

Student Parent Handbook Proposed Changes Update November 12, 2024

Recently the District sought feedback from the community regarding some possible changes to the Student Parent Handbook for the remainder of the 24-25 school year. Tomorrow, November 13, 2024, the Board will be considering the following recommended changes. Students, parents, and community members are encouraged to contact the Superintendent with any questions or comments regarding the proposed changes either by phone at 660-463-7235 or by email at tchristian@concordia.k12.mo.us.

Thank you for your continued support of the District!

Theresa Christian, Superintendent

There are 4 recommended changes to the Student Parent Handbook. They include:

- Change the preschool transportation section to include changes that were adopted in August, 2023 (Pages 26-27)

- *Transportation for Preschool Students*

The children attending preschool from 8:15 a.m. to 3:20 p.m. can ride the bus to and from school provided that they are on a regular bus route. The children attending the 8:15 a.m. to 11:20 a.m. session can ride the bus to school provided that they are on a regular bus route. Parents will need to pick them up at 11:20 a.m.

Complete the Bus Enrollment Form and provide it to the CES office. You will be notified if your student is eligible to ride the bus after the form has been reviewed by Fowler Bus Company and the School. If you have any questions about transportation, please contact Lisa Haley at Fowler Bus Company (660) 463-2756.

Children less than 40 pounds and/or less than four years of age are required by the District to use the appropriate 5 point harness provided by Fowler Bus Company. The District may provide an appropriate car seat. The parent must also ensure that the child is put in the seat and buckled into the harness or removed from the seat at the bus stop. The driver cannot be responsible for buckling/unbuckling the student from the car seat. School staff will see that the student is buckled/unbuckled at school. There is a limit of no more than two preschool students per bus. If a student does not ride the bus for a period of over three weeks, their place on the bus may be given to another student unless the parent contacts Mrs. Haley.

- Revise the Student Behavior Expectations and Student Discipline section to provide more clarity and transparency in the process (pages 27-39)

Student Behavior Expectations

Positive Behavior Supports

Concordia Elementary School is a Positive Behavior Supports school. The purpose of CES Positive Behavior Supports is to support academic achievement for all students by creating a social curriculum that develops students who are respectful, responsible and safe. Our school strives to provide a clear set of positive expectations and behaviors. At CES we believe that there is a direct connection between academic success and behavior. CES utilizes the Live School Reward System as a part of the PBS system to encourage positive behavior and provide incentives for students who exhibit respectful, responsible, and safe behavior.

Preschool Regulation Area

There is a regulation area which is designed for children to sit on and think about the rule or rule(s) that have been broken.

The Oriole Way General Overview

The focus of The Oriole Way is to provide positive behavior and support to all students through a clear system for all expected behaviors at Concordia High School. While many faculty and students may have assumptions of what is expected behavior, we cannot assume that everyone's beliefs are similar. The Oriole Way is a framework we work in to create and maintain a productive, safe environment in which ALL school community members have clear expectations and understandings of their role in the educational process.

The Oriole Way Purpose Statement

The purpose of Concordia High School's The Oriole Way is to:

- o Sustain consistent levels of high expectations
- o Demonstrate positive behaviors
- o Share responsibilities for the success of the school

The Oriole Way Goal and Expectations

Students at Concordia High School will meet the three building-wide expectations of the Oriole Strong Code of Conduct within both classroom and non-classroom settings at all times. The Oriole Strong Code of Conduct as a student at CHS, I will be:

- o Responsible
- o Respectful
- o My Best

The Oriole Way program provides students opportunities to earn incentives and recognitions. The specifics of these incentives and rewards will be communicated annually with students and families at the beginning of the year and will be posted on the school website. Should any additions or changes be made throughout the year, these will be communicated to families and the website will be updated.

