but is not limited to, outdoor beautification, campus betterment, and teacher or peer assistance programs.

Restorative Practices – Gives students who commit infractions in school an opportunity to understand how their behavior affects others in the school community, including students, teachers, and parent/caregivers, and directly involves them in a process to repair the harm caused. Students may participate in “circles”, “peer mediations,” or other “conferences” to allow affected parties to come together in a safe environment to explore how everyone has been affected by an offense and, when possible, to decide how to repair the harm.

Behavior Contracts – An effective contract is one in which clearly states what the behavioral goals are for the student, positive consequences (rewards) he or she can earn for demonstrating these behaviors, and negative consequences that will follow when those behaviors are not demonstrated.

Behavior Support Plans – A Student experiencing “serious” behavior challenges may benefit from a Behavior Support Plan (BSP) developed through the Student Study Team (SST). Special education students whose behavior impedes learning may also require a BSP as defined in the Education Code (EC sections 56520 et seq.) through the IEP team. A Functional Behavior Assessment (FBA) and Positive Behavior Support Plan (PBSP) may also be required. The law also requires additional procedures and considerations for suspensions and expulsions of students with disabilities.

Recess Restriction/Time Out - A student's recess time may be restricted (kept in a supervised area, benching, sitting in the office, etc.). The student shall be given adequate time to use the restroom and get a drink or eat lunch.

Detention - Assignment of a student to a supervised detention schedule. Such detention may be imposed for up to one hour after the close of the maximum school day or during a lunch period. A student who is transported by school bus shall be detained only until the time when the bus departs. School personnel must give the parent/student 24-hour advance notice. Same-day after-school detentions must receive prior parent/caregiver approval.

Alternatives to Suspension - Consequences identified as appropriate responses to misconduct that provide a student with an opportunity to learn skills necessary to avoid future misconduct may include re-teaching expected behavior, practicing the expected behavior, community service, or restorative practices (among others).

Suspension from Extracurricular or Co-curricular Activities – Extracurricular activities occur outside of the academic day. Co-Curricular activities may be within or outside of the academic day and are built into the curriculum. It may be determined that a student may not participate in an extracurricular activity (e.g. athletics) or a co-curricular activity (e.g. field trips) if they have shown unsafe or other behavior that would indicate that they may harm themselves or others.

Classroom Suspension - A student may be suspended from one class for the balance of the day or the following day and must remain on campus under appropriate supervision. The teacher shall, as soon as possible, ask the parent/caregiver to attend a conference with the teacher, preferably in-person, at which the school administrator, school counselor, or school psychologist may also be present. A phone conversation may be used as the mode of communication related to the class suspension conference. The teacher MUST provide the student with sufficient and relevant classroom work in order to keep the student engaged in learning.

In-School Suspension - A student may be removed from ongoing instruction and remain on campus during the term of the In-School Suspension, for no more than five consecutive school days if the principal determines it is appropriate and he or she is appropriately supervised. At the time of In-School Suspension, the student's parent(s) or legal guardian(s) is notified in person or by telephone and by letter that the student is subject to In-School Suspension and the infraction resulting in the In-School Suspension. Notification to the parent(s) or legal guardian(s) will include clear instructions regarding the due process procedure. An In-School Suspension program may include conferences between staff, parents/guardians, and students, detention, community service, restorative practices, community agency referrals, or other assessment-related teams, and/or referral to school support services staff. The teacher MUST provide the student with sufficient and relevant classroom work in order to keep the student engaged in learning.

Out of School Suspension - Removal of a pupil from ongoing instruction for adjustment purposes. A student may be suspended by any school site for no more than five consecutive school days, extenuating circumstances may require a suspension for more than five days. The parent/caregiver and student are notified in person, or by telephone, and confirmed by letter that the student is subject to suspension and will

include the details resulting in Suspension. Notification to the parent(s) or legal guardian(s) will include clear instructions regarding the due process procedure. Suspension/Residential placement Re-Entry meetings with Counselors/Administrators - for students returning from suspension or incarceration at Juvenile Hall, school sites will be responsible, within 5 days of a student's return, to meet with the student and plan for the make-up of any missed assignments, credits or initiate other interventions.

Expulsion - A student may be expelled without being suspended and, therefore, not be allowed to attend any NRHEG school or program during the term of expulsion; or the enforcement of the expulsion may be suspended pursuant to Education Code Section 48917. The length of an expulsion may be for the balance of the semester in which the Board expels or for the balance of the semester, plus the following school semester; or for one calendar year, depending on the violation and/or the student's social adjustment background. Under certain circumstances, the term of an expulsion may be lengthened. Students recommended for expulsion are afforded a fair and impartial hearing if requested and all due process rights. The student's parent(s) or legal guardian(s) is notified by telephone and letter that the student is subject to expulsion by the student's school at the time of Suspension. Notification to the parent(s) or legal guardian(s) will include clear instructions regarding the due process procedure. The school principal will recommend to the School Board that the student be expelled. The due process procedure is immediately initiated. The expulsion does not become effective until the due process procedure has been completed.

Discipline Guidelines & Disclaimer

Every student and employee of District 2168 is entitled to learn and work in a safe school environment. To ensure this, the district and each school have established clear student discipline policies, consequences appropriate with the behavior, and a practice to do so with fairness and consistency. (Policy 506 – Student Discipline)

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

The following are district-wide discipline guidelines. These guidelines and the potential consequences apply at any time a student is present at a district school location or participating in a school-sponsored activity. Listed are the violations and a guideline of consequences. The infractions and consequences may be modified or disregarded if circumstances require mitigation or exception (e.g. disabled student whose misbehavior

is related to his or her disability). When appropriate, restitution may be a substitute for recommended consequences.

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

Equity and Equality

Equality means we treat everyone exactly the same, regardless

Equity means we take into consideration the student's home life, what may have transpired right before the incident, or anything else that may have a substantial impact on the behavior.

Our principals are encouraged to apply the positive behavior model equitably.

This is our Positive School Climate Expectations Policy. Everyone involved in the schools is expected to accept and help the implementation of this policy. This includes all NRHEG employees, school board members, contracted employees, parents, and students.

