

**City of Baker School Board
Board Meeting Agenda
Tuesday, March 3, 2026, 6:00 P.M.
School Board Office**

Monique Butler, President – Presiding

“Every decision we make must be guided by one question- What is best for our students, today and for their future?”

A. Meeting Commencement

1. Call to Order
2. Roll Call
3. Silent Meditation
4. Pledge of Allegiance

B. Welcome of Visitors

C. Recognitions

D. Approval of Agenda (Action)

E. Action Items-The public may comment on Action Items. Public Comment is limited to 2 minutes per individual.

1. Consideration and Approval of Minutes from the School Board Meeting of 2-03-2026.
2. Consideration and Acceptance of Monthly Financial Reports including Budget to Actual Comparisons for the Period Ending January 31, 2026.
3. Consideration and adoption of policies:
 - a. B-12.1 NOTIFICATION OF SCHOOL BOARD MEETINGS
 - b. D-3.9 SALE OF SURPLUS EQUIPMENT AND SUPPLIES
 - c. D-7.4 PURCHASING
 - d. E-1.1b EMERGENCY/CRISIS MANAGEMENT
 - e. F-9.4, RECRUITMENT
 - f. F-9.15- DISMISSAL OF EMPLOYEES
 - g. F-12.8 EMPLOYEE CONDUCT
 - h. H-3.6h BEHAVIORAL HEALTH SUPPORT FOR STUDENTS (New policy)
4. Consideration and adoption of policy B-12.8 (The Board needs to decide if they want to change the public comment period from 2 minutes.)
 - a. B-12.8, Public Participation in School Board Meetings (Mrs. Perkins Request)

F.Information Items

1. Report from Helix
2. Policy Review
 - a. 2026-2027 Student Handbook

G. Announcements

1. Date of Next Meeting – April 7, 2026 (Need to change because of Spring Break)

H. Adjournment (Action)



City of Baker School Board Meeting

February 3, 2026

MINUTES

The City of Baker School Board held a meeting beginning at 6:00 p.m. on Tuesday, February 3, 2026, at the School Board Office.

President Butler called the meeting to order and explained to visitors that the process for speaking on action agenda items is to request a comment card from Ms. Blackmore, write your name and the number of the agenda item you wish to speak on, and return the card to Ms. Blackmore. Visitors will be allowed two (2) minutes to speak.

President Butler welcomed all visitors and called the public meeting to order. She then took roll:

- Perkins: Present
- Profit: Present
- Burges: Present
- Joseph: Present
- Butler: Present

Ms. Butler announced there was a quorum, and the meeting would proceed.

Ms. Butler requested that everyone stand for a moment of silent meditation/prayer led by Mrs. Profit, and the Pledge of Allegiance, to be led by Mrs. Perkins.

Recognitions / Visitors:

- Walmart donated fruit.
- Rose Hill Baptist Church was acknowledged.
- Councilman Anthony B. Kenney addressed the Board and thanked the Board for its work supporting students.
- Representative Roy Daryl Adams was acknowledged.
- Vice President Burges recognized the Baker High School auditorium ribbon cutting and noted that the auditorium was built in 1949 and was listed on the National Register of Historic Places through the efforts of community members, including Jean Byers.
-

Approval of Agenda:

On motion of Mrs. Profit seconded by Mrs. Burges, the Board voted to approve the meeting agenda. Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

Action Items:

1. Consideration and Approval of Minutes from the School Board Meeting of January 6, 2026

On motion of Mrs. Profit seconded by Mrs. Burges, the Board voted to approve the minutes from the Board meeting of January 6, 2026. Voting yes: Joseph, Burges, Profit, and Butler. Abstained: Perkins. Voting no: None.

2. Consideration and Acceptance of Monthly Financial Reports including Budget to Actual Comparisons for the Period Ending December 31, 2025

The monthly financial report, including Budget to Actual comparisons for the period ending December 31, 2025, was presented. On motion of Mrs. Burges seconded by Mrs. Profit, the Board voted to accept the monthly financial reports. Voting yes: Butler, Burges, and Profit. Voting no: Joseph and Perkins.

3. Consideration and Approval of School Board Member Training Resolution for 2025

On motion of Mrs. Burges seconded by Mrs. Perkins, the Board voted to approve the School Board Member Training Resolution for 2025. Voting yes: Perkins, Burges, Profit, Joseph, and Butler. Voting no: None.

4. Consideration and Adoption of Policies (A-5.3, B-6, D-5, D-6.1, D-14.3, and KLG)

On motion of Mrs. Burges seconded by Mrs. Profit, the Board voted to adopt the listed policies. Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

During discussion, Dr. Toni Jackson addressed the Board with concerns regarding agenda compliance with open meeting requirements. The Superintendent indicated he would verify what was posted in the legal ads and, if necessary, bring the item back at the next meeting.

Informational Items:

1. Superintendent Report

The Superintendent provided an update on grant activity, including plans to resubmit grants that were impacted by a government shutdown, and an update on the state grant request for football stadium funding.

2. Report from Helix

Helix provided an update highlighting the auditorium ribbon cutting and noted that graduation will be held at the Bethany campus due to capacity considerations.

3. Policy Review / Discussion

The Superintendent referenced a policy alert sheet recommending changes based on updates to state code and noted a new policy, H-3.6, Behavioral Health Services Support for Students. Board members discussed public participation time limits (three minutes vs. five minutes), and the Superintendent indicated he would bring back options for Board consideration as an action item.

Announcements:

1. Town Hall Meeting: Ms. Burges announced a tentative town hall meeting for Thursday, February 19, 2026 at 6:00 p.m. at Baker High School (media room).
2. Date of Next Meeting: March 3, 2026 at 6:00 p.m.

Adjournment:

On motion of Mrs. Profit seconded by Mrs. Burges, the Board voted to adjourn the meeting. Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

Board President

Secretary

CITY OF BAKER SCHOOL BOARD



**FINANCIAL REPORT INCLUDING BUDGET TO ACTUAL COMPARISONS
FOR PERIOD ENDING JANUARY 31, 2026**

CITY OF BAKER SCHOOL BOARD

Financial Report Summaries Including Budget to Actual Comparisons for Period Ending January 31, 2026

GENERAL FUND				
		2025-2026 APPROVED	2025-2026 YTD	Percentage Change
	Description	Revenues/ Expenditures	Revenues/ Expenditures	% Change
REVENUES				
Local Sources				
TAXES AND STATE				
	CONSTITUTIONAL TAX	320,452	271,341.39	-15.3%
	RENEWABLE TAX	2,450,931	1,986,018.10	-19.0%
	PENALTIES & INT PROP. TAX	14,284	8,250.29	-42.2%
	SALES AND USE TAXES	4,971,300	2,028,240.54	-59.2%
	PENALTIES & INT SALES TAX	4,500	6,011.80	33.6%
	INT ON INVESTMENTS	30,000	20,268.61	-32.4%
	FACILITY LEASE-HARDING STREET	240,000	140,000.00	-41.7%
	FACILITY LEASE-3200 GROOM ROAD	569,420	0.00	-100.0%
	MISCELLANEOUS/DONATIONS	1,000	700.00	-30.0%
	MEDICAID REIMBURSEMENT	50,000	1,420.88	-97.2%
	MFP-STATE PUBLIC SCHOOL FUND	7,851,471	2,849,231.00	-63.7%
	OTHER RESTRICTED FUNDS THROUGH STATE	0	245,447.00	100.0%
	REV SHARING-EXCESS PORT	44,500	14,539.84	-67.3%
	SCA-SUPPLEMENTAL CHOICE ALLOCATION	32,000	0.00	-100.0%
	CDF-CAREER DEVELOPMENT FUNDS	25,000	25,000.00	0.0%
	DIVIDENDS	25,000	0.00	-100.0%
	REIMBURSEMENT FROM CHARTER OPERATOR FOR RETIREE HEALTH INSURANCE COSTS	350,000	0.00	-100.0%
	REIMBURSEMENT FROM CHARTER OPERATOR FOR SALARIES AND BENEFITS FOR LSERS ENROLLED EMPLOYEES	706,946	0.00	-100.0%
	ERATE	12,000	15,415.74	28.5%
	Indirect Costs	33,000	0.00	-100.0%
	TOTAL REVENUES	17,731,804	7,611,885.19	-57.1%
EXPENDITURES				
Instruction:				
	Regular Programs	495,000	101,632.51	-79.5%
	Special Education Programs	0	3,535.62	100.0%
	Total Instruction	495,000	105,168.13	-78.8%
Support Services:				
	Pupil Support Services	0	45,914.13	100.0%
	General Administration	790,184	445,012.70	-43.7%
	Business Services	101,630	77,267.83	-24.0%
	Plant Services	276,835	552,599.43	99.6%
	Student Transportation Services	520,110	239,856.59	-53.9%
	Building Improvements (Plant Services)	195,000	125,980.63	-35.4%
	Debt Services	669,716	146,523.47	-78.1%
	Total Support Services	2,553,475	1,633,154.78	-36.0%
	Total Expenditures	3,048,475	1,738,322.91	-43.0%
	EXCESS of REVENUES OVER EXPENDITURES	14,683,329	5,873,562.28	
TRANSFERS OUT				
	USDA SFS MATCH	10,234	0.00	
	TRANSFERS OUT TO TYPE 3 CHARTER	12,398,939	6,958,981.97	
	LOCAL REVENUE CHARTER SCHOOL TRANSFERS TYPE 2,5	2,965,410	0.00	
	TOTAL TRANSFERS OUT	15,374,583	6,958,981.97	
	TOTAL EXPENDITURES	18,423,058	8,697,304.88	
	CHANGE IN FUND BALANCE	(691,254)	(1,085,419.69)	

CITY OF BAKERSCHOOL BOARD

SPECIAL REVENUE FUNDS FINANCIAL REPORT SUMMARIES INCLUDING BUDGET TO ACTUAL COMPARISONS FOR PERIOD ENDING JANUARY 31, 2026