Behavior Matrix

	All Settings	Cafeteria	Hallway	Restroom	After School Events	Digital Citizenship
Be Responsible	<p>Follow directions quickly</p> <p>Keep personal belongings stored safely</p> <p>Notify teachers of unsafe conditions</p> <p>Pick up after yourself & others</p>	<p>Have lunch card ready</p> <p>Find a seat quickly and stay in it</p> <p>Keep positive lunch balance</p>	<p>Use a hall pass at all times</p> <p>Be in the classroom when bell rings</p> <p>Use time wisely between classes</p>	<p>Make it a priority between classes</p> <p>Use nearest restroom quickly and quietly</p> <p>Return to class promptly</p>	<p>Demonstrate school spirit</p> <p>Keep facilities clean</p>	<p>Follow proper procedures for research and writing</p> <p>Follow expectations of the AUP</p> <p>Know who you are communicating with</p> <p>Keep passwords safe</p> <p>Use social media wisely</p>
Be Respectful	<p>Follow the dress code</p> <p>Use school appropriate language</p> <p>Keep all hands, feet, and other objects to yourself</p> <p>Value the property of school and others</p> <p>Use manners</p>	<p>Ask for permission to leave</p> <p>Dispose of trash properly</p> <p>Use proper table etiquette</p>	<p>Be mindful of other classrooms</p> <p>Use a quiet voice</p> <p>Walk directly to destination.</p>	<p>Be mindful of request to leave the classroom</p> <p>Flush</p> <p>Keep water in the sink</p> <p>Put paper towels in trash can</p>	<p>Represent your school in a positive manner</p> <p>Show sportsmanship</p>	<p>Keep all equipment as found</p> <p>Positive comments</p> <p>Use at appropriate times</p>

Be Your Best	Solve conflicts in a positive manner Choose a positive attitude	Wait patiently in line Use appropriate voice level	Take care of items in the hallway (e.g. poster and displays)	Use proper hygiene	Show support to peers by attending	Stay on task assigned by teacher
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Student Discipline S-170-S

Student Code of Conduct

The District believes students deserve the right to participate and learn in a safe environment which allows teachers to focus on instruction that accelerates achievement. To ensure that school is a quality atmosphere for all students at all times, the code of conduct and discipline policies outline consequences for misconduct that occurs at school, during a school activity whether on- or off-campus, on District transportation, or misconduct that involves the use of District technology. All District personnel are responsible to supervise and hold students accountable for violations of discipline rules.

Failure to obey standards of conduct may result in, yet is not limited to, verbal warning, community service, confiscation of property, principal/student conference, parent contact, loss of credit, grade reduction, course failure, removal from extracurricular activities, revocation of privileges including transportation, parking and technology privileges, detention, in- or out-of-school suspension, expulsion, and report to law enforcement. For offenses involving academic integrity, the student may also be subject to a loss of credit for work, a grade reduction, and/or course failure. The Board authorizes the immediate removal of a student who poses a threat to self or others as determined by the principal, Superintendent, or the Board.

Any student who is suspended for any serious violation of the District's Student Discipline policy shall not be allowed while suspended to be within 1,000 feet of any school property or any activity of the District, regardless of where the activity takes place, unless:

1. Such student is under the direct supervision of the student's parent, legal guardian, or custodian and the Superintendent or the Superintendent's designee has authorized the student to be on school property;
2. Such student is under the direct supervision of another adult designated by the student's parent, legal guardian, or custodian, in advance, in writing, to the principal of the school which suspended the student and the Superintendent or the Superintendent's designee has authorized the student to be on school property;
3. Such student is enrolled in and attending an alternative school that is located within one thousand feet of a public school in the District where such student attended school; or

4. Such student resides within one thousand feet of any public school in the District where such student attended school in which case such student may be on the property of his or her residence without direct adult supervision.

If a student engages in an act of violence, a school administrator will report the information to teachers and other District employees who are responsible for the student's education or otherwise interact with the student on a professional basis while acting within the scope of their assigned duties. Additionally, school administrators will report to the appropriate law enforcement agencies any crimes as required by law.

Corporal punishment is strictly prohibited as a method of discipline. Reasonable force may be used, when necessary, for the protection of a student or others and property. The District limits the use of seclusion or restraint to situations or conditions in which there is imminent danger of physical harm to self or others

Students with disabilities will be disciplined in compliance with state and federal laws per the Individuals with Disabilities Act (IDEA), Section 504 of the Rehabilitation Plan, and any regulations and state and local compliance plans, which includes due process rights as afforded to all students. Additionally, a student's Individual Education Plan (IEP), including any portion that is related to past or potentially future violent behavior, will be provided to appropriate staff members with a need to know.