NRHEG Elementary School Behavior Expectations

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

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

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

<p>school administrators)</p> <p>*Shoes must be worn at all times for health and safety reasons</p> <p>* Clothing must cover the midriff, chest, upper thigh, buttocks, and all undergarments</p> <p>* No clothing or accessories (including backpacks) that include words or pictures which are obscene, vulgar, abusive, discriminatory, or which promote or advertise violence, alcohol, chemicals, tobacco, or any other product that is illegal for use by minors</p>			
<p>Drug Paraphernalia - Possessing any drug paraphernalia, such as pipes, papers, bong, needles, or vapes used to ingest drugs</p>	Minimum	Admin confiscation of drug paraphernalia; parent notification and picks up drug paraphernalia	Admin confiscation of drug paraphernalia;Referral to law enforcement; ISS/OSS
	Maximum	Admin confiscation of drug paraphernalia;Referral to law enforcement; ISS/OSS	Admin confiscation of drug paraphernalia;Referral to law enforcement; ISS/OSS
<p>Explosives (Possession and/or Use) - possessing or using any compound, mixture or device of which the primary or common purpose is to function by explosion (that is with substantially instantaneous release of gas and heat)</p> <p>A. Class A/B explosives (as defined by state statute) i.e. dynamite</p> <p>B. Class C explosives (as defined by state statute) i.e. firecrackers, stink/smoke bombs sparklers, bottle rockets</p>	Minimum	Admin confiscation of explosive; Restorative practices;conference with administration; parent notification	Admin confiscation of explosive; ISS/OSS
	Maximum	ISS/OSS;Referral to law enforcement	ISS/OSS;Referral to law enforcement

<p>school administrators)</p> <p>*Shoes must be worn at all times for health and safety reasons</p> <p>* Clothing must cover the midriff, chest, upper thigh, buttocks, and all undergarments</p> <p>* No clothing or accessories (including backpacks) that include words or pictures which are obscene, vulgar, abusive, discriminatory, or which promote or advertise violence, alcohol, chemicals, tobacco, or any other product that is illegal for use by minors</p>			
<p>Drug Paraphernalia - Possessing any drug paraphernalia, such as pipes, papers, bong, needles, or vapes used to ingest drugs</p>	Minimum	Admin confiscation of drug paraphernalia; parent notification and picks up drug paraphernalia	Admin confiscation of drug paraphernalia;Referral to law enforcement; ISS/OSS
	Maximum	Admin confiscation of drug paraphernalia;Referral to law enforcement; ISS/OSS	Admin confiscation of drug paraphernalia;Referral to law enforcement; ISS/OSS
<p>Explosives (Possession and/or Use) - possessing or using any compound, mixture or device of which the primary or common purpose is to function by explosion (that is with substantially instantaneous release of gas and heat)</p> <p>A. Class A/B explosives (as defined by state statute) i.e. dynamite</p> <p>B. Class C explosives (as defined by state statute) i.e. firecrackers, stink/smoke bombs sparklers, bottle rockets</p>	Minimum	Admin confiscation of explosive; Restorative practices;conference with administration; parent notification	Admin confiscation of explosive; ISS/OSS
	Maximum	ISS/OSS;Referral to law enforcement	ISS/OSS;Referral to law enforcement

Fighting (Physical) - engaging in any physical form of fighting, regardless of who initiates the fight or whether the student believes he/she was acting in self-defense; includes hitting, slapping, pulling hair, biting, kicking, scratching or any other acts in which a student inflicts or attempts to inflict bodily harm on another person	Minimum	Restorative Practices; parental notification; Detention	Restorative practices; mediation; ISS/OSS
	Maximum	Restorative Practices; parental notification; OSS	Restorative practices; mediation; ISS/OSS;
Fighting (Promoting/Instigating a fight) - Any attempt to get others to promote violence against another person and/or contributing to an act of violence verbally or through other behaviors, including through the use of electronic communication	Minimum	Restorative Practices; parental notification; Detention	Restorative practices; mediation; ISS/OSS;
	Maximum	Restorative Practices; parental notification; Detention/ISS/OSS	Restorative practices; mediation; ISS/OSS;
False Fire Alarms and/or tampering with Fire Safety Equipment - intentionally giving a false alarm of a fire or tampering or interfering with any fire alarm	Minimum	Conference with administration; parent notification	Conference with administration; parent notification; ISS/OSS; referral to law enforcement
	Maximum	Conference with administration; parent notification; ISS/OSS	Conference with administration; parent notification; ISS/OSS; referral to law enforcement
Falsification of Records or Identification - falsifying signatures or data or refusing to give proper identification or giving false information or refusing to identify oneself to a staff member	Minimum	Teacher discretion	Conference with administration; parent notification
	Maximum	Conference with administration; parent notification	ISS/OSS
Harassment - continued or on-going inappropriate remarks that willfully injure, degrade, or disgrace a person's race, color, beliefs, religion, national origin,	Minimum	See "Harassment Policy" in this handbook	See "Harassment Policy" in this handbook

sex, sexual orientation, homophobia, marital status, disability, age, or socioeconomic status (See complete high school league rules under section "Racial, Religious, & Sexual Harassment and Violence Policy")	Maximum	See "Harassment Policy" in this handbook	See "Harassment Policy" in this handbook
Hazing - committing an act against a student or coercing a student into committing an act that creates a substantial risk or harm to a person in order for the student to be initiated into or affiliated with a student organization (Consent to be hazed or permission to hazed will not lessen the consequences. Harassment by ways of initiation, ridicule, or criticism is prohibited at all times)	Minimum	See "Hazing Policy" in this handbook	See "Hazing Policy" in this handbook
	Maximum	See "Hazing Policy" in this handbook	See "Hazing Policy" in this handbook
Insubordination - defiant behavior or failure to accept and carry out responsible instructions given by one in authority (Examples could include refusing to move to a new location, refusing to answer an appropriate question, refusing to place materials in designated places, or refusing to change inappropriate behavior.)	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; reteaching
	Maximum	ISS/OSS; mediation; restorative practices; reteaching	ISS/OSS; mediation; restorative practices; reteaching
Interference, Disruption or Obstruction - any action taken to attempt to prevent a staff member or students from exercising their assigned duties or interfering with	Minimum	Teacher discretion	Restorative practices; conference with administration; parent notification