SPECIAL REVENUE FUNDS									
FEDERAL AND STATE GRANTS APPROVED		2025-2026 APPROVED BUDGET	2025-2026 YTD Revenues	2025-2026 YTD Expenditures	2025-2026 Excess/ Deficiency	RECEIVABLES	ADJ EXCESS/ DEFICIENCY		
Account Title									
CARL PERKINS		16,250.00	0.00	0.00	0.00	0.00	0.00	0.00	
FOOD SERVICE		908,010.00	0.00	27,827.28	(27,827.28)	27,827.28	0.00	0.00	
IDEA PART B		217,215.00	0.00	12,875.00	(12,875.00)	4,372.00	0.00	(8,503.00)	
SPECIAL ED - PRE-SCHOOL		6,897.00	0.00	0.00	0.00	0.00	0.00	0.00	
IDEA 611 Set Aside		10,000.00	0.00	0.00	0.00	0.00	0.00	0.00	
IDEA 619 Set Aside		0.00	0.00	0.00	0.00	0.00	0.00	0.00	
HIGH COST SERVICES		55,942.00	0.00	0.00	0.00	0.00	0.00	0.00	
HIGH DOSAGE TUTORING		0.00	0.00	0.00	0.00	0.00	0.00	0.00	
COMPREHENSIVE LITERACY STATE DEVELOPMENT CLSD K-5		0.00	0.00	7,920.00	(7,920.00)	0.00	0.00	(7,920.00)	
COMPREHENSIVE LITERACY STATE DEVELOPMENT CLSD 6-8		0.00	0.00	0.00	0.00	0.00	0.00	0.00	
TITLE I		1,011,091.00	0.00	76,231.62	(76,231.62)	71,042.00	0.00	(5,189.62)	
TITLE II		59,262.00	0.00	0.00	0.00	0.00	0.00	0.00	
TITLE IV		77,865.00	0.00	0.00	0.00	0.00	0.00	0.00	
SCHOOL REDESIGN		255,876.00	0.00	13,701.85	(13,701.85)	13,702.00	0.00	0.15	
ED EXCELLENCE ENHANCEMENT		0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8g STUDENT ENHANCEMENT/PRE K		54,253.00	0.00	0.00	0.00	0.00	0.00	0.00	
LA - 4 Cecil Picard		175,000.00	0.00	0.00	0.00	0.00	0.00	0.00	
BAKER HIGH RESTORATION		0.00	0.00	52,851.01	(52,851.01)	0.00	0.00	(52,851.01)	
TOTAL - SPECIAL REVENUE FUNDS		2,847,661.00	0.00	191,406.76	(191,406.76)	116,943.28	0.00	(74,463.48)	

NOTIFICATION OF SCHOOL BOARD MEETINGS

The City of Baker School Board shall give written public notice of all regular meetings, if established by resolution, at the beginning of each calendar year. The School Board shall also give written public notice of any regular, special, or rescheduled meeting, no later than twenty-four (24) hours, exclusive of Saturdays, Sundays, and legal holidays, before the meeting. In cases of extraordinary emergencies, such notice shall not be required, however, the School Board shall give such notice of the meeting as it deems appropriate and circumstances permit.

Notice for committee meetings shall be given one (1) week in advance of the date of the meeting, whenever possible, but in no case less than twenty-four (24) hours, exclusive of Saturdays, Sundays, and legal holidays, prior to the meeting.

Public notice of any meeting shall include the agenda, date, time, and place of the meeting. It shall also include sufficient information to enable the public to locate the live broadcast of the meeting. The agenda included in the notice shall be reasonably clear so as to advise the public in general terms of each subject to be discussed at the public meeting. In addition, attached to the written notice shall be information on any matters to be discussed in executive session. The notice shall indicate the following:

1. A statement identifying the court, case number, and the parties relative to any pending litigation to be considered at the meeting.
2. A statement identifying the parties involved and reasonably identifying the subject matter of any prospective litigation for which formal written demand has been made that is to be considered at the meeting.

Written public notice given by the School Board shall include, but not be limited to:

1. Posting a copy of the notice at the School Board's central office or by publication of the notice in the School Board's official journal no less than twenty-four (24) hours, exclusive of Saturdays, Sundays, and legal holidays, before the scheduled time of the meeting.
2. Giving notice to any member of the public or the news media who requests notice of such meetings by providing the notice to the requestor at the same time and in the same manner as is given to members of the School Board.
3. ~~Submitting a notice of each meeting to the Commissioner of Administration in a manner and format that allows the Commissioner time to post the notice on its website prior to twenty-four (24) hours before the scheduled time of the meeting, as required or advised by the Commissioner of Administration.~~
4. In addition to the above, by providing notice on the School Board's website

no less than twenty-four (24) hours, exclusive of Saturdays, Sundays, and legal holidays immediately preceding the meeting.

Revised: November, 2012
Revised: May 3, 2016
Revised: October 1, 2024
Revised: January 14, 2025
Revised: November 2025

Ref: La. Rev. Stat. Ann. §§17:81, 42:19, 42:23; Board minutes, 5-3-16, 10-1-24, 1-14-25.

SALE OF SURPLUS EQUIPMENT AND SUPPLIES

Merchandise and equipment no longer usable for the purpose for which it was acquired or built shall be declared surplus by the Superintendent upon notification by the department to which the merchandise or equipment has been assigned. The equipment and appliances will then be inspected to determine if they are usable or should be declared surplus. If the items are declared surplus, the Baker City School Board shall then call for sealed bids and/or public auction for the sale of such merchandise or equipment. A minimum fair value price shall be established for each item and the bid price shall start at that point for items considered worthy. Said bids shall be opened publicly and disposed of in a prudent, businesslike manner. The School Board shall reserve the right to accept or reject any and all bids.

Items declared surplus or unfit for further use by the School Board shall be stored at the school/department where assigned until the merchandise or equipment is properly sold or other plans for disposition are approved by the Superintendent.

The sale of surplus merchandise or equipment shall be final, on the "as is" or "where is" basis and shall carry no warranties whatsoever. If not sold, these items shall be sold as junk, or if no salvage value can be realized, destroyed in the most economical manner possible.

COMPUTING DEVICES

The School Board may sell, trade, or participate in a buyback program, as provided by La. Rev. Stat. Ann. §17:87.6, for the purpose of alienating individual computing devices that have been used by students for classwork, notwithstanding any provisions of law to the contrary.

When the School Board determines that an individual computing device used by a student or students has reached the end of its typical life cycle, is no longer needed for school purposes, and will be removed from classroom use, and that the best interest of the public school system would be served by the private sale of such device due to the cost of auctioning the device or recycling it or due to other factors, the School Board may sell the device to a student enrolled in a school in the school system or to the parent, tutor, or legal guardian of such a student.

The sale price for the device shall be reasonably equivalent to the value of the device, taking into consideration its typical life cycle, current condition, and costs of other methods of alienation or disposal.

All such sales shall be in accordance with School Board policies, and sale prices shall be approved by appropriate school system administrative personnel prior to sale. Such sales shall apply only to individual computing devices used for classwork by students and shall

FILE: D-3.9

Cf: D-3.10

not apply to other computer equipment or related equipment such as routers, switches, or servers.

The School Board may use revenue generated from the sale of devices for the acquisition, maintenance, or improvement of technology resources for the school or School District.

Prior to the alienation of a device, the School Board shall securely erase all student, employee, and school and District data or otherwise render it inaccessible in accordance with data security policies established by the state Department of Education and any applicable state or federal regulations.

New policy: May 3, 2016

Revised: November, 2025

Ref: La. Rev. Stat. Ann. "17:87.6, 49:125; Board minutes, 5-3-16.

PURCHASING

All purchasing for the school system to be paid from City of Baker School Board funds shall be made by the Superintendent or his/her designee in conformance with existing regulations and procedures of the School Board and the laws pertinent to state and federal agencies. Budget allocations for specific purposes shall constitute advance School Board approval for all purchases except in such cases as state law or School Board policy may require. No debt shall be contracted in the name of the City of Baker School Board without action by the School Board, except those items which are provided for in the regular budget. Purchases shall be made at the lowest possible cost to the school system consistent with the system specifications of quality and service.

Each principal shall assure that purchases by the individual school shall be made in accordance with applicable state and federal law and administrative regulations and procedures developed by the Superintendent and staff.

No employee, officer or agent of the School Board shall participate in the selection, award, or administration of a contract or purchase of supplies, materials and equipment if a conflict of interest, real or apparent, would be involved. School Board employees shall neither solicit nor accept gratuities, favors or anything of monetary value from contractors, potential contractors, or parties to subagreements. All purchasing shall comply with the U.S. Department of Education *General Administrative Regulations* (EDGAR), the *Louisiana Public Bid Law*, the *Louisiana Code of Governmental Ethics*, the *Louisiana Procurement Code*, and applicable state or federal regulations, as applicable.

USE OF FEDERAL FUNDS

All procurement of materials, supplies, and services, as well as the construction of public works, funded in whole or in part with federal funds shall comply with the requirements contained in Title 2, Sections 200.318 through 200.327, of the Code of Federal Regulations. All procurements using federal funds, in whole or in part, shall employ one of the procedures identified in 2 CFR 200.320, if more stringent than those procedures required by Louisiana law. Should the School Board adopt the Louisiana Procurement Code, whether in part or in its entirety, the accompanying administrative regulations as promulgated in the Louisiana Procurement Code, as well as guidelines and policies issued by the Louisiana's Office of State Purchasing relevant to the particular adoption(s) may be applicable to the purchase, if more stringent.

Solicitations from Small and Minority Businesses, Women's Business Enterprises, and Labor Surplus Area Firms

When spending federal funds, the City of Baker School Board shall take all necessary affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible. Affirmative steps shall include:

1. Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
2. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
3. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses and women's business enterprises;
4. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses and women's business enterprises;
5. Using the services and assistance, as appropriate, of such organizations as the Louisiana Economic Development Agency, and Small Business Administration and the Minority Business Development Agency of the United States Department of Commerce; and
6. Requiring the prime contractor, if subcontracts are to be let, to take the affirmative steps listed in paragraphs 1 through 5 of this section.

Exclusion or Rejection of Quotes or Bids

A contract award or a purchase made with federal funds shall not be made to parties listed on the government-wide exclusions in the *System for Award Management* maintained by the U.S. Government, which contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority.

Suspension and Debarment

The Baker Parish School Board may not contract or award bids to any person or company using federal assistance funds who is debarred or suspended. The School Board shall be required to check for excluded parties at the *System for Award Management (SAM)* website and retain proof of status.

In the event a vendor, person or company under consideration to be awarded a bid or contract for goods or services to be funded by any federal assistance program is on the ineligibility list at SAM.gov the School Board shall comply with the contracting restrictions as outlined in accordance with federal regulations.

It shall be the responsibility of the Superintendent and/or Director of Finance to implement these provisions.

USE OF STATE FUNDS

Procurement of materials and supplies when using state or locally generated funds shall follow the procurement method as authorized by Louisiana law.

Financing Purchases

The School Board may finance the purchase of equipment or other movable property to be used by the School Board by entering into an installment sale, lease, or similar agreement with any lender or other person. If required, such agreement shall be subject to approval of the State Bond Commission in accordance with statutory provisions. No individual school or employee shall obligate the School Board without proper school system personnel knowledge and approval.

Use of State Contract

If equipment, materials or supplies are available from a State of Louisiana Contract, the Superintendent and/or his/her designee may approve the purchase without using one of the purchasing procedures outlined in statutory provisions, if advantageous to the School Board.

The School Board may also *piggyback*, or purchase materials and supplies on valid contracts of other political subdivisions in accordance with La. Rev. Stat. Ann. §§33:1321-1337 or La. Rev. Stat. Ann. §38:321.1.