Information regarding a student's misconduct and discipline is confidential and only shared with those who have a need to know. Teachers and other authorized District personnel shall not be civilly liable when acting in conformity with District policies, including the discipline policy, or when reporting acts of school violence to a supervisor or other person as mandated by law.

The District discipline policy and procedures will be provided to every student at the beginning of each year, be published on the District website, and made available in the office of the Superintendent during normal business hours.

This code applies to all misbehavior committed by a student on District property, at any school-sponsored activity or event whether on- or off-campus, and District transportation. Additionally, the District may use its authority to address behavior that occurs off-campus if it interferes with the operation of the school or endangers the safety of students or staff.

Standards of Conduct and Consequences

No document can identify every possible offense that could potentially result in disciplinary action. This code identifies most offenses constituting a failure to obey the standards of conduct set by the Board. However, when circumstances warrant, the principal, Superintendent, and/or Board may impose consequences for misconduct not specifically outlined in this document.

District Policy for Discipline

Definitions

Acts of violence or violent behavior - The exertion of physical force with the intent to do serious physical injury while on school property, including District-transportation and school activities.

Corporal Punishment – The intentional infliction of physical punishment, usually in the form of spanking, as a method of student discipline.

Detention – A form of student discipline that requires students to attend a before and/or after school setting which monitors and restricts student activity.

Expulsion – A form of student discipline which removes and excludes a student from school for an indefinite period of time. Students who are expelled are entitled to due process rights.

In-school suspension – A form of student discipline which consists of removing the student from normal classes during the day and assigning the student to an in-school suspension program or class for a specified period of time.

Need to know – A requirement to report acts of school violence to school personnel who are directly responsible for a student's education and who otherwise interact with the student on a professional basis while acting within the scope of their assigned duties.

Out-of-school suspension – A form of student discipline which removes and excludes a student from school for a defined period of time. Students who are suspended are entitled to due process rights.

Physical Restraint – The use of person-to-person physical contact that immobilizes or reduces the ability of a student to move the student's torso, arms, legs, or head freely. It does not include briefly comforting or calming a student, holding a student's hand to transport the student for safety purposes, physical escort, intervening in a fight, or using an assistive or protective device prescribed by an appropriately trained professional or professional team.

Restitution – The requirement of a student to return or pay for stolen goods or damaged property.

Seclusion – This is the involuntary confinement of a student alone in a room or area that the student is physically prevented from leaving and that complies with the building code in effect in the school District. Seclusion does not include a timeout, in school suspension, detention, or other appropriate disciplinary measures. Seclusion is limited to situations or conditions in which there is imminent danger of physical harm to self or others.

Serious violation of the District's Student Discipline Policy — Any act of violence or violent behavior, any drug-related activity, any offense listed in [Section 160.261.2, RSMo](#), or any other violation of the District's Student Discipline Policy resulting in the suspension of a student for more than 10 school days.