the educational process Examples could include loud speech, shouting, screaming, or through the use of electronic devices	Maximum	Restorative practices; conference with administration; parent notification	ISS/OSS; mediation; restorative practices; reteaching
Language (Inappropriate or Vulgar) - Use of profane or obscene language (Including swearing/cursing) which may or may not be directed at another individual	Minimum	Teacher discretion; Restorative practices; mediation; Reteaching	Restorative practices; conference with administration; parent notification
	Maximum	Restorative practices; conference with administration; parent notification	ISS/OSS; mediation; restorative practices; reteaching
Lewd Behavior - language and/or conduct that is sexual in nature and considered indecent or offensive	Minimum	Restorative practices; conference with administration; parent notification	Restorative practices; conference with administration; ISS/OSS
	Maximum	Restorative practices; conference with administration; OSS	ISS/OSS; mediation; restorative practices; reteaching
Medication (Over the counter) - possessing, using, or sharing non-prescription medication.	Minimum	Parent notification; student conference with administration	Parent notification; student conference with administration; Detention
	Maximum	Parent notification; student conference with administration; Detention	ISS/OSS
Nuisance Objects - possession, use or distribution of any object that causes distractions	Minimum	Teacher confiscation of device, returned to student at end of school day	Admin confiscation of device, parent notification and picks up device
	Maximum	Teacher confiscation of device, returned to student at end of school day	Admin confiscation of device, parent notification and picks up device; ISS/OSS
Robbery or Extortion - the obtaining of property from another where his/her consent was induced by a use of force or a	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement

threat of force or under false pretenses	Maximum	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement
Technology and Telecommunications Misuse - inappropriate use of schools Internet, technology, or telecommunications equipment (IPads/Computers) including the following:	Minimum	Teacher discretion; Restorative practices; mediation; Reteaching	Restorative practices; conference with administration; parent notification; Reteaching; Restrict technology usage; Detention/ISS
	Maximum	Restorative practices; conference with administration; parent notification; Reteaching; Restrict Technology usage; Detention/ISS	ISS/OSS; Restrict technology usage
Terroristic Threat - threatening, directly or indirectly (verbal, written or signed), committing any crime of violence with the purpose of terrorizing another person or group of people.	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement
	Maximum	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement
Theft – unauthorized taking, using, transferring, hiding, possessing, or receiving property of another person or of the school district without the consent of the owner. If the theft is over \$250, the offense will be handled as a second or third offense	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement
	Maximum	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement	ISS/OSS; mediation; restorative practices; reteaching; Referral to law enforcement
Tobacco - possessing or using tobacco in district buildings, in vehicles or at district events on or	Minimum	Admin confiscation of tobacco; parent notification and picks up	Admin confiscation of tobacco; parent notification and picks up

in sight of school grounds. This includes all e-cigs/vapes and associated items regardless of whether nicotine is present.		tobacco; Restorative practices; conference with administration	tobacco; Restorative practices; conference with administration; ISS/OSS
	Maximum	Admin confiscation of tobacco; parent notification and picks up tobacco; Restorative practices; conference with administration; detention; ISS/OSS	Admin confiscation of tobacco; parent notification and picks up tobacco; Restorative practices; conference with administration; ISS/OSS; Referral to law enforcement
Trespassing - A. Physically present on a school campus, in a district vehicle, or at a school activity after being requested to leave by school personnel B. Off Limits - The presence by student in an area of the school building or school grounds designated by school personnel as being unavailable for student use	Minimum	Parent notification; restorative practices; mediation; Detention	Report to law enforcement; ISS/OSS
	Maximum	Report to law enforcement; restitution; ISS/OSS	Report to law enforcement; ISS/OSS
Unauthorized Distribution - distribution of inflammatory, libelous, or slanderous literature, or other materials within sight of school property which results in a disruption to the educational environment, and/or other violation of District policy regarding distribution of non-curricular literature to students	Minimum	Restorative practices; reteach; parent notification	Restorative practices; reteach; parent notification & conference with administration; detention/ ISS/OSS
	Maximum	Restorative practices; reteach; parent notification & conference with administration; detention/ ISS/OSS	Restorative practices; reteach; parent notification & conference with administration; detention/ ISS/OSS
Vandalism - defacing, cutting or otherwise damaging property that belongs to the school, to other students, to staff members or to	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	ISS/OSS; mediation; restorative practices; restitution; reteaching; Referral to law enforcement

other individuals while on school property, at a school activity, in a district vehicle or under the supervision of school staff	Maximum	ISS/OSS; mediation; restorative practices; restitution; reteaching; Referral to law enforcement	ISS/OSS; mediation; restorative practices; restitution; reteaching;Possible referral to Problem Solving Team (PST)/Social Worker; Referral to law enforcement
Weapon (look alike or real) - possession of a sharp object, knife, gun, projectile or look-alike designed or used in a harmful manner	Minimum	See "Weapons Policy" in this handbook	See "Weapons Policy" in this handbook
	Maximum	See "Weapons Policy" in this handbook	See "Weapons Policy" in this handbook

NRHEG Junior School Behavior Expectations

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

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

room areas)			
Cell phone / Electronic Devices (see handbook)	Minimum	Conference with administration, bring to office, parent notification	Conference with administration, bring to office, parent notification
	Maximum	Parent involvement	Parent involvement
Creating a Dangerous Situation - acts that threaten the safety of the school environment. This may include horseplay, exiting secured entrances, bringing non-students into the school, instigating a fight, the slapping game or same/ similar type of game.	Minimum	Suspension, restitution, parent notification, No Contact Contract	Suspension, restitution, parent notification, 1-3 days OSS, No Contact Contract
	Maximum	1-3 days OSS	3-5 days OSS, consider expulsion
Disorderly Behaviour - acts that disrupt or threaten to disrupt the educational process in the classroom, hallways, or at school functions, including, but not limited to, disobedience, disrespectful behavior, inappropriate language, harassment, discrimination, or defiance of authority or any conduct tending to cause disruption or arouse alarm, anger or resentment in others.	Minimum	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification,	Mediation, ISS, Detention, Reteach, Restorative practices, 1-3 days OSS
	Maximum	1-3 days OSS	Expulsion
Dress and Grooming - inappropriate dress at school and/or school activities. A student's dress or appearance becomes the concern of the school if it falls short of contemporary adult community standards, disrupts the educational program of the school, promotes an activity that is prohibited by school policy,	Minimum	Conference with administration or Student Services, parent notification, detention, changing, covering, or turning inside out	Conference with administration or Student Services, parent notification, detention, suspension, changing, covering, or turning inside out