Louisiana Procurement Code

State law authorizes School Boards to adopt all or any part of the *Louisiana Procurement Code* as contained in state statutes (La. Rev. Stat. Ann. §§39:1551-39:1755). For proper and efficient operations, the City of Baker School Board may adopt, by resolution or otherwise, pertinent provisions of the *Louisiana Procurement Code*, accompanying administrative regulations as promulgated in the *Louisiana Procurement Code*, as well as guidelines and policies issued by the state's Office of State Purchasing relevant to the procurement of materials, supplies, merchandise, and other types of property.

Sole Source Provider

The School Board may award a contract for the purchase of supplies, services, or major repairs without competition when the Superintendent or designated employee has determined, in writing, that there is only one source for the supply, service, or major repair item(s) to be acquired. Pertinent procedures for purchasing such items from a sole source shall be as outlined in the State of Louisiana Office of State Purchasing's *Purchasing Rules and Regulations*.

Qualified Group Purchasing Organizations

A *qualified group purchasing organization* means an organization, whether for profit or not for profit, of which two (2) or more public school districts are members and which solicits proposals or bids from vendors of materials, equipment, or supplies of the type and nature as may be purchased by a public school district or public school.

As provided in La. Rev. Stat. Ann. §38:2212.1, the School Board may enter into an agreement with: (A) one or more School Boards to form a qualified group purchasing organization; or (B) one or more qualified group purchasing organizations for the purchase of materials, equipment, and supplies, including installation thereof. Any such agreement shall require that the qualified group purchasing organization submit a price list for those materials, equipment, and supplies offered by it and that the prices quoted on the list remain in effect for a stated period of time of not less than three (3) months. Any such price list shall be considered, for all purposes, to be a valid and binding bid by the qualified group purchasing organization during the effective period of the agreement, and no additional bid by the qualified group purchasing organization is necessary.

The School Board may purchase materials, equipment, or supplies directly from or through a qualified group purchasing organization if either the price is less than that for the same or substantially similar materials, equipment, or supplies on the state contract or bid list, or if the same or substantially similar materials, equipment, or supplies are not under state contract or on the state bid list. Nothing included in this paragraph shall be construed to authorize the School Board to purchase materials, equipment, or supplies from or through an entity or vendor other than a qualified group purchasing organization as defined herein without using a procurement process otherwise provided by state law.

Reverse Auction

The School Board may use a reverse auction in lieu of the more formal bid process when the School Board's procurement officer determines that the electronic bidding is more advantageous and in the best interests of the School Board. *Reverse auction* means a competitive online solicitation process on the Internet for the purchase of equipment, supplies, and other materials or consulting services.

Prior to the use of the reverse auction, the School Board may require that:

1. Vendors register before opening dates and time, and as part of the registration, require that the vendors agree to any terms and conditions and other requirements of the solicitation.
2. Vendors be prequalified prior to placing bids and allow only bidders who are prequalified to submit bids.

3. The solicitation shall designate an opening date and time and the closing date and time. The closing date and time may be fixed or remain open depending on the structure of the item being bid.
4. At the opening date and time, the School Board shall begin accepting online bids and continue accepting bids until the bidding is officially closed. Registered bidders shall be allowed to lower the price of their bid below the lowest bid posted on the Internet until the closing date and time.
5. Bidders' identities shall not be revealed during the bidding process; only the successively lower prices, ranks, scores, and related bid details shall be revealed.
6. All bids shall be posted electronically and updated on a real-time basis.
7. The School Board shall retain the right to cancel the solicitation if it determines that it is in the School Board's best interest.
8. The School Board shall retain its existing authority to determine the criteria that will be used as a basis for making awards.

Adequate public notice for the purchases of materials, supplies, equipment, or consulting services using a reverse auction shall be given as follows:

1. The advertisement or notice shall be published two (2) times in a newspaper in the locality, the first advertisement to appear at least fifteen (15) days before the opening date of the reverse auction. In addition to the newspaper advertisement, the School Board may also publish an advertisement by electronic media available to the general public.
2. The first publication of the advertisement shall not occur on a Saturday, Sunday, or legal holiday.

VENDORS

The School Board shall seek business and bids from all eligible vendors, regardless of race, creed, color, sex, national origin, age or handicap. No favoritism shall be extended to any vendor. Each order shall be placed on the basis of quality, price and delivery; past services being a factor if all other considerations are equal.

No person officially connected with or employed by the School Board shall be an agent for, or have any pecuniary or beneficial interest in or receive any compensation or reward from any vendor for the sale of supplies, materials, equipment, services or public works contracts.

No employee of the School Board shall solicit or accept, directly or indirectly, anything of economic value as a gift or gratuity from any vendor representative or agent of a vendor,

or a prospective vendor or contractor.

Vendors may set up an appointment to see the principal with written prior approval from the Superintendent. The principal may present the information to the appropriate staff member. If the staff member wishes to set up an appointment with the vendor to discuss products offered, he or she may do so.

Revised: November, 2011
Revised: May 3, 2016
Revised: September, 2016
Revised: July 25, 2018
Revised: March 3, 2020

Revised: November 18, 2020
Revised: February 1, 2022
Revised: October 1, 2024
Revised: November 2025

Ref: 2 CFR 200 (*Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*), 48 CFR 2.101 (*Definitions*); La. Rev. Stat. Ann. §§33:1321-1337, 33:4712.7, 38:321.1 38:2211, 38:2212, 38:2212.1, 38:2214, 38:2218, 38:2219, 38:2271, 39:1551, 39:1552, 39:1553, 39:1554, 39:1554.1, 39:1556, 39:1557, 39:1558, 39:1597, 39:1710; Board minutes, 5-3-16, 7-25-18, 3-3-20, 11-18-20, 2-1-22, 10-1-24.

EMERGENCY/CRISIS MANAGEMENT

CRISIS MANAGEMENT AND RESPONSE

Unanticipated tragic events can quickly escalate into a school-wide catastrophe if not dealt with immediately and effectively. School personnel shall plan in advance for the welfare, safety, and care of students and staff members. Every school shall be required to have a Crisis Management and Response Plan and a District Threat Assessment Team. The School District shall have an Emergency Preparedness and Recovery Point of Contact.

DEFINITIONS

A Crisis Management and Response Plan shall means a plan to address school safety and the incidence of a shooting or other violence at schools, on school buses, and at school-related activities; to respond effectively to such incidents; and to ensure that every student, teacher, and school employee has access to a safe, secure, and orderly school that is conducive to learning. Such plans The plan shall also address the management of any other emergency situation.

District Threat Assessment Team shall mean a team established by the School Board. The team shall include the Superintendent; the principal of each school; a person with responsibility over the school facilities; a mental health professional employed by the School Board, or, if the School Board has no such employee, a mental health professional selected by the Superintendent; any school resource officer employed by the School Board; any Junior Reserve Officer Training Corps instructor employed by the School Board; and the emergency preparedness and recovery point of contact.

Emergency preparedness and recovery point of contact which shall mean a person selected by the Superintendent to serve as a point of contact with local and state officials and the media in the event of an emergency.

CRISIS MANAGEMENT AND RESPONSE PLAN

The Crisis Management and Response Plan shall be prepared by each public school principal jointly with local law enforcement, fire, public safety, and emergency preparedness officials. The plan shall seek to utilize resources and information available through the Louisiana Commission on School and Nonprofit Security, La. Rev. Stat. Ann. §29:726.5, et seq. In preparing or revising the plan, the principal and such officials shall consider and include, if appropriate, shall consult with the District Threat Assessment Team. The principal and the Threat Assessment Team shall determine whether to consider input from students enrolled in the school and their parents, teachers at the school, other school employees, and community leaders.

The plan, which shall focus on preventing the loss of life and the injury of students and teachers and other school employees, shall:

1. Detail the roles and responsibilities of each school employee and of each local and state public safety and emergency preparedness office.
2. Include the relevant coordination agreements, services, and security measures of a school and.
3. Provide for an all-hazards approach response plan for emergency events including any event with a hostage, an active shooter, or a building lock-down.
4. Provide for ~~parental~~ the notification of parents, faculty, staff, and local public safety officials in the event of a shooting or other violent incident or emergency situation.
5. ~~The plan may also~~ Provide for the counseling of students by mental health professionals, encouraging peer helper programs, and identifying students who may have experienced rejection or other traumatic life events.

Each principal, jointly with local law enforcement, fire, public safety, school resource officers, and emergency preparedness officials, shall review the plan at least once annually and shall revise the plan as necessary. ~~In reviewing and revising the plan, the principal and such officials shall consider and include input, if appropriate, from students enrolled in the school and their parents, teachers at the school, other school employees, and community leaders.~~ When conducting the annual review for a high school, the school principal shall seek input from the president of the senior class or the president of the student council, and at least one other responsible student selected by the principal as representatives of students enrolled in the high school. Each principal shall submit ~~such~~ the plan in writing to the Superintendent for approval at least once annually, including upon each revision, and shall notify all teachers and other school employees of the contents of the plan and any revisions made to it.

Within the first thirty (30) days of each school year, each principal shall conduct a safety drill to rehearse the components of the *Crisis Management and Response Plan*, including an active shooter scenario. In addition, each school year, each principal shall conduct at least one additional drill during high traffic or transition points in the school day. Not later than seven (7) days after the each drill, the principal shall submit a written report summarizing the details of the drill to the Superintendent. The Superintendent shall comment on the drill to the principal, who shall consider the comments in revising the plan.

Each Crisis Management and Response Plan shall provide that:

1. Classroom doors with locks shall be in compliance with all fire safety standards promulgated by the office of state fire marshal code enforcement and building safety of the Department of Public Safety and Corrections and shall remain locked during instructional time. Each plan shall provide that a locked door shall not obstruct egress.
2. If legislative funding is provided, bleeding control kits shall be placed in easily accessible locations in each school; and,
3. The principal shall designate employees to be trained in the proper use of a bleeding control kit and in traumatic injury response.

A person acting in good faith who administers aid for a traumatic injury, including through the use of a bleeding control kit, shall be immune from criminal and civil liability for the administration, unless personal injury results from the gross negligence or willful or wanton misconduct in the administration of aid.

Each school year, each principal shall be responsible for providing in-service training, which may be incorporated into a meeting or training session held for another purpose, for all teachers and school employees pertaining to the plan and shall involve local law enforcement, fire, public safety, and emergency preparedness officials in the preparation and presentation of the training. The training shall include an active shooter exercise. The training shall be reported to the Superintendent and the Louisiana Department of Education.