Prohibited Conduct	Definition
Academic Dishonesty	Any type of cheating that occurs in relation to an academic exercise or assignment. It may include plagiarism, fabrication of information or citations, cheating, falsification of work or excuses for work, disrupting or destroying another person's work, failure to contribute to a team project, or other misconduct related to academic work. Students may not claim AI generated content as their own work. The use of AI to take tests, complete assignments, create multimedia projects, write papers, or complete schoolwork without permission of a teacher or administrator is strictly prohibited. The use of AI for these purposes constitutes cheating or plagiarism.
Arson	Starting or attempting to start a fire or causing or attempting to cause an explosion.
Assault, First or Second Degree	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 criminal assault in the first or second degree.
Assault, Third or Fourth Degree	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.
Automobile/Vehicle Misuse	Discourteous 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.
Bullying and Cyberbullying	Intimidation, unwanted aggressive behavior or harassment (including criminal harassment under the Safe Schools Act), 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 communication, cyberbullying, electronic or written communication, and any threat of retaliation for reporting of such acts. "Cyberbullying" means bullying through the 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. Students will not be disciplined for speech in situations where the speech is protected by law.
Bus or Transportation Misconduct	Any misconduct committed by a student on transportation provided by or through the District.
Dishonesty	Any act of lying, whether verbal or written, including forgery.
Disrespectful or Disruptive Conduct or Speech	Conduct that interferes with an orderly education process such as disobedience or defiance to an adult's direction, use of vulgar or offensive language or graphics, any rude language or gesture directed toward another person. Discriminatory or harassing conduct may be addressed under the District's policy regarding this conduct.
Drugs/Alcohol/Tobacco/E Cigarettes	The use, sale, transfer, distribution, possession, or being under the influence of prescription drugs, alcohol, tobacco products, electronic cigarettes, vaping products, other nicotine delivery products, imitation tobacco products, narcotic substances, unauthorized inhalants, controlled substances, illegal drugs, counterfeit substances, imitation controlled substances, drug/tobacco paraphernalia, or over the counter drugs on any District property, vehicles, or at District-sponsored events. However, students may use, possess, and be under the influence of their prescription drugs and over the counter drugs in compliance with District procedures.
Extortion	Threatening or intimidating any person for the purpose of obtaining money or anything of value.
False Alarms or Reports	Intentionally tampering with alarm equipment for the purpose of setting off an alarm, making false reports for the purpose of scaring or disrupting the school environment.
Fighting	A conflict: verbal, physical, or both, between two or more people.
Weapons and Firearms	<ul style="list-style-type: none"> A. 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). B. Other weapons are prohibited. Other weapons are defined as a device readily capable of lethal use, or device designed to mimic a weapon. Other weapons include mace spray, any knife, regardless of blade length; and items customarily used, or which can be used, to inflict injury upon another person or property. C. Possession or use of ammunition, a component of ammunition or a weapon, weapon accessories, or tactical gear.

Fireworks or Incendiary Devices	Possessing, displaying, or using fireworks, matches, lighters, or other devices to start fires or other unsanctioned actions. This does not include educational activities designed and supervised by District employees.
Gambling	Betting something of value upon the outcome of a contest, event, assignment, or game of chance.
Harassment, including Sexual Harassment	Conduct that annoys, threatens, intimidates another person based on gender, race, color, religion, sex, national origin, ancestry, disability or any other characteristic protected by law. Harassment, including sexual harassment, is unwanted and unwelcome conduct that causes another person extreme unease or fear. Examples include, but are not limited to, derogatory comments or slurs, lewd propositions, blocking movement, offensive touching, or offensive posters or graphics.
Hazing	The imposition of strenuous, humiliating, and/or dangerous tasks as part of an initiation, admission, or affiliation to a group, even when all parties willingly participate.
Nuisance Items	Displaying or using items that create distractions and could be lost, stolen, or broken such as toys, collectible items, or other possessions not approved for educational purposes.
Property Damage or Loss of School Property	Damage to or loss of school property such as, but not limited to, books, electronic devices, calculators, uniforms, equipment, or facilities, etc.
Public Display of Affection	Physical intimacy that is inappropriate for an educational setting, such as but not limited to, kissing, groping, fondling, cuddling.
Sexting and/or Possession of Sexually Explicit, Vulgar or Violent Material	Possessing, displaying, or generating sexually explicit, vulgar, or violent material, such as but not limited to, pornography, nudity, violence or explicit death or injury. Students will not be disciplined for speech in situations where it is permissible by law. This restriction does not apply to curricular material vetted and approved by District employees for educational purposes.
Sexual Activity	Consensual acts of sex or consensual simulations of sex including, but not limited to, intercourse or oral or manual stimulation.
Tardiness or Truancy	A student arriving after the class period has begun is marked tardy. Truancy is when a student is absent from school without permission from the parents/guardians or school official. Truancy includes, but is not limited to skipping classes, falsifying the reason for an absence, or absences that have not been pre-arranged and pre-approved as excused.
Technology Misconduct	Gaining or attempting to gain unauthorized access to or interfering with a technology system or information, using any type of electronic device without permission, or recording audio or visual information without express permission for educational purposes and as allowed by District

	rules, or using technology in a manner inconsistent with the terms of the Technology Usage Agreement. This includes cell phone misuse.
Theft	Taking or attempting to take the property of others without consent or knowingly taking possession of stolen property.
Threats or Verbal Assault	Verbal, written, graphics, or gestures in a convincing manner that causes another person to fear for the safety of themselves or property.
Unauthorized Entry	Entering a District facility, office, locker or other area that is locked or assisting someone to enter District property who is not authorized or through an unauthorized entrance.
Vandalism	Deliberate destruction of or damage to property belonging to the District, employees, or students.
Violation of Imposed Disciplinary Consequences	The failure to comply with the discipline consequences assigned. This includes appearing on District property or at a school-sponsored event while serving a suspension or expulsion.