<p>or is unsafe, displays language or images deemed inappropriate by school officials.</p> <p>* No hats, caps, hoods, bandannas, sweatbands, facemasks, or any other item that would prevent the student from being immediately identifiable (exceptions may be authorized by school administrators)</p> <p>*Shoes must be worn at all times for health and safety reasons</p> <p>* Clothing must cover the midriff, chest, upper thigh, buttocks, and all undergarments</p> <p>* No clothing or accessories (including backpacks) that include words or pictures which are obscene, vulgar, abusive, discriminatory, or which promote or advertise violence, alcohol, chemicals, tobacco, or any other product that is illegal for use by minors</p>	Maximum	1 days ISS	1 day OSS
<p>"Explosives (Possession and/or Use) - possessing or using any compound, mixture or device of which the primary or common purpose is to function by explosion (that is with substantially instantaneous release of gas and heat)</p> <p>A. Class A/B explosives (as defined by state statute) i.e. dynamite</p> <p>B. Class C explosives (as defined by state statute) i.e. firecrackers, stink/smoke bombs sparklers,</p>	Minimum	Suspension, restitution, parent notification, report to law enforcement	5-10 days OSS, restitution, parent notification, report to law enforcement
	Maximum	5-10 days OSS, expulsion	Expulsion

bottle rockets"			
Fighting (Physical) - engaging in any physical form of fighting, regardless of who initiates the fight or whether the student believes he/she was acting in self-defense; includes hitting, slapping, pulling hair, biting, kicking, scratching or any other acts in which a student inflicts or attempts to inflict bodily harm on another person	Minimum	Suspension, restitution, parent notification, report to law enforcement, assessment, No Contact Contract	5-10 days OSS, restitution, parent notification, report to law enforcement, assessment, No Contact Contract
	Maximum	3-5 days OSS	Expulsion
Fighting (Promoting/Instigating a fight) - Any attempt to get others to promote violence against another person and/or contributing to an act of violence verbally or through other behaviors, including through the use of electronic communication	Minimum	Suspension, restitution, parent notification, report to law enforcement, assessment, No Contact Contract	3-10 days OSS, restitution, parent notification, report to law enforcement, assessment, No Contact Contract
	Maximum	1-3 days OSS	Expulsion
Fire Extinguisher (Unauthorized use) - unauthorized handling of a fire extinguisher or fire alarm	Minimum	2 days OSS, restitution, parent notification, report to law enforcement	5 days OSS, restitution, parent notification, report to law enforcement
	Maximum	5 days OSS	5-10 days OSS, expulsion
Falsification of Records or Identification - falsifying signatures or data or refusing to give proper identification or giving false information or refusing to identify oneself to a staff member	Minimum	Suspension, detention, parent notification,	Suspension, detention, parent notification,
	Maximum	1 day OSS	1-3 days OSS
Gambling - playing games of chance for stakes	Minimum	Suspension, detention, parent notification, report to law enforcement	1 day OSS, parent notification, report to law enforcement
	Maximum	1 day OSS	3 - 5 days OSS
Gang Involvement - gang related activity including graffiti, emblems, symbolism, hand signs, slang, jewelry, discussion, and clothing	Minimum	Suspension, detention, parent notification, report to law enforcement	Suspension, detention, parent notification, report to law enforcement
	Maximum	3-5 days OSS	3-5 days OSS, consider

			expulsion
<p>Harassment - continued or on-going inappropriate remarks that willfully injure, degrade, or disgrace a person's race, color, beliefs, religion, national origin, sex, sexual orientation, homophobia, marital status, disability, age, or socioeconomic status</p> <p>(See complete high school league rules under section "Racial, Religious, & Sexual Harassment and Violence Policy")</p>	Minimum	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification,	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification, report to law enforcement
	Maximum	1-3 days OSS	3 - 5 days OSS, expulsion
<p>Hazing - committing an act against a student or coercing a student into committing an act that creates a substantial risk or harm to a person in order for the student to be initiated into or affiliated with a student organization</p> <p>(Consent to be hazed or permission to hazed will not lessen the consequences. Harassment by ways of initiation, ridicule, or criticism is prohibited at all times)</p>	Minimum	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification, report to law enforcement	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification, report to law enforcement
	Maximum	1-3 days OSS	3 - 5 days OSS, expulsion
<p>Insubordination - willful refusal to follow appropriate directions given by a staff member</p>	Minimum	Mediation, ISS, Detention, Suspension, Reteach, Restorative practices, parent notification,	Mediation, ISS, OSS, Detention, Suspension, Reteach, Restorative practices, parent notification,
	Maximum	3 days OSS	3 - 5 days OSS, expulsion
<p>Interference, Disruption or Obstruction - any action taken to attempt to prevent one or more staff members or students from exercising their assigned duties, including loud speech, shouting,</p>	Minimum	Mediation, ISS, Detention, Reteach, Restorative practices, parent notification,	Mediation, ISS, OSS, Detention, Reteach, Restorative practices, parent notification,

screaming, or through the use of electronic devices	Maximum	1-3 days OSS	3-5 days OSS, expulsion
Lewd Behavior - sexual conduct that is considered indecent or offensive	Minimum	Conference with administration or Student Services, parent notification, detention, suspension, restriction of school device	Conference with administration or Student Services, parent notification, detention, suspension, restriction of school device
	Maximum	1-3 days OSS	1-5 days OSS, expulsion
Medication (Over the counter) - sharing non-prescription medication	Minimum	Conference with administration or Student Services, parent notification, detention, suspension	Conference with administration or Student Services, parent notification, detention, suspension
	Maximum	1 day OSS	1-5 days OSS
Nuisance Objects - possession, use or distribution of any object that causes distractions	Minimum	Conference with administration, bring to office, parent notification, detention, suspension	Conference with administration, bring to office, parent notification, detention, suspension
	Maximum	1 day ISS	1 - 5 days OSS
Robbery or Extortion - the obtaining of property from another where his/her consent was induced by a use of force or a threat of force or under false pretenses	Minimum	Report to law enforcement; 3 day OSS	Report to law enforcement; 10 day OSS; consider expulsion
	Maximum	Report to law enforcement; 10 day OSS, consider expulsion	Expulsion
A. Sexual Misconduct or indecent exposure - engaging in non-consensual sexual intercourse or sexual contact with another person, including intentional touching of clothing covering a person's intimate parts or intentional removal or attempted removal of clothing covering a person's intimate parts or clothing covering a person's undergarments if the action is performed with sexual or aggressive intent	Minimum	Report to law enforcement; 5 day OSS	Report to law enforcement; Pursue alternative placement
	Maximum	Report to law enforcement; 10 day OSS; consider expulsion	Report to law enforcement; Expulsion