Each principal shall keep a copy of the approved plan in his office and shall provide a copy to the following individuals and departments, each of whom shall be responsible for keeping in his/her respective office a copy of the plan that is readily accessible in the event of a school shooting or other violent incident or emergency situation:

1. The president of the School Board;
2. The Superintendent; and,
3. The chief of police of the municipality or the sheriff of the parish where the school is located, as applicable, as well as the local fire chief whose office is in closest geographic proximity to the school.
4. The Louisiana Department of Education.
5. The Center for Safe Schools within the Governor's Office of Homeland Security and Emergency Procedures.

The School Board may adopt rules and regulations as it deems necessary to provide for the implementation of the provisions of this Plan.

The Superintendent shall make an annual report to the School Board on the status of the plan of each school under the School Board's jurisdiction and shall submit a copy of the report to the Louisiana Department of Education and the Center for Safe Schools.

School Mapping Data

Upon preparing a school crisis management and response plan in accordance with La. Rev. Stat. Ann. §.17:416.16 the School Board, or a vendor, shall submit a copy of the most recent blueprints and school mapping data of each school building and facility in the school system, to each local law enforcement agency with jurisdiction over any portion of the school governing authority, each local and state public safety and emergency preparedness office, the Louisiana Center for Safe Schools, and to the school's office for use in response to emergencies.

All aspects of the school mapping data shall be collected, produced and stored within the United States of America.

For the purposes of this section, the following terms shall have the following meanings:

First responders means local, state, and federal law enforcement agencies, fire, public safety, and emergency preparedness officials.

School mapping data means information provided in an electronic or digital format to assist first responders in responding to emergencies at public schools.

The school mapping data provided shall do all of the following:

1. Be compatible with software platforms used by local, parish, state, and federal public safety agencies that provide emergency services to the specific school for which the data is provided without requiring such agencies to purchase additional software or requiring a fee to view or access the data.
2. Be compatible with security software platforms in use by the specific school for which the data is provided without requiring public safety agencies or school districts to purchase additional software or requiring a fee to view or access the data.
3. Be available in a printable format.
4. Be verified by the entity producing the data for accuracy by a walk-through of school buildings and grounds.
5. Be oriented true north.
6. Be overlaid on current aerial imagery.

7. Contain site-specific labeling that matches the structure of school buildings including room labels, hallway names, and external door or stairwell numbers and locations of hazards, critical utility locations, key boxes, automated external defibrillators, and trauma kits.
8. Contain site-specific labeling that matches the school grounds including parking areas, athletic fields, surrounding roads, and neighboring properties.
9. Be overlaid with gridded "x" and "y" coordinates.

School mapping data shall not be modified or updated independently without corresponding updates to school mapping data within software platforms used by local, parish, state, and federal public safety agencies that provide emergency services to the specific school.

Blueprints and school mapping data of public school buildings or facilities shall not be subject to the Public Records Law.

OTHER EMERGENCY DRILLS

The City of Baker School Board shall require procedures be planned by the principal and faculty of each school to assure orderly movement and evacuation of students to the safest area in the event of fire, weather, or other disasters. Practice drills shall be used to ensure the effectiveness of the procedures.

Every separate administration building shall conduct practice drills as well.

Revised: May 3, 2016
Revised: March 3, 2020
Revised: August, 2023
Revised: November, 2025

Ref: La. Rev. Stat. Ann. "17:416.16, 29:726.5, 29:726.5.1, 40:1578.6; Louisiana School Transportation Specifications and Procedures, Bulletin 119; Louisiana Handbook for School Administrators, Bulletin 741, Louisiana Department of Education; Life Safety Code, National Fire Protection Association; Board minutes, 5-3-16, 3-3-20.

RECRUITMENT

The City of Baker School Board shall make a concerted effort to recruit the best qualified applicants available. When vacancies occur in existing positions or when new positions are created, and such positions are not filled by transfer of qualified personnel, the Superintendent or his/her designee shall post notice of the vacancy and shall have the discretion to advertise for certain positions when circumstances warrant.

When filling vacancies in positions of authority or those with policymaking duties, the Superintendent or his/her designee shall not utilize only oral contacts and interviews of applicants considered, or use any other means to circumvent the provisions of state statute. Nothing, however, shall prohibit oral contact prior to a person becoming an applicant or shall prohibit oral contact which may result in a written application or other documents.

APPLICATIONS

Applications for teaching positions shall be retained by and in the office of the Director of Personnel for a period of not less than three (3) years and all applications for non-certified positions shall be retained for a period of not less than one (1) year.

Disclosure of Information by Applicant

As part of the application process, the School Board shall require the applicant to sign a statement that authorizes the release and disclosure of the following information by the applicant's current or previous employer(s):

1. All actual cases of sexual misconduct with a minor or student by the applicant.
2. All instances of *sexual misconduct with students*, as defined by the Louisiana Board of Elementary and Secondary Education (BESE), and outlined in the *Louisiana Handbook for School Administrators*, Bulletin 741, committed by the applicant, if any, if such employer is/was a city, parish, or other local public School Board.
3. All investigations of sexual misconduct by the applicant with a minor or student that occurred within thirty-six (36) months prior to the applicant's resignation, dismissal, or retirement from employment.
4. All actual or investigated cases of *abuse or neglect* committed by the applicant, if any, if such employer is/was the Louisiana School for the Deaf, the Louisiana School for the Visually Impaired, or the Louisiana Special Education Center.

If an investigation determined that a formal allegation of an applicant was

inconclusive, unjustified, or otherwise without cause for further formal pursuit, the applicant shall not be required to disclose such information.

The statement shall also request the current or previous employing School Board make available to the School Board, through its Superintendent or his/her designee, within twenty (20) business days of receipt of the request, copies of all documents as contained in the applicant's personnel file maintained by such employer relative to instances of sexual misconduct, if any. Such request for information shall include a copy of the required statement signed by the applicant.

The Superintendent, or principal, with the approval of the Superintendent, may employ any applicant on a conditional basis pending a review of any information obtained pursuant to this request. Permanent employment shall not occur until the information has been satisfactorily verified. However, in accordance with statutory provisions, the Superintendent shall not hire any applicant who does not sign the release of information statement as required by law.

Any information obtained by the School Board as a result of the signed release statement and request outlined above shall be used by the Superintendent *only* for the purpose of evaluating an applicant's qualifications for employment in the position for which he/she has applied, is not subject to the state public records statutes, and shall not be disclosed to any person, other than the applicant, who is not directly involved in the process of evaluating the applicant's qualifications for employment.

In addition to the above, as part of the application process, the School Board shall request the applicant's performance evaluation results, if applicable. The applicant, once the evaluation results have been received, shall be given an opportunity to review the information received and provide any response or information the applicant deems appropriate.

Finally, the applicant shall grant permission by signing a statement on the application form that permits the School Board to have access to any and all reference, background, and previous employment information and to receive copies of any such documentation from a current or previous employer.

Disclosure of Applicant's Records

The name of each applicant for certain positions of authority or those with policymaking duties, the qualifications of such an applicant, and any relevant employment history or experience of such an applicant shall be available for public inspection, examination, copying, or reproduction as provided for in the statutory provisions governing public works.

Bus Operators

All persons, prior to employment as a bus operator with the School Board, shall fill out an application form. Each applicant shall complete all prerequisites required by law and Bulletin 119, *Louisiana Student Transportation Specifications and Procedures*, before he/she shall be considered for employment as a bus operator or substitute bus operator.

Upon completion of the prerequisites, the applicant's valid application shall be filed in the personnel department for consideration of employment to fill vacancies as they occur. All applications shall be validated each year.

CRIMINAL HISTORY OF APPLICANTS

The City of Baker School Board shall require, in accordance with state law, applicants for employment with the School Board to submit necessary information regarding their backgrounds. Every prospective employee shall be required to provide authorization for the disclosure of any information regarding past criminal activities, including arrests, convictions, having pled *nolo contendere*, or other dispositions, including dismissal of convictions, of any criminal offense, in accordance with La. Rev. Stat. Ann. §15:587.

A standard applicant fingerprint card acceptable to the Louisiana Bureau of Criminal Identification and Information and a disclosure authorization form shall be provided the applicant by the School Board or may be obtained from local police authorities. It shall be the responsibility of the applicant to have his/her fingerprints taken by a qualified individual and submitted to the proper authorities for processing. Any cost associated with fingerprinting or the disclosure of background information on an applicant may be passed on to the applicant.

1. For the purposes of reviewing the criminal history of prospective employees, any person employed to provide cafeteria, transportation, janitorial, maintenance or student services by any person or entity that contracts with a school or school system to provide such services shall be considered to be hired by the school system.
2. A person who has been convicted of or has plead *nolo contendere* to crimes listed in La. Rev. Stat. Ann. §15:587.1 or whose name is recorded on the Department of Children and Family Services' state central registry on or after August 1, 2018, shall not be hired as a bus operator, substitute bus operator, or janitor, or as a temporary, part-time, or permanent school employee of any kind.
 - A. The School Board may hire a person as an administrator, teacher, or substitute teacher who has been convicted of or plead *nolo contendere* to a felony not listed in La. Rev. Stat. Ann. §15:587.1(C), who has been found to have submitted fraudulent documentation to the Louisiana Board of Elementary and Secondary Education (BESE) or the Louisiana Department

of Education (LDOE) as part of an application for a Louisiana teaching certificate or other teaching authorization, or who has been found to have facilitated cheating on any state assessment if BESE properly issues a teaching certificate or authorization after a formal appeal request submitted by the person.

- B. The School Board may reemploy an administrator, teacher, or other school employee who has been dismissed for conviction of a crime, except a crime listed in La. Rev. Stat. Ann. 15:587.1(C) only upon written approval of the district judge of the parish and district attorney, or upon written documentation from the court in which the conviction occurred stating that the conviction has been reversed, set aside, or vacated. Such statement of approval from the judge and district attorney and any written documentation from the court shall be kept on file and produced upon request by law enforcement.

No later than thirty (30) days after the documentation is placed on file by the school, the school principal shall submit a copy of said documentation from the court to the Louisiana Superintendent of Education.

Revised: January 9, 2007
Revised: May 3, 2016
Revised: July 25, 2018
Revised: March 3, 2020
Revised: January 14, 2025
Revised: November 2025

Ref: La. Rev. Stat. Ann. "15:587, 15:587.1, 17:15, 17:24.2, 17:81, 17:81.9, 17:83, 17:430, 17:3884, 23:291, 42:1119, 44:12.1, 44:31, 44:31.1, 44:32, 44:33, 44:34; La. Children's Code, Art. 603, 606; Board minutes, 3-8-00, 1-9-07, 5-3-16, 7-25-18, 3-3-20, 1-14-25.

DISMISSAL OF EMPLOYEES

With the exception of lay-offs caused by programmatic changes, budget cuts, staff reorganizations, and/or other personnel actions reducing numbers of employees, no City of Baker School Board employee shall be dismissed except as provided by state law and this policy.