Bullying, Hazing, and Cyberbullying S-185-S

The District strictly prohibits bullying, including hazing, and cyberbullying on school grounds, at any school function, or on District transportation.

Definitions

Bullying – 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 such acts.

Cyberbullying – Bullying as defined above through the transmission of a communication including, but not limited to a telephone, wireless telephone, or other wireless communication device, computer, or pager.

The District has

jurisdiction to prohibit cyberbullying that originates on a school campus, or at a District activity if the communication was made using District technological

resources, if there is sufficient nexus to the educational environment, or if the electronic communication was made on the school's campus or at a District activity using the student's own personal technological resource.

Anti-bullying Coordinator – The Superintendent will ensure an individual at each school is designated to serve as the anti-bullying coordinator. All anti-bullying coordinators will be teacher-level or above and a list of coordinators will be kept on file at the District administration office and updated annually. Additionally, a District anti-bullying coordinator will be designated. The building anti-bullying coordinators are the building principals.

School Day – A day on the District calendar when students are required to attend school.

Reporting Bullying or Cyberbullying

District employees are required to report any instance of bullying of which the employee has firsthand knowledge. Any employee, substitute, or volunteer who witnesses an incident of bullying must report the incident to the building anti-bullying coordinator within two (2) school days of witnessing the incident. If the anti-bullying coordinator is unavailable or is the subject of the report, the employee should contact the District's Compliance Officer. In addition, all District employees, substitutes, or volunteers must direct all persons seeking to report an incident of bullying to the building anti-bullying coordinator.

Any individual making a verbal report of bullying will be asked to submit a written complaint to the anti-bullying coordinator. If the person refuses or is unable to submit a written complaint, the anti-bullying coordinator will summarize the verbal complaint in writing.

When an anti-bullying coordinator is informed about a possible bullying or cyberbullying incident, verbal, written, or otherwise, the District will conduct a prompt, impartial, and thorough investigation to determine whether misconduct, including unlawful conduct, occurred. The District will implement interim measures as necessary. When it is determined that bullying or cyberbullying occurred, the District will take appropriate action for violations of District expectations and rules.

Investigation

Within two (2) school days of receipt of a report of bullying or cyberbullying, the anti-bullying coordinator or designee will initiate an investigation of the incident. The school principal may appoint other school staff to assist with the investigation. The investigation will be completed within ten (10) school days from the date of the written report unless good cause exists to extend the investigation. A copy of the written report of the investigation and results will be sent to the District anti-bullying coordinator and included in the files of the victim and the alleged or actual perpetrator of bullying or cyberbullying. All reports are confidential in accordance with law and District rules.

Retaliation

The District prohibits reprisal or retaliation against any person who reports an act of bullying or cyberbullying, testifies, or participates in any manner with an investigation proceeding, or hearing. The District will take appropriate remedial action for any student, teacher, administrator, or other school personnel who retaliates.

Consequences of Bullying, Cyberbullying, or Retaliation

When the District receives a report of bullying, cyberbullying, or retaliation, interim measures to protect the victim(s) will be taken. If an investigation determines that bullying, cyberbullying, or retaliation occurred, the District will act to end the bullying, cyberbullying or retaliation.

Students who are determined to have participated in bullying, cyberbullying, or retaliation will be disciplined in accordance with the District discipline policy. Consequences may include, but are not limited to, loss of privileges, detention, in- or out-of-school suspension, expulsion, and referral to law enforcement. Any determination of consequences will consider factors such as the age of the student(s), developmental level of the student(s), degree of harm, severity of behavior, disciplinary history, and other educationally relevant factors.