B. Criminal Sexual Conduct - sexual conduct as defined in MN. Stat SS609.341-609.3451.			
Propping, Rigging, Disabling, or Opening a Secure Door - Any action which causes a door to be unsecured in order to facilitate prohibited entry, or future reentry into the school	Minimum	Restorative practices; reteaching; parent notification; ISS	Restorative practices; reteaching; parent notification & conference with administration; 2 day OSS
	Maximum	1 day OSS	3 days OSS
Technology and Telecommunications Misuse - inappropriate use of schools Internet, technology, or telecommunications equipment (IPads/Computers) including the following: 1. To record (video/audio/picture) of any school employee or student without their consent. 2. To access, Air Drop, upload, download, or distribute pornographic, obscene, or sexually explicit material, or other material that is used to cheat or is disruptive to the teaching/learning environment. 3. To violate any local, state, or federal statute. 4. To vandalize, damage or disable the property of another person or organization. 5. To access another person's or organization's materials, information, or files without the implied or direct permission of that person or organization. 6. To violate copyright laws 7. To use for unauthorized	Minimum	Restorative practices; loss of media center and/or other FMS computer/iPad privileges (duration to be determined by administration); restitution; detention	Restorative practices; loss of media center and/or other FMS computer/iPad privileges (duration to be determined by administration); ISS
	Maximum	3 days OSS	5 days OSS

commercial activity and/or financial gain of the user. 8. To wastefully use network or print resources. 9. To use social media to cause stress/anxiety in another student that negatively impacts their learning experience. 10. To change computer set-up, i.e., icons, background, etc. 11. To use technology for any non-school activity deemed inappropriate by teacher or administration			
Terroristic Threat - threatening, directly or indirectly (verbal, written or signed), committing any crime of violence with the purpose of terrorizing another person or group of people.	Minimum	Report to law enforcement; 5 day OSS, No Contact Contract	Report to law enforcement; 10 day OSS; consider alternative placement, No Contact Contract
	Maximum	Report to law enforcement; 10 day suspension; consider alternative placement	Expulsion
Theft – unauthorized taking, using, transferring, hiding, possessing, or receiving property of another person or of the school district without the consent of the owner. If the theft is over \$250, the offense will be handled as a second or third offense	Minimum	Restorative practices; restitution; report to law enforcement; 3 days OSS	Restorative practices; restitution; report to law enforcement; 5 days OSS
	Maximum	Restorative practices; restitution; report to law enforcement; 5 days OSS	Report to law enforcement; restitution; 5 days OSS; consider expulsion
Tobacco - possessing or using tobacco in district buildings, in vehicles or at district events on or in sight of school grounds. This includes all e-cigs/vapes and associated items regardless of whether nicotine is present.	Minimum	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; reteach on dangers of tobacco/vape use; 1 day OSS	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; reteach on dangers of tobacco/vape use; 3 days OSS
	Maximum	2 days OSS	5 days OSS

Trespassing - A. Physically present on a school campus, in a district vehicle, or at a school activity after being requested to leave by school personnel B. Off Limits - The presence by student in an area of the school building or school grounds designated by school personnel as being unavailable for student use <i>This section is to include the roof of the building, gaining access to the ceilings within the building, and all storage areas and custodian areas in and outside of the building.</i>	Minimum	Report to law enforcement; potential official no-trespass documentation; parent notification; 1 day OSS	Report to law enforcement; 3 days OSS
	Maximum	Report to law enforcement; official no-trespass documentation; parent notification; 3 days OSS	Report to law enforcement; 5 days OSS
Truancy A. Class Truancy - In the building or on the school grounds but not in attendance at assigned classes B. Off Grounds/Leaving	Minimum	Parent notification; detention	Parent notification & conference with administration; detention; ISS
	Maximum	Parent notification & conference with administration; ISS	Parent notification & conference with administration; referral to County Student Attendance Review Board; detention Restorative practices;
Unauthorized Distribution - distribution of inflammatory, libelous, or slanderous literature, or other materials within sight of school property which results in a disruption to the educational environment, and/or other violation of District policy regarding distribution of non-curricular literature to students	Minimum	Restorative practices; reteach; parent notification	reteach; parent notification & conference with administration; detention; ISS
	Maximum	Detention; ISS	3 day OSS

Unauthorized Use or Possession of School Property - the unauthorized/illegal use of school property for non-school sponsored activities	Minimum	Report to law enforcement; parent notification & conference with administration; detention	Report to law enforcement; parent notification & conference with administration; 3 day OSS
	Maximum	Report to law enforcement; parent notification & conference with administration; 3 day OSS	5 day OSS
Weapon (look alike or real) - possession of a sharp object, knife, gun, projectile or look-alike designed or used in a harmful manner	Minimum	Report to law enforcement; 5 day OSS	Expulsion
	Maximum	Report to law enforcement; expulsion	Expulsion

NRHEG High School Behavior Expectations

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

Assault (verbal/written) - use of language that is discriminatory, abusive, obscene, threatening, intimidating, or degrading			
<i>Upon a student</i>	Minimum	Restorative practices; mediation; detention	Restorative practices; meditation; 3 days OSS
	Maximum	1-3 days OSS	5 days OSS, consider expulsion
<i>Upon a staff member</i>	Minimum	Restorative practices, mediation; ISS	Restorative practices; Meditation; 3 days OSS
	Maximum	3-5 days OSS	5 days OSS, consider expulsion
Assault (Bodily Harm, Inflicting) - committing a careless or intentional act which inflicts bodily harm upon another person	Minimum	Parent notification; restorative practices; mediation; ISS	Parent notification; restorative practices; 1-3 days OSS
	Maximum	1-3 days OSS	3-5 days OSS, consider expulsion
Assault (Self-inflicted injury) - any conduct of a student which results in an intentional self-inflicted injury or creation of an abnormal physical or mental condition	Minimum	Parent notification; referral to crisis team and/or problem solving team	Referral for mental health evaluation
	Maximum	Parent notification; Referral for mental health evaluation	Administrative removal from the school setting
Attendance/Truancy - See "Attendance Policy" in this handbook	Minimum	See "Attendance Policy" in this handbook	See "Attendance Policy" in this handbook
	Maximum	See "Attendance Policy" in this handbook	See "Attendance Policy" in this handbook
Bomb Threat, False - the false communication to another indicating that an explosive of any kind is present in the school building, school grounds, or another location used for school activities.	Minimum	Referral to law enforcement; 5-10 day OSS	Referral to law enforcement; 10 day OSS
	Maximum	Expulsion	Expulsion
Bullying - (as defined by the Safe and Supportive Schools Act) is subject to discipline under other categories including, but not limited to assault, disruptive behavior, harassment, inappropriate language, or technology misuse. See "Bullying Prohibition Policy (Policy No. 514) in this handbook.	Minimum	See "Bullying Prohibition Policy" in this handbook	See "Bullying Prohibition Policy" in this handbook
	Maximum	See "Bullying Prohibition Policy" in this handbook	See "Bullying Prohibition Policy" in this handbook