CRIMINAL OFFENSES

The Superintendent, on behalf of the School Board, shall dismiss:

1. An administrator, teacher, or substitute teacher upon final conviction or submission of plea of nolo contendere to any crime listed in La. Rev. Stat. Ann. §15:587.1, even if adjudication was withheld or a pardon or expungement was granted, in accordance with statutory provisions for dismissal applicable to the employee.

However, if the person has obtained tenure, such dismissal shall occur only after a hearing held pursuant to hearing procedures outlined in policy *F-9.15c, Employee Discipline*.

2. An administrator, teacher, or substitute teacher whose name is recorded on the Department of Children and Family Services' state central registry on or after August 1, 2025.
3. An administrator, teacher, or substitute teacher who is found to have submitted fraudulent documentation to the Louisiana Board of Elementary and Secondary Education (BESE) or the Louisiana Department of Education (LDOE) as part of an application for a Louisiana teaching certificate or other teaching authorization.
4. An administrator, teacher, or substitute teacher who is found to have facilitated cheating on any state assessment as determined by BESE.
5. Any other school employee if such employee is convicted of or pleads nolo contendere to crimes enumerated in La. Rev. Stat. Ann. §15:587.1, except La. Rev. Stat. Ann. §14:74.
6. Any other school employee if the employee's name is recorded on the Department of Children and Family Services' state central registry on or after August 1, 2025.

The Superintendent shall notify the State Superintendent of Education of any employee's dismissal for the criminal offenses above no later than thirty (30) days after such

dismissal.

In addition, employees shall be subject to removal for failure to properly report arrests for certain offenses enumerated in La. Rev. Stat. Ann. §17:16.

ABANDONMENT OF POSITION

If an employee is absent for ten (10) or more days without explanation or approved leave, the School Board may consider the job as abandoned and the employee may be terminated, unless the employee can provide acceptable and verifiable evidence of extenuating circumstances. The Superintendent or his/her designee shall be responsible for determining acceptability of evidence of extenuating circumstances.

CERTIFICATED EMPLOYEES

Non-tenured Teachers

The Superintendent may terminate the employment of any non-tenured teacher after providing such teacher with the written reasons therefor and providing the teacher the opportunity to respond. The teacher shall have seven (7) days to respond, and such response shall be included in the teacher's personnel file. The Superintendent shall notify the teacher in writing of his/her final decision. The teacher shall not be entitled to a hearing before the School Board.

Within sixty (60) days of such notice, the teacher may seek summary review in district court of whether or not the Superintendent's action was arbitrary or capricious.

Tenured Teachers

A tenured teacher shall not be removed from office except upon written and signed charges by the Superintendent or his/her designee of poor performance, willful neglect of duty, incompetency, dishonesty, immorality, or of being a member of or contributing to any group, organization, movement, or corporation that is by law or injunction prohibited from operating in the state of Louisiana, and then only if furnished with a copy of such written charges and given the opportunity to respond. Dismissal of a teacher with tenure shall be governed by the provisions for discipline of tenured teachers as included in policy F-9.15c, *Employee Discipline*.

Contract Appointees

Personnel who have entered into promotional employment contracts with the School Board, pursuant to La. Rev. Stat. Ann. §17:444, may be removed from their positions by non-renewal of their contracts or by termination of their contracts. Contracts may be non-renewed by the School Board for any of the following reasons:

1. The Superintendent has recommended against renewal of the contract based on an evaluation of the employee's performance;
2. The failure to offer a new contract is based on a cause sufficient to support a mid-contract termination;
3. The position in question has been discontinued; or
4. The position in question has been eliminated as a result of district reorganization.

In a non-renewal situation, the employee shall not be entitled to a hearing before the School Board.

For *mid-contract termination* of promotional employment contracts, the employee shall have the right to written charges and a hearing before a disciplinary hearing officer in the manner provided in La. Rev. Stat. Ann. §17:443. A contract may be terminated if the employee is found guilty of being incompetent or inefficient or is found to have failed to fulfill the terms and performance objectives of his/her contract, or other reasons provided for by state law.

NON-CERTIFICATED EMPLOYEES

Non-Tenured Bus Operators

No bus operator hired after July 1, 2012 shall earn tenure.

A non-tenured bus operator shall be immediately dismissed if he/she is convicted of or has pled nolo contendere to violations of local or existing state law prohibiting operating a vehicle while intoxicated regardless of whether the violation occurred while performing in his/her official capacity as a school bus operator at the time of the offense.

Each school bus operator shall serve a probationary term of three (3) years reckoned from the date of his/her first employment with the School Board. During such probationary term, any bus operator may be dismissed by the School Board upon the written recommendation of the Superintendent. Any bus operator employed on or after July 1, 2012, who has successfully completed his/her probationary term, may be dismissed by the Superintendent after providing such bus operator with written reasons therefor and providing the bus operator with the opportunity to respond. The bus operator shall have seven (7) days to respond, and such response shall be included in the bus operator's personnel file. Regardless of the date of his/her employment, a non-tenured bus operator shall not be entitled to a hearing before the School Board prior to termination.

Tenured Bus Operators

A tenured bus operator may be dismissed for willful neglect of duty, or incompetence, or immorality, or drunkenness while on duty, or failure to comply with requirements of La. Rev. Stat. Ann. §17:491.3 relative to being arrested for one or more of the specified offenses, or physical disability to perform his/her duties, or failure to keep his/her transfer equipment in a safe, comfortable, and practical operating condition, or of being a member of or contributing to any group, organization, movement, or corporation that is prohibited by law or injunction from operating in the state.

Additional grounds for the removal from office of any school bus operator shall be:

1. the abolition, discontinuance, or consolidation of routes, but then only if it is found as a fact, based upon a determination by the Superintendent that it is in the best interests of the school system to abolish, discontinue, or consolidate said route or routes. If abolition, discontinuance, or consolidation of bus routes is approved, the principle of seniority shall apply, so that the last school bus operator hired to serve within the school system to be affected shall be the first to be removed.
2. conviction of or plea of *nolo contendere* to a violation of a parish or municipal ordinance that prohibits operating a vehicle while intoxicated or any of the existing state offenses relative to operating a vehicle while intoxicated, as enumerated in La. Rev. Stat. Ann. §17:493, regardless of whether the violation occurred while performing in his/her official capacity as a school bus operator at the time of the offense.

A tenured bus operator shall not be removed from his/her position except upon written and signed charges against the bus operator, and the bus operator having been furnished with a copy of such written charges and given the opportunity to respond, in person or in writing, within ten (10) calendar days from written notice of the charges.

The Superintendent shall have ten (10) calendar days to review the school bus operator's response and to provide written notice to the bus operator of the *interim disciplinary action*, which may include placing the bus operator on paid administrative leave. If the bus operator has been arrested for a violation of any of the following: La. Rev. Stat. Ann. §§14:42 through 14:43.5, §§14:80 through 14:81.5, any other sexual offense affecting minors, any of the crimes provided in La. Rev. Stat. Ann. §15:587.1, or any justified substantiated complaint of child abuse or neglect on file in the central registry pursuant to Children's Code Article 615, the administrative leave shall be without pay. Paid administrative leave shall not exceed fifty (50) days from notice of the Superintendent's interim decision.

Within twenty (20) calendar days after receipt of the Superintendent's interim disciplinary action, if any, the bus operator may request a hearing before a disciplinary hearing officer, following the hearing procedures for tenured teachers found in policy *F-9.15c, Employee Discipline*. If the bus operator fails to timely request a hearing, the disciplinary action shall

become final.

School Employees

All employees of the system whose dismissal is not governed by the provision of La. Rev. Stat. Ann. "17:441-446, or by the provisions of La. Rev. Stat. Ann. "17:491-494, shall be subject to dismissal upon the written recommendation by the Superintendent to the School Board. Such employees shall not be entitled to a hearing before the School Board.

Revised: November, 2003
Combined with F-10.12: September, 2006
Revised: January 5, 2010
Revised: June, 2012
Revised: August, 2013
Revised: May 3, 2016
Revised: October, 2018
Revised: March 3, 2020
December 6, 2022
Revised: November, 2025

Ref: La. Rev. Stat. Ann. "13:3204, 15:587.1, 17:15, 17:16, 17:81.5, 17:442, 17:443, 17:444, 17:492, 17:493, 17:493.1; La. Code of Civil Procedure, Art. 2592; Rouselle v. Plaquemines Parish School Board, 633 So2d 1235 (La. 2/28/94); Board minutes, 1-5-10, 5-3-16, 3-3-20, 12-6-22.

EMPLOYEE CONDUCT

The City of Baker School Board believes the teaching profession occupies a position of public trust involving not only the individual teacher's personal conduct, but also the interaction of the school and the community. Education is most effective when these many relationships operate in a friendly, cooperative, and constructive manner. A teacher's conduct, as well as the conduct of all employees throughout the school district, should meet acceptable standards of the community and show respect for the law and the rights of others.

All employees, volunteers, student teachers, interns, and any other person affiliated with the City of Baker School System (COBSS) have the responsibility to be familiar with and abide by the laws of the state, the policies and decisions of the School Board, and the administrative regulations and procedures designed to implement School Board policies. Employees and others shall also comply with the standards of conduct set out in this policy and with any other policies, regulations, procedures, or guidelines that impose duties, requirements, or standards of conduct attendant to their status as School Board employees.

Employees and all persons affiliated with the COBSS shall be expected to observe at least the following standards of conduct:

- Be courteous to students, one another, and the public and conduct themselves in a professional and ethical manner.
- Recognize and respect the rights and property of students, other employees, and the public.
- Maintain confidentiality of all matters relating to students and other employees.
- Demonstrate dependable attendance and punctuality with regard to assigned activities and work schedules.
- Observe and adhere to all terms of an employee's contract or job description.
- Strive to keep current and knowledgeable about the employee's area of responsibility.
- Refrain from promoting personal attitudes and opinions for matters other than general discussion.
- Refrain from using undue influence to gain, or attempt to gain, promotion,

leave, favorable assignments, or other individual benefit or advantage.

- Advocate positive personal behavior on or off campus and attempt to avoid improprieties or the appearance of improprieties.

While the operation of the City of Baker School District and its schools is governed by the provisions of this and all other School Board policies, regulations, and procedures, as well as procedures of the individual schools, no policy manual can list each and every instance of misconduct that is precluded. Accordingly, employees are cautioned that the appropriateness of certain action or behavior must necessarily be dictated by the nature of the position held by the employee and standards of common sense. By virtue of one's education and experience, an employee knows and understands that certain actions or conducts are unacceptable even in the absence of formal School Board policy. For instance, without the need of a specific prohibition or warning, a classroom teacher should be aware of the impropriety of certain practices such as leaving students unattended, using profanity or sexually suggestive language, or bringing a firearm onto campus. Such conduct constitutes both incompetence and willful neglect of duty. Such conduct, as well as violation of any state or federal law or School Board policies, regulations, or procedures, or school regulations or procedures, shall result in the imposition of discipline up to and including termination.