District employees and substitutes who violate this policy will be disciplined, up to and including termination. Volunteers, visitors, patrons, or others who violate this policy may be prohibited from District property or activities, or other remedial action.

Public Notice

The District will:

1. Provide information and appropriate training to District staff who have significant contact with students regarding the policy.
2. Provide education and information to students regarding bullying, including information regarding the District policy prohibiting bullying, the harmful effects of bullying, and applicable initiatives to address bullying, including student peer-to-peer initiatives to provide accountability and policy enforcement for those found to have engaged in bullying, cyberbullying, and/or retaliation against any person who reports an act of bullying.
3. Instruct school counselors, school and licensed social workers, mental health professionals, and school psychologists to educate students who are victims of bullying on techniques for overcoming bullying's negative effects. Techniques will include, but are not limited to, cultivating the student's self-worth and self-esteem; teaching the student to defend himself/herself assertively and effectively; helping the student develop social skills; and/or encouraging the student to develop an internal locus of control.
4. Implement programs and other initiatives to address and respond to bullying in a manner that does not stigmatize the victim and makes resources or referrals available to victims of bullying.

Complaints alleging unlawful discrimination, harassment, or retaliation in violation of District policy will be referred for investigation to the District Compliance Officer.

Report Form

The District has a report form that is used to report incidents of bullying. The form is accessible in the counselor's office, the front building office, and on the District's website at:

<https://www.concordia.k12.mo.us/vnews/display.v/SEC/Student%20Resources>.

- Add the Citizenship Requirements to the Extra Curricular Activities as well as revise the Extra Curricular Eligibility Requirements to include changes that were adopted in March, 2022 (Pages 71-72).

Citizenship

The District follows the MSHSAA citizenship requirements for all activities.

Those requirements are found in the MSHSAA Official Handbook on pages 40-41. Here is the link to the MSHSAA website and the Handbook specifically.

Link: <https://www.mshsaa.org/resources/pdf/Official%20Handbook.pdf>

- Add Appeals Procedures for Senior Trip. The proposed appeals process was part of the District's previous policy and should be included in this handbook as well (Pages 73-74).

Appeals Procedure

A student has the right to appeal the decision of ineligibility based on citizenship or attendance. The request for appeal must be made by the student in writing within two weeks of the date of notification of ineligibility. The written request for appeal must be received in the High School Office no later than 3:00 pm on the last day of the two-week period. Failure to request an appeal in writing within the two weeks will result in the judgment becoming final and cannot be changed.

Once the letter of appeal has been received, the High School Principal will organize a panel to hear the appeal. The panel will consist of two high school teachers, a sponsor or coach (dependent upon whether the appeal is for an activity or a sport), Special Services Director, and the Principal. The appealing student will be able to present their case to the panel in person as well as via a letter. After the appeal is heard, there will be an opportunity for questions, from the panel, of the appealing student. An anonymous, written vote will occur. The decision is based upon a simple majority vote. The HS Principal will only vote if there is a tied vote in the panel. The written responses as well as the final decision will be submitted to the superintendent for review and approval. The student will be notified of the decision within two school days of the appeal hearing.

Alcohol/Drugs & Extracurricular Activities

Coaches and sponsors will verbally advise students that the use or unlawful possession of drugs/alcohol is wrong and harmful. If a student is suspected of alcohol/drug use while attending a school activity, the unlawful possession, use or

distribution of illicit drugs/alcohol by students on school premises or as part of any school activity will result in the appropriate suspension from school (see suspension from participation in any extracurricular activities/practices) and the student's participation in competitions being terminated for 30 days. The student may be allowed to participate in practice(s) during this time. A second offense, no matter whether it is committed on or off school grounds, will result in the student's participation being terminated for all extracurricular activities for 365 days.

Activity participants observed off school property possessing or using drugs/alcohol by a law enforcement agency, parents/guardians, coaches, faculty administration or school staff, during an activity season, but unrelated to school activities, are subject to a 14-day suspension from any activities. A second offense, no matter whether it is committed on or off school grounds, will result in the student's participation being terminated for all extracurricular activities for 365 days. The observer will confront the student at the time observed (if possible) to verify use and notify parents.