Burglary - entering a district building without consent and with the intent to commit a crime	Minimum	Report to law enforcement; restitution; suspension	Report to law enforcement; 10 day suspension; consider alternative placement
	Maximum	Expulsion	Expulsion
Bus Rules - See "Rules on the Bus" in this handbook	Minimum	See "Rules on the Bus" in this handbook	See "Rules on the Bus" in this handbook
	Maximum	See "Rules on the Bus" in this handbook	See "Rules on the Bus" in this handbook
Cell Phone/Electronic Devices - Unauthorized classroom use (determined by the teacher). Devices must be on "silent mode" at all times.	Minimum	Teacher confiscation of device, returned to student at end of period	Admin confiscation of device, parent notification and picks up device; detention
	Maximum	Admin confiscation of device, returned to student at end of day	Admin confiscation of device, parent notification and picks up device; ISS; parent conference with administration
Creating a Dangerous Situation - acts that threaten the safety of the school environment. This may include horseplay, roughhousing, exiting secured entrances, bringing non-students into the school, instigating a fight,	Minimum	Restorative practices; parent notification; staff/student conference	Parent notification and conference with administration; 1-3 days OSS
	Maximum	3 days OSS	5 days OSS; consider expulsion
Disruptive Behaviors - acts that disrupt or threaten to disrupt the educational process in the classroom, hallways, or at school functions. This includes, but is not limited to, disobedience, disrespectful behavior, inappropriate language, harassment, discrimination, or defiance of authority or any conduct tending to cause disruption or arouse alarm, anger or resentment in others.	Minimum	Restorative practices; reteaching; mediation; parent notification	Restorative practices, reteaching; mediation; parent notification; ISS; 1-3 days OSS
	Maximum	3 days OSS	Expulsion

<p>Dress and Grooming - inappropriate dress at school and/or school activities.</p> <p>A student's dress or appearance becomes the concern of the school if it falls short of contemporary adult community standards, disrupts the educational program of the school, promotes an activity that is prohibited by school policy, or is unsafe, displays language or images deemed inappropriate by school officials.</p> <p>* No hats, caps, hoods, bandannas, sweatbands, facemasks, or any other item that would prevent the student from being immediately identifiable (exceptions may be authorized by school administrators) *Shoes must be worn at all times for health and safety reasons * Clothing must cover the midriff, chest, upper thigh, buttocks, and all undergarments * No clothing or accessories (including backpacks) that include words or pictures which are obscene, vulgar, abusive, discriminatory, or which promote or advertise violence, alcohol, chemicals, tobacco, or any other product that is illegal for use by minors</p>	Minimum	Conference with teacher or administration; changing, covering, or turning the attire inside out	Parent notification; changing, covering, or turning the attire inside out; detention
	Maximum	Parent notification; ISS	1 day OSS
<p>Driving, Careless or Reckless - driving on school property in such a manner as to endanger persons or property</p>	Minimum	Parent notification; loss of parking permit without refund	Referral to law enforcement; parent/student conference with administration; 1 day OSS
	Maximum	Referral to law enforcement; loss of parking permit without refund; 1-3 days OSS	Referral to law enforcement; parent/student conference with administration; loss of current and future parking permit privilege; 5 days OSS

Drug Paraphernalia - Possessing any drug paraphernalia, such as pipes, papers, bong, needles, or vapes used to ingest drugs	Minimum	Referral to law enforcement; 5 day OSS	Referral to law enforcement; 5-10 day OSS
	Maximum	Referral to law enforcement; 5 day OSS	Expulsion
Explosives (Possession and/or Use) - possessing or using any compound, mixture or device of which the primary or common purpose is to function by explosion (that is with substantially instantaneous release of gas and heat) A. Class A/B explosives (as defined by state statute) i.e. dynamite B. Class C explosives (as defined by state statute) i.e. firecrackers, stink/smoke bombs sparklers, bottle rockets	Minimum	Referral to law enforcement; 5-10 day OSS	Referral to law enforcement; 10 day OSS; consider alternative placement
	Maximum	Referral to law enforcement; expulsion	Expulsion
Failure to serve detention - failing to report to the appropriate place by the mandated time to fulfil a previously assigned consequence	Minimum	Parent notification; 1/2 day ISS	Parent notification 1 day ISS
	Maximum	Parent notification; 1 day ISS	Parent notification 1 day OSS
Fighting (Physical) - engaging in any physical form of fighting, regardless of who initiates the fight or whether the student believes he/she was acting in self-defense; includes hitting, slapping, pulling hair, biting, kicking, scratching or any other acts in which a student inflicts or attempts to inflict bodily harm on another person	Minimum	Referral to law enforcement; 10 day OSS	Referral to law enforcement; 10 day OSS; alternative placement
	Maximum	Referral to law enforcement; alternative placement; expulsion	Expulsion
Fighting (Promoting/Instigating a fight) - Any attempt to get others to promote violence against another person and/or contributing to an act of violence verbally or through other behaviors, including through the use of electronic communication	Minimum	Restorative Practices; parental notification; ISS	Referral to law enforcement; 3 days OSS
	Maximum	Referral to law enforcement; 3 days OSS	Expulsion