PROHIBITED SEXUAL CONDUCT

Employees shall be prohibited from engaging in any form of sexual conduct with students. In particular, it is a violation of criminal statutes for any educator, which includes any administrator, coach, instructor, teacher, paraprofessional, teacher aide, or student aide, to engage in sexual conduct, as defined in La. Rev. Stat. Ann. §14:81.4 with a student who is seventeen (17) years of age or older, but less than twenty-one (21) years of age, where there is an age difference of greater than four (4) years between the two persons.

Notwithstanding any claim of privileged communication, any educator, having cause to believe that prohibited sexual conduct has occurred between another educator and a student, shall be required by state law to immediately report such conduct to a local or state law enforcement agency.

NOTIFICATION BY EMPLOYEES

An administrator, teacher or any other School Board employee shall report any final conviction or plea of guilty or *nolo contendere* to any criminal offense, excluding traffic offenses, to the School Board within ~~forty-eight (48) hours~~ two (2) business days, exclusive of weekends and holidays, of the conviction or plea of guilty or *nolo contendere*.

An administrator, teacher or any other School Board employee or whose name is recorded on the Department of Children and Family Services' state central registry on or after August 1, 2025, shall report the recordation to the School Board and to the

Department within two (2) business days, exclusive of weekends and holidays.

All employees shall be expected to report to the Superintendent and/or his/her designee any violations of state or federal law, local ordinance, or School Board policy by another employee or volunteer.

Arrests for Certain Sexual Offenses

Effective January 1, 2012, any public school employee shall be required to report his/her arrest for a violation of La. Rev. Stat. Ann. §§14:42-14:43.5, 14:80-14:81.5, any other sexual offense affecting minors, any of the crimes listed in La. Rev. Stat. Ann. §15:587.1, or any justified complaint of child abuse or neglect on file with the Louisiana Department of Children and Family Services.

The report shall be submitted to the Superintendent or his/her designee within twenty-four (24) hours of the arrest. However, if the employee is arrested on a Saturday, Sunday, or a legally declared school holiday such report shall be made prior to the employee next returning for his/her work assignment at a school. Such report shall be made by the employee or an agent of the employee regardless of whether he/she was performing an official duty or responsibility as an employee at the time of the offense. In addition, the employee shall report the disposition of any legal proceedings related to any such arrest, which shall also be made a part of any related files or records.

Any employee who fails to comply with these provisions shall be suspended with or without pay by the School Board if such employee is serving a probationary term of employment or if the provisions of law relative to probation and tenure are not applicable to the employee.

Any employee employed by the School Board who is a tenured employee of the Board shall be subject to removal under applicable state laws for failure to comply with these provisions. Written and signed charges alleging such failure shall be brought against the employee.

Unless criminal charges are instituted pursuant to an arrest which is required to be reported as provided above, all information, records, hearing materials, and final recommendations of the school pertaining to such reported arrest shall remain confidential and shall not be subject to a public records request.

School employee, as used in this policy, shall mean any employee of the School Board, including teachers, substitute teachers, bus operators, substitute bus operators, or janitor, and shall include all temporary, part-time, and permanent school employees.

Revised: July, 2005
Revised: November 7, 2006
Revised: March 4, 2008

Revised: November 3, 2009
Revised: May 3, 2016
Revised: November, 2025

Ref: 41 USC 702 (*Drug-Free Workplace*); La. Rev. Stat. Ann. §§14:81.4, 17:15, 17:16, 17:81; Sylvester v. Canceled, 95-0789 (La. App. 1st Cir. 11/9/95), 664 So.2d 1259; Howard v. West Baton Rouge Parish School Board, 2000-3234 (La. 6/29/01), 793 So.2d 153; Spurlock v. East Feliciana Parish School Board, 03-1879 (La. App. 1st Cir. 6/25/04), 885 So.2d 1225; Board minutes, 6-22-05, 11-7-06, 3-4-08, 1-20-09, 11-3-09, 5-3-16.

BEHAVIORAL HEALTH SUPPORT FOR STUDENTS

MENTAL HEALTH ASSESSMENTS

The City of Baker School Board shall require that each public school make available to each student in grades three (3) through twelve (12) a mental health assessment by a licensed behavioral health provider, so long as it is annually authorized by his/her parent or legal guardian. Such screening shall be offered within the year, and, if feasible, during the first semester rather than the second semester of the school year. Each principal or his/her designee may use discretion in determining a convenient time for scheduling such assessments and an appropriate time and place to conduct such assessments.

For the purposes of this policy, "licensed behavioral health provider" means an individual or provider that falls into one of the following categories:

1. A mental health professional with a current and valid occupational license issued by a Louisiana professional occupational licensing board or commission under Title 37 of the Louisiana Revised Statutes of 1950, acting within the scope of practice authorized by the licensing board to conduct mental health assessments.
2. A behavioral health services provider with a current and valid license issued by the Louisiana Department of Health pursuant to La. Rev. Stat. Ann. §40:2151 et seq. to provide mental health services and assessments.

The schools may locate a current list of licensed mental health professionals who are authorized to conduct mental health assessments by contacting the individual licensing boards who regulate the licensed professionals. Schools may locate a current list of behavioral health service providers licensed by the Louisiana Department of Health through the Louisiana Department of Health's website.

The assessments provided for in this policy shall be provided to the appropriate students at each public school at no cost to the School Board.

REFERRAL FOR ASSESSMENT AND TREATMENT

The City of Baker School Board recognizes that students with behavioral or emotional challenges may be at risk of their behavior escalating into aggression or disruption, disciplinary actions including suspension or expulsion, or juvenile delinquency. The School Board shall adopt and maintain rules and regulations for a program which assists school personnel to identify such signs and symptoms of a student with behavioral or emotional challenges.

A specific employee shall be designated at each school who shall be responsible for identifying behavioral and mental health support services available in the community, and when appropriate, facilitating a referral of a student to those services for assessment and

NEW POLICY

FILE: H-3.6h
Cf: H-3.5c, H-3.6i

treatment, including services provided through the Louisiana Coordinated System of Care and its Medicaid provider network.

After any second suspension of a student during the same school year, the principal or his/her designee and the designated employee shall consult on whether the student's behavior could be attributable to behavioral or emotional challenges. If it is determined that the behavior is attributable to behavioral or emotional challenges and rises to the level that supportive services could be beneficial, the principal or his/her designee and the designated employee shall schedule a conference with the student's parent or legal guardian to discuss the student's behavior and counseling as well as the referral of the student and family to support services for assessment and treatment.

ANNUAL REPORT

The School Board shall report to the Louisiana Department of Education and the House and Senate committees on education the number of students identified as possibly having behavioral or emotional challenges, the number of students for which a conference was scheduled, and the number of students referred for assessment and supportive services. The reports shall be submitted annually on July first and shall reflect data from the previous school year.

MENTAL HEALTH SCREENINGS

The School Board may offer mental health screenings for all students in grades kindergarten (K) through twelve (12) during the first semester of the school year. If the School Board approves and funds mental health screenings, each school under its jurisdiction shall comply with the provisions of this policy relative to the administration of such screenings.

The school shall notify the parent or legal guardian of each student that screenings are being offered and shall give the parent or legal guardian the option to consent in writing to the screening. A school shall not conduct a mental health screening on a student whose parent or legal guardian has not consented to the screening, unless the student has reached the age of majority or is an emancipated minor and independently consents in writing to the screening. The school shall identify the screening tool being used and include this information on the parental consent form with information on how to access the tool on the school or District's website.

If the results of a student's screening indicate a potential mental health condition, the school shall notify the student's parent, legal guardian, or the student if he has reached the age of majority or is an emancipated minor of the results and provide a list of resources available to the student in the school or community.

Results of the screenings shall be confidential and shall not be subject to disclosure except to the student's parent, legal guardian, or the student if he/she has reached the age of majority or is an emancipated minor. Within thirty (30) days following notification

NEW POLICY

FILE: H-3.6h
Cf: H-3.5c, H-3.6i

of the parent, legal guardian, or the student if he/she has reached the age of majority or is an emancipated minor, the mental health screening data collected by a school shall be destroyed. No school or vendor shall collect metadata when conducting such screenings.

The School Board shall not use the results of any mental health screening to make any decision relating to student instruction, academic opportunities, or discipline.

There shall be no cause of action against the School Board, or any employee thereof, related to the results of the screening.

New policy: November, 2025

Ref: La. Rev. Stat. Ann. §§17:173, 17:173.1, 17:416, 17:416.23, 17:416:24.

PUBLIC PARTICIPATION IN SCHOOL BOARD MEETINGS

The City of Baker School Board desires the citizens of the District to attend its meetings so that they may become better acquainted with the schools and so that the Board may have opportunity to hear the wishes and/or ideas of the public.

It is the policy of the School Board to conduct all meetings in full view of and with welcomed participation by the public. However, the School Board reserves the right to recess into or call executive sessions for discussing matters as provided by state law. At no time shall actions be taken or resolutions made during executive sessions.

REQUEST FOR ITEM TO BE PLACED ON AGENDA

All delegations or individuals who wish to appear before the School Board shall submit their written requests to the Superintendent at least five (5) working days prior to the meeting date, stating what matters they wish to take up with the School Board and the approximate time such matters should consume at the meeting. Such items will normally be included on the agenda of the meeting at which the delegation or individual wishes to appear before the School Board. If not submitted on time to be placed on the agenda, the item will be held over for the next scheduled meeting of the School Board. Each delegation appearing before the Board shall select in advance one (1) person as its spokesperson and statements shall be presented in a concise manner.

PUBLIC COMMENT ON AGENDA ITEMS

A public comment period shall be held before any vote is taken on an agenda item. Comments from the public shall occur after introduction of the item to be voted on and before any discussion by School Board members. However, a person is not entitled to take up business before the School Board unless the item in which he/she is interested has been placed on the agenda of that meeting.

Generally, each person wishing to address the School Board shall be requested to fill out a speaker's form prior to the meeting indicating on which agenda item he or she would like to speak, and be recognized by the President. The person shall be afforded the floor, not to exceed 2 (3 or 5) minutes. Each individual shall be recognized to speak only once per agenda item. If an individual wishes to speak on more than one agenda item, he or she shall fill out a separate speaker's form for each agenda item. No dialogue between School Board members and the public shall be permitted at School Board meetings, except to clarify the nature of questions and/or comments.

In the event that the School Board should add an item for which a vote shall be taken to its agenda after the School Board meeting begins, the School Board President shall orally request of the audience whether anyone in attendance would like to speak on the added agenda item. Each person indicating a desire to do so shall be given an opportunity to address the Board on each agenda item added. The School Board shall delay deliberations on that agenda item until such time as all interested members of the public have had an opportunity to speak.

When an individual has been recognized to speak on an agenda item, that individual shall limit his/her comments to matters that are strictly relevant to that item. The President reserves the right to stop any comments when deemed necessary.

REMOTE PARTICIPATION BY MEMBERS OF THE PUBLIC WITH DISABILITIES

The School Board shall allow any member of the public with a disability recognized by the *Americans with Disabilities Act*, or a designated caregiver of such a person, to participate in its meetings via teleconference or video conference, and shall facilitate participation by any such person who requests that accommodation prior to the meeting. Members of the public who desire to participate in this fashion shall certify that they meet the definition of a person with a disability recognized under the *Americans with Disabilities Act* when they submit, prior to public meetings, their requests to comment on agenda items and shall comply with the same rules and regulations on speaking applicable to those participating in person at such meetings.

Revised: September, 2008
Approved: February 3, 2009
Modified: October 7, 2025
Revised: July, 2023

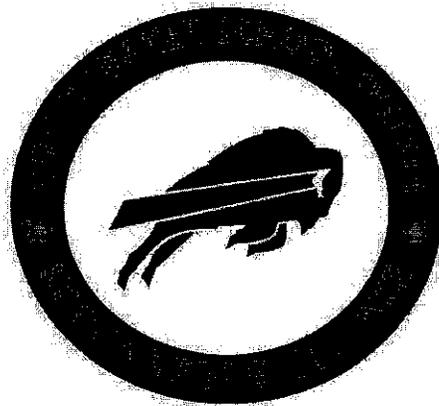
Ref: La. Rev. Stat. Ann. "17:81, 42:14, 42:15, 42:16; Board minutes 11-16-99, 2-3-09.

of School

of 201001

*Student Rights & Responsibilities
Handbook and Discipline Policy*

2023-2024



Post Office Box 680

Baker, Louisiana 70704

Phone: 225.774.5795

Fax: 225.774.5797

Web Address: www.bakerschools.org

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The City of Baker School System
School Operations during a Pandemic or Other Health Emergency

Your child's school and district play an essential role, along with the local health department and emergency management agencies, in protecting the public's health and safety during a pandemic or other health emergency.

During a pandemic or other health emergency, you will be notified in a timely manner of all changes to the school environment and schedule that impact your child. Please be assured that even if school is not physically in session, it is the goal of the school and district to provide your child with the best educational opportunities possible.

Additionally, please note the following:

- All decisions regarding changes to the school environment and schedule, including a possible interruption of in-person learning, will be made by the superintendent in consultation with and, if necessary, at the direction of the Governor, Louisiana Department of Public Health, local health department, emergency management agencies, and/or state Board of Elementary and Secondary Education.
- Available learning opportunities may include remote and/or blended learning. Blended learning may require your child to attend school on a modified schedule.
- Students will be expected to participate in blended and remote instruction as required by the school and district. Parents are responsible for assuring the participation of their child. Students who do not participate in blended or remote learning will be considered truant.
- All school disciplinary rules remain in effect even during the interruption of in-person learning. Students are subject to discipline for disrupting the remote learning environment to the same extent that discipline would be imposed for disruption of the traditional classroom. Students are also expected to follow all student safety protocols. Violations of school disciplinary rules are subject to disciplinary action as provided by the District Discipline Policy.
- Students and parents will be required to observe all public health and safety measures implemented by the school and district in conjunction with state and local requirements.
- During a pandemic or other health emergency, the school and district will ensure that educational opportunities are available to all students.
- School personnel will work closely with students with disabilities and other vulnerable student populations to minimize the impact of any educational disruption.
- Students who have a compromised immune system, live with an individual with a compromised immune system, or have a medical condition that may impact their ability to attend school during a pandemic or other public health emergency should contact school officials.
- During a pandemic or other health emergency, teachers and school staff will receive additional training on health and safety measures.
- In accordance with school district or state mandates, the school may need to conduct a daily health assessment of your child. Parents and students will be notified of the exact assessment procedures if this becomes necessary.
- Parents should not send their child to school if their child exhibits any symptoms consistent with the pandemic or other health emergency.
- Please do not hesitate to contact school or district officials if you have any concerns regarding your child's education, health or safety.

PLEASE REMOVE THIS PAGE AND RETURN IT TO YOUR CHILD'S SCHOOL.

PLEASE RESPOND ON BOTH SIDES OF THIS FORM

CITY OF BAKER SCHOOL SYSTEM

JT Stroder., Acting Superintendent

14750 Plank Road

Baker, LA 70714

Phone (225) 774-5795, Facsimile (225) 774-5797

Dear Parent:

Please read and respond to each of the five (5) sections located on the front and back of this page. Please ensure that signatures are provided in each section and return this page to your child's school.

This is to certify that my child and I have received, read, discussed and understand this copy of the "City of Baker School System Student Rights & Responsibilities Handbook and Discipline Policy."

We agree to fully and faithfully comply with these rules and regulations.

NAME OF SCHOOL: _____

NAME OF STUDENT: _____

GRADE: _____

Signature of Parent/Legal Guardian

Student's Signature

Date

STUDENT COMMITMENT TO SCHOOL SAFETY PLEDGE

As a student of the City of Baker School System, I _____, pledge to help ensure that my school is a safe place to attend and to learn. With my pledge, I promise to share with a teacher, counselor, or administrator any information that could result in someone being injured or harmed. If I am uncertain of the seriousness of the concern, I will report it and allow the adults to make that judgement. I believe that my school should be a place where all students are treated with respect, receive a quality education, and feel safe. I understand that I may remain anonymous when I report my concern. I may also give my name when reporting, and if I do, my report will remain confidential.

Recognizing that every student has the right to a safe environment where everyone is treated with respect:

- I understand that I have an essential role in school safety and violence prevention.
- I will immediately report any threats of violence, suicide, presence of weapons or explosives to a school administrator, counselor, or teacher, to allow them to investigate and determine the seriousness of the report.
- I will do all I can to stop the harassment of others.
- I will promote the acceptance of individual differences, recognizing that diversity contributes to the strength of my school.

Student's Signature _____ Date _____

Signature of Parent/Legal Guardian as witness _____

STUDENT ACCEPTABLE TECHNOLOGY USE POLICY (Revised May 21, 2014)

I have read the Student Acceptable Technology Use Policy on Pages 47-49 and,

- Yes, my child has permission to use the CBSS technology systems and networks, including the Internet.
- No, my child **DOES NOT** have permission to use the CBSS technology systems and networks, including the Internet and have explained to my child that he/she should not attempt to do so.

(Note: If no box is checked and a parent's signature appears below, this indicates your child has permission to use the CBSS technology systems and networks, including the Internet.)

Student's Signature

Signature of Parent/Legal Guardian

PHOTO PERMISSION

My signature denotes that I am giving my permission for the City of Baker School Board to release personally identifiable information of my child (such as name, address, grade, school, age, etc.) to valid agencies (such as State Department of Education, Title I, Social Security, etc.). I also give permission that my child's picture, video, taken at a school event may be made public, if the City of Baker School Board deems it useful for the school's mission of education.

Any disagreement with these stated permissions shall be communicated to the Principal in writing, by the end of the first week of school.

Signature of Parent/Legal Guardian

Date

PARENT CONSENT FOR ATHLETIC PROGRAMS, AWARD PUBLICITY, HONOR ROLL LISTS, ONLINE RESOURCES, TOPS, COLLEGE SCHOLARSHIPS, NCAA, GRANTS, FINANCIAL AID PROGRAMS, COLLEGE/UNIVERSITY ADMISSIONS, and OTHER USES OF STUDENT INFORMATION

Some of your child's information may be shared with the Louisiana Office of Student Financial Assistance (LOSFA), Louisiana High School Athletic Association (LHSAA), various clubs and organizations that your child will join (BETA Honors Club, Fellowship of Christian Athletes, Future Homemakers of America, etc.), local news media (Athletics, honor roll events and awards), event programs (football and other sporting events, music and theatrical performances, graduation ceremonies, etc.), online resources and educational tools (digital library resources, homework help, etc.), any postsecondary education institution(s) to which your child applies, school photography providers, and some others. To allow your child to appear in event programs, be recognized for awards and achievements, take pictures for ID badges, take advantage of online resources, and to insure eligibility for TOPS, you **must** sign to provide your consent.

CBSS will follow all local, state and federal data security rules and only share the data that is required for the purpose stated.

I CONSENT to my child's school collecting my child's personal information and disclosing the personal information collected to:

- LOSFA and postsecondary education institution(s) (Cumulative records required)
- University Transcript Requests for Scholarship and Admissions
- LHSAA, NCAA and sports programs
- Programs for Graduations, Performances, and Award Programs
- Clubs and Organizations
- Online Resources and Educational Tools

I understand and acknowledge that the consent provided herein shall be valid for my child's cumulative transcript records as of the date of signature and shall remain valid and in effect for the 2021-2022 school year.

Signature of Parent/Legal Guardian

My Child's Full Name

Grade

Printed Name of Parent/Legal Guardian

School Name

Date

If any parent/guardian does not agree to any specific use as described here for the student, please express any objections in writing, in a separate letter to the principal.

City of Baker School Board Members

Ms. Linda Perkins, **Member**

District 1

13308 Ector Drive

Baker, LA 70714

225.301.1067

lperkins@bakerschools.org

Ms. Alteen Profit, **Member**

District 2

1957 Hovey Avenue

Baker, LA 70714

225.975.6670

aprofit@bakerschools.org

Mrs. Joyce M. Burges, **President**

District 3

2707 McHugh Road

Baker, LA 70714

334.868.2351

jburges@bakerschools.org

Ms. Monique Butler, **Vice President**

District 4

1012 Sherron Avenue

Baker, LA 70704

225.955.1689

mbutler@bakerschools.org

Ms. Clara Joseph, **Member**

District 5

503 Rue Douceur Drive

Baker, LA 70714

225.975.7410

cjoseph@bakerschools.org

SCHOOL SYSTEM
School Directory

School	Principal	Address	Phone	Fax
Baker Heights Elementary	LaQuisha Comeaux	3750 Harding Street	(225) 775-1493	(225) 774-4629
Park Ridge Academic Magnet School	Shekeitra Lockhart-Matthews	5905 Groom Road	(225) 775-5924	(225) 774-0154
Baker Middle School	Antonia Caine-Royal	2550 South Street	(225) 775-0550	(225) 775-0822
Baker High School	Dr. Candace Russell	5903 Groom Road	(225) 775-1259	(225) 778-4811

INTRODUCTION

The City of Baker School Board, as the governing authority for the City of Baker School System, is responsible pursuant to La. R.S. 17:252 for developing and maintaining a master plan for discipline in the City of Baker School System. As part of the Plan and as required by La. R.S. 17:416.13 the Board adopts as its policy. The provisions and statements in this disciplinary policy applies to all enrolled students in Pre-K through 12th grade. This student handbook provides the Disciplinary Policy and information for parents regarding the School System's management of student behavior and discipline. The school system's master plan for discipline includes requiring each school to have a discipline plan that includes school-wide expectations, with a focus to promote Positive Behavioral Interventions and Supports (PBIS) and prioritization of classroom and school-based interventions in lieu of out-of-school disciplinary removals. At the school level, a PBIS team is required to analyze the results of its discipline data monthly and to implement effective behavioral interventions for all students as a means of promoting expected behavior school-wide.