False Fire Alarms and/or tampering with Fire Safety Equipment - intentionally giving a false alarm of a fire or tampering or interfering with any fire alarm	Minimum	Referral to law enforcement; 2 days OSS	Referral to law enforcement; 5 days OSS
	Maximum	Referral to law enforcement; 5 days OSS	10 days OSS, consider expulsion
Falsification of Records or Identification - falsifying signatures or data or refusing to give proper identification or giving false information or refusing to identify oneself to a staff member	Minimum	Parent notification & conference with administration; detention	1 day OSS
	Maximum	1 day OSS	3 days OSS
Gambling - playing games of chance for stakes	Minimum	Referral to law enforcement, parent notification; detention	Referral to law enforcement, parent notification; 1 day OSS
	Maximum	1 day OSS	5 days OSS
Gang Involvement - gang related activity including graffiti, emblems, symbolism, hand signs, slang, jewelry, discussion, and clothing	Minimum	Referral to law enforcement, parent notification & conference with administration; ISS	Referral to law enforcement, parent notification & conference with administration; 3 days OSS
	Maximum	Referral to law enforcement; parent notification & conference with administration; 3 days OSS	5 days OSS; consider expulsion
Harassment - continued or on-going inappropriate remarks that willfully injure, degrade, or disgrace a person's race, color, beliefs, religion, national origin, sex, sexual orientation, homophobia, marital status, disability, age, or socioeconomic status (See complete high school league rules under section "Racial, Religious, & Sexual Harassment and Violence Policy")	Minimum	Restorative practices; mediation; parent notification; 1 day OSS	Referral to law enforcement; parent notification; 5 days OSS
	Maximum	Restorative practices; mediation; parent notification; 3 days OSS	7 days OSS; consider expulsion

<p>Hazing - committing an act against a student or coercing a student into committing an act that creates a substantial risk or harm to a person in order for the student to be initiated into or affiliated with a student organization</p> <p>(Consent to be hazed or permission to hazed will not lessen the consequences. Harassment by ways of initiation, ridicule, or criticism is prohibited at all times)</p>	Minimum	Restorative practices; mediation; parent notification, referral to law enforcement; 1 day OSS	Restorative practices; mediation; parent notification; referral to law enforcement; 3 day OSS
	Maximum	3 day OSS	5 days OSS; consider expulsion
<p>Insubordination - defiant behavior or failure to accept and carry out responsible instructions given by one in authority</p> <p>(Examples could include refusing to move to a new location, refusing to answer an appropriate question, refusing to place materials in designated places, or refusing to change inappropriate behavior.)</p>	Minimum	Restorative practices; mediation; reteaching; parent notification; detention	Restorative practices; mediation; reteaching; parent notification & conference with administration; 1 day OSS
	Maximum	3 days OSS	5 days OSS; consider expulsion
<p>Interference, Disruption or Obstruction - any action taken to attempt to prevent a staff member or students from exercising their assigned duties or interfering with the educational process</p> <p>Examples could include loud speech, shouting, screaming, or through the use of electronic devices</p>	Minimum	Restorative practices; mediation; reteach; parent notification; 1 day OSS	Restorative practices; mediation; reteach; parent notification & conference with administration; 3 day OSS
	Maximum	3 days OSS	5-10 days OSS; consider expulsion
<p>Language (Inappropriate or Vulgar) - Use of profane or obscene language (Including swearing/cursing) which may or may not be directed at another individual</p>	Minimum	Restorative practices; mediation; reteach; detention	Restorative practices; mediation; reteach; parent notification; ISS
	Maximum	1 day OSS	3 days OSS

Lewd Behavior - language and/or conduct that is sexual in nature and considered indecent or offensive	Minimum	Parent notification; detention; ISS	Parent notification & conference with administration; 3 days OSS
	Maximum	3 days OSS	5 days OSS; consider expulsion
Medication (Over the counter) - possessing, using, or sharing non-prescription medication.	Minimum	Parent notification; student conference with administration; detention	Parent notification & conference with administration; 1 day OSS
	Maximum	1 day OSS	5 days OSS
Nuisance Objects - possession, use or distribution of any object that causes distractions	Minimum	Confiscation of device; restorative practices; parent notification; detention	Confiscation of device; restorative practices; parent notification & conference with administration; 1 day ISS
	Maximum	1 day ISS	5 days OSS
Parking - students must purchase a parking permit to park in the school lot and follow all rules found in the section of this handbook titled "Parking Lot & Permit Information"	Minimum	Warning placed on vehicle	2nd warning placed on vehicle; parent notification; student conference with administration
	Maximum	Warning placed on vehicle	3rd and subsequent offenses - vehicle will be towed at owner's expense
Robbery or Extortion - the obtaining of property from another where his/her consent was induced by a use of force or a threat of force or under false pretenses	Minimum	Referral to law enforcement; 3 day OSS	Referral to law enforcement; 10 day OSS; consider expulsion
	Maximum	Referral to law enforcement; 10 day OSS	Expulsion

<p>A. Sexual Misconduct or indecent exposure - engaging in non-consensual sexual intercourse or sexual contact with another person, including intentional touching of clothing covering a person's intimate parts or intentional removal or attempted removal of clothing covering a person's intimate parts or clothing covering a person's undergarments if the action is performed with sexual or aggressive intent</p> <p>B. Criminal Sexual Conduct - sexual conduct as defined in MN. Stat SS609.341-609.3451.</p>	Minimum	Referral to law enforcement; 5 day OSS	Referral to law enforcement; Pursue alternative placement
	Maximum	Referral to law enforcement; 10 day OSS; consider expulsion	Referral to law enforcement; Expulsion
<p>Propping, Rigging, Disabling, or Opening a Secure Door - Any action which causes a door to be unsecured in order to facilitate prohibited entry, or future reentry into the school</p>	Minimum	Restorative practices; reteaching; parent notification; ISS	Restorative practices; reteaching; parent notification & conference with administration; 2 day OSS
	Maximum	1 day OSS	3 days OSS
<p>Technology and Telecommunications Misuse - inappropriate use of schools Internet, technology, or telecommunications equipment (IPads/Computers) including the following:</p> <ol style="list-style-type: none"> 1. To record (video/audio/picture) of any school employee or student without their consent. 2. To access, Airdrop, upload, download, or distribute pornographic, obscene, or sexually explicit material, or other material that is used to cheat or is disruptive to the teaching/learning environment. 3. To violate any local, state, or federal statute. 	Minimum	Restorative practices; loss of media center and/or other computer privileges (duration to be determined by administration); restitution; detention	Restorative practices; loss of media center and/or other computer privileges (duration to be determined by administration); ISS

<p>4. To vandalize, damage or disable the property of another person or organization.</p> <p>5. To access another person's or organization's materials, information, or files without the implied or direct permission of that person or organization.</p> <p>6. To violate copyright laws</p> <p>7. To use for unauthorized commercial activity and/or financial gain of the user.</p> <p>8. To wastefully use network or print resources.</p> <p>9. To use social media to cause stress/anxiety in another student that negatively impacts their learning experience.</p> <p>10. To change computer set-up, i.e., icons, background, etc.</p> <p>11. To use technology for any non-school activity deemed inappropriate by teacher or administration</p>	Maximum	3 day suspension	5 day suspension
<p>Terroristic Threat - threatening, directly or indirectly (verbal, written or signed), committing any crime of violence with the purpose of terrorizing another person or group of people.</p>	Minimum	Referral to law enforcement; 5 day OSS	Referral to law enforcement; 10 day OSS; consider alternative placement
	Maximum	Referral to law enforcement; 10 day suspension; consider alternative placement	Expulsion
<p>Theft – unauthorized taking, using, transferring, hiding, possessing, or receiving property of another person or of the school district without the consent of the owner.</p> <p>If the theft is over \$250, the offense will be handled as a second or third offense</p>	Minimum	Restorative practices; restitution; referral to law enforcement; 3 days OSS	Restorative practices; restitution; referral to law enforcement; 5 days OSS
	Maximum	Restorative practices; restitution; referral to law enforcement; 5 days OSS	Referral to law enforcement; restitution; 5 days OSS; consider expulsion

Tobacco - possessing or using tobacco in district buildings, in vehicles or at district events on or in sight of school grounds. This includes all e-cigs/vapes and associated items regardless of whether nicotine is present.	Minimum	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; reteach on dangers of tobacco/vape use; 1 day OSS	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; reteach on dangers of tobacco/vape use; 3 days OSS
	Maximum	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; 2 days OSS	Confiscation of tobacco, e-cig, or associated items and turned over to law enforcement; parent notification; 5 days OSS
Trespassing - A. Physically present on a school campus, in a district vehicle, or at a school activity after being requested to leave by school personnel B. Off Limits - The presence by student in an area of the school building or school grounds designated by school personnel as being unavailable for student use	Minimum	Referral to law enforcement; potential official no-trespass documentation; parent notification; 1 day OSS	Referral to law enforcement; 3 days OSS
	Maximum	Referral to law enforcement; official no-trespass documentation; parent notification; 3 days OSS	Referral to law enforcement; 5 days OSS
Truancy A. Class Truancy - In the building or on the school grounds but not in attendance at assigned classes B. Off Grounds/Leaving for Lunch (Only seniors have open campus for lunch)	Minimum	Parent notification; detention	Parent notification & conference with administration; detention; ISS
	Maximum	Parent notification & conference with administration; ISS	Parent notification & conference with administration; referral to County Attendance Review Board; detention;
Unauthorized Distribution - distribution of inflammatory, libelous, or slanderous literature,	Minimum	Restorative practices; reteach; parent notification	Restorative practices; reteach; parent notification & conference with

or other materials within sight of school property which results in a disruption to the educational environment, and/or other violation of District policy regarding distribution of non-curricular literature to students			administration; detention; ISS
	Maximum	Detention; ISS	3 day OSS
Unauthorized Use or Possession of School Property - the unauthorized/illegal use of school property for non-school sponsored activities	Minimum	Referral to law enforcement; parent notification & conference with administration; detention	Referral to law enforcement; parent notification & conference with administration; 3 day OSS
	Maximum	Referral to law enforcement; parent notification & conference with administration; 3 day OSS	5 day OSS
Vandalism - defacing, cutting or otherwise damaging property that belongs to the school, to other students, to staff members or to other individuals while on school property, at a school activity, in a district vehicle or under the supervision of school staff	Minimum	Referral to law enforcement; restitution; parent notification & conference with administration; 1 day OSS	Referral to law enforcement; restitution; parent notification & conference with administration; 3 days OSS
	Maximum	Referral to law enforcement; restitution; parent notification & conference with administration; 3 days OSS	Referral to law enforcement; restitution; parent notification & conference with administration; 5 days OSS; consider expulsion
Weapon (look alike or real) - possession of a sharp object, knife, gun, projectile or look-alike designed or used in a harmful manner	Minimum	Referral to law enforcement; 5 day OSS	Expulsion
	Maximum	Referral to law enforcement; expulsion	Expulsion

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

		practices; conference with administration; ISS/OSS; Referral to law enforcement	Practices; conference with administration; ISS/OSS; Possible referral to Social Worker; Referral to law enforcement
Alcohol or Chemicals, Possession with Intent to Distribute or Sell - Selling or distributing, or intending to sell or distribute, alcohol or any narcotic, or controlled substance, or look-alike substance where sale or distribution is prohibited by Minnesota or Federal Law. (Athletics and Activities rules may be different and more strict.)	Minimum	Parent notification; report to law enforcement; ISS/OSS	Parent notification; report to law enforcement; ISS/OSS; Possible referral to Social Worker
	Maximum	Parent notification; report to law enforcement; ISS/OSS	Parent notification; report to law enforcement; ISS/OSS; Possible referral to Social Worker
Arson - Intentional destruction or damage to school or district buildings or property by means of fire	Minimum	Report to law enforcement; ISS/OSS	Report to law enforcement; ISS/OSS
	Maximum	Report to law enforcement; ISS/OSS	Report to law enforcement; ISS/OSS
Assault (verbal/written) - Use of language that is discriminatory, abusive, obscene, threatening, intimidating, or degrading			
Upon a student Federal Law. (Athletics and Activities rules may be different and more strict.)	Minimum	Teacher discretion; Restorative practices; mediation;	Restorative practices; conference with administration; parent notification
		Restorative practices;	Restorative practices;

	Maximum	conference with administration; parent notification	conference with administration; parent notification; possible bully investigation
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ELECTRONIC DEVICE USAGE We should not see or hear students' cell phones, electronic game systems, iPods, or other personal electronic devices between 8:00 AM and 3:00 PM. While we understand the need for some families to supply their children with cell phones for safety and communication purposes, students must turn cell phones off during the school day. Students needing to use a phone during the school day should ask the teacher to use the classroom phone or come to the office to use a phone. Parents/guardians needing to contact their child during the school day should call the office. Electronics that are seen or heard between 8 and 3 may be confiscated and returned at the discretion of the teacher and/or principal.