The overall goal of the School System's Master Discipline Plan is to provide a positive climate within each school and to ultimately reduce the number of suspensions for minor behavioral incidents. The School Board expects higher student achievement, higher school performance scores, increased student attendance and lower dropout rates with the implementation of Positive Behavior Interventions and Supports (PBIS).

Each school must develop its own PBIS plan utilizing the district-wide minor behavior tracking form. The plan should include activities for teaching and encouraging expected behaviors. Each school's PBIS plan is to be communicated to its parents/caregivers and students, including strategies for teaching and reinforcing behavior and consequences for both positive and negative behavior. Each principal will have the teachers and applicable personnel participate in classroom management conferences and training.

All schools shall endeavor to address student behavior with a focus on evidence-based interventions and supports. Schools shall endeavor to prioritize classroom- and school-based interventions in lieu of out-of-school disciplinary removals to address student misconduct in order to minimize the loss of academic instruction time. La. R.S. 1738:416 (A)(1)(a).

In addition to this Student Rights and Responsibilities Handbook and Discipline Policy, students may receive a separate school handbook each year that provides specific school regulations and other important information. We ask that parents, guardians, and students read and discuss both handbooks. Please contact school principals for any clarification of the information in either handbook. This Handbook also can be consulted on the City of Baker School System Web site at www.bakerschools.org

Mission Statement

The mission of the City of Baker School System is to provide a quality education for all students...empowering excellence.

Core Values: Strategic Quest to Excellence

1. **Equity:** Student equity means that all students have equal access to quality staff, courses, activities, services, and resources based on their individual needs.
2. **Excellence:** Student excellence is a balance of rigorous academic, social, and career-readiness skills.
3. **Empowerment:** Empowerment is the opportunity for all stakeholders to be actively engaged with proactive involvement that leads to student success.

SECURITY STATEMENT

To ensure the safety of students and staff, The City of Baker School System maintains and enforces security protocols throughout the system. Be aware that all measures allowed by law are now in effect to protect the rights and lives of the entire staff and student body.

VIRTUAL LEARNING

Regardless of the mode of instruction, student conduct is governed at all times by La. R.S. 17:416 and the CBSS Student Rights and Responsibilities Handbook and Discipline Policy. Conduct that is unacceptable in the physical classroom is, under most circumstances, equally unacceptable in the virtual classroom. While students and parents normally have an expectation of privacy in their home, conduct that occurs in front of a camera and in view of peers and teachers in the virtual classroom may subject students to disciplinary action. The context in which student behavior occurs is important, however, and will be taken into consideration by School and District administrators in determining whether there has been a conduct violation, the severity of the infraction, and the appropriate penalty, if any, under the circumstances.

Privacy and the Virtual Classroom

Students and parents, typically, have a reasonable expectation of privacy with regard to what takes place in their home *outside of the view of teachers and peers in the virtual classroom*. In order to ensure that students and teachers are able to work and learn in a safe and orderly virtual environment, it is imperative that students have a quiet, well-lit “classroom” space – free, to the extent possible, from toys, images, messages, personal property, or other items that may distract from teaching and learning or that may subject the student to disciplinary action if possessed on school busses, in the regular classroom, or on school property.

Students should be cautioned that the virtual classroom is for instruction and for engaging with peers and teachers for educational purposes. Students must not handle or display items, toys, messages, images, or personal property or engage in conduct unrelated to the lessons taking place. Students who engage in conduct in the virtual classroom that violates the CBSS Student Rights and Responsibilities Handbook and Discipline Policy and this Virtual Discipline Policy may be subject to discipline in accordance with the Handbook and this Virtual Discipline Policy.

School and/or district officials may be required, as mandatory reporters, to alert local law enforcement and/or the Department of Children and Family Services if they observe conduct, messages, images, or objects that raise legitimate concern for the safety and well-being of students in the virtual classroom or others. This may include students handling weapons in the virtual classroom, even if it is subsequently learned that the weapon is a toy or facsimile, as it is not always possible to determine remotely whether the weapon is real or not.

Conduct in the Virtual Classroom Policy

Students are responsible for all content posted through their school issued online account. Students are prohibited from sharing their online account username or password or using the username or password of another student. Students are required to have their computer camera turned on when virtual classes are in session. Students are not permitted to disconnect or otherwise leave a virtual class without permission of the teacher or other educational service provider.

Following is a *non-exclusive* list of behaviors that are prohibited in the virtual classroom and that may result in disciplinary action in accordance this Policy:

1. Antagonistic, harassing, or discriminatory language of any kind with regard to race, color, religion, sex, gender, intelligence, age, orientation, disability, socioeconomic status or any other legally protected characteristic or activity;
2. Bullying and/or cyberbullying;
3. Use of obscene, degrading or profane language (written, verbal, pictures, drawings, audio, video);

4. Displaying pornography, nudity or images of nudity;
5. Committing lewd or sexual acts;
6. Handling or displaying weapons, including toy or facsimile weapons;*
7. Illegal posting, distribution, upload or download of copyrighted work of any kind;
8. Sharing assignments, questions/answers, or any other action that would violate any expectations or rules relative to academic honesty;
9. Posting personally identifiable information in any format other than via private message;
10. Indecent dress or disrobing;
11. Interference with the instructional audio or video;
12. Use or display of illegal drugs, alcohol, tobacco or tobacco products, or vaping devices; or*
13. Violations of the Board's/School's Acceptable Use Policy or Device Contract.

Consequences of Inappropriate Online Conduct

Parents and students must be aware that conduct that is unacceptable and disruptive in the regular classroom environment is, typically, unacceptable in the virtual classroom. The School Board recognizes, however, that virtual learning is a new experience for students and families, and that the context in which student conduct occurs must be taken into account in determining the appropriate penalty imposed for violations of the conduct violations in the virtual classroom.

Student conduct that occurs in the virtual classroom may be subject to progressive discipline which, *depending on the seriousness of the conduct at issue*, will include an initial verbal warning and consultation with the student's parent or guardian prior to any formal disciplinary action. The seriousness of the conduct at issue will dictate the actions of administrators and the nature of the penalty ultimately imposed. For example, a student may be subject to a severe penalty, even for a first offense, depending on the seriousness of the conduct at issue.

Some factors that administrators will consider in determining the penalty to be imposed for conduct that occurs in the virtual classroom will include:

- Age of the student
- Whether the conduct disrupted learning in the virtual classroom
- Whether the conduct was violent or threatening in any way
- Whether the conduct was illegal
- Whether the conduct interfered with the rights of teachers and/or students to work and learn in a safe and orderly environment free from inappropriate images, messages, language or behavior
- Whether the student has committed prohibited conduct in the past
- Whether the student has received prior warnings or discipline for similar conduct

*Conduct in the virtual classroom related to the display or handling of weapons or drugs, or other conduct that raises legitimate concerns about the safety and welfare of a student or others, must be reported immediately to the School Principal and/or School Resource Officer in order to assess whether the matter must be reported to local law enforcement and/or the Department of Children and Family Services.

HOMEWORK ASSISTANCE SERVICES

Homework Louisiana (Homeworkla.org), a service of the State Library of Louisiana, offers **FREE** online tutoring and academic resources from Tutor.com for Louisiana residents from kindergarten students through adult learners. Get help in math, science, social studies or English from a **live tutor**. The services can be accessed from a Louisiana public library, from your home computer or from your mobile device. To assist in locating the online services, the following links are provided:

State Library Link: <http://www.homeworkla.org/>

EBRP Library: <http://www.ebrpl.com/Kids/homeworkhelp.html>

STUDENT RIGHTS AND RESPONSIBILITIES

I. QUALITY EDUCATION

A. RIGHTS

Students have the right to pursue, through study and application, a quality education at public expense. Students also have the right to attain personal goals through participation in the entire learning process.

B. RESPONSIBILITY

In order to obtain a quality education, students must attend classes daily, be on time for all classes, and obey school and district regulations.

II. ATTENDANCE

A. RIGHTS

1. All students have the right to attend school until graduation, provided they have not been expelled.
2. Students are granted excused absences for the following reasons:
 - a. Personal illness with a doctor's excuse
 - b. Serious illness in the immediate family;
 - c. Death in the immediate family;
 - d. Recognized religious holidays of their own faith; and
 - e. Natural catastrophe or disasters.
3. Students granted excused absences for the above reasons, shall be allowed to make up any missed work.

B. RESPONSIBILITIES

1. Students are expected to be in attendance every school day scheduled by the City of Baker School Board. The only acceptable reasons for being absent from school are listed in item II-A-2 above. In order for students to make up work missed due to one of these reasons, written statements from a parent, legal guardian or physician stating reasons for absences shall be given to the attendance clerk within three (3) school days after the student returns to school. If a student is absent for three (3) or more consecutive days, a physician's excuse must be given to the attendance clerk and kept on file at the school. After three (3) school days are missed, the absences must be excused by the Superintendent or his/her designee.
2. It is the responsibility of the student/parent to request make up work for days absent.
3. It is the responsibility of the parent to ensure that his/her child not be habitually tardy to school.
4. Unexcused check-ins are considered tardies or absences in the classes missed.

STUDENT ATTENDANCE

1. Responsibilities imposed by state laws and regulations:
 - a. Students shall attend school beginning in kindergarten or age 7 until his/her 18th birthday. Any child below the age of 7 who legally enrolls in school including Pre-K and Kindergarten students shall also be subject to compulsory attendance. Beginning the 2022-23 school year Kindergarten is mandatory for all children age 5 on or before September 30th of the calendar

year in which the school year begins.

b. For a student who is under the age of 18 and enrolled in school beyond the student's 16th birthday, the parent or guardian may request a waiver for that student to exit school to enroll in an adult education program approved by the Louisiana Community and Technical College System (LCTCS).

A request for a waiver will be approved if appropriate documentation is on file at the school or School Board office and one or more of the following hardships exist:

- (1) Pregnant or actively parenting;
- (2) Incarcerated or adjudicated;
- (3) Physical or mental illness;
- (4) Institutionalized or living in a residential facility; or
- (5) Family and/or economic hardships, which are defined as a student who acts as a caregiver or must work to support the family due to a parent's death or illness or needs to be removed from an existing home environment.

If a waiver to exit school is granted and the student enrolls in an adult education program, such student will be considered in compliance with the compulsory school attendance law if the student attends 15 hours per week. See La. R.S. 17:221(F) & (I).

c. The responsibility for a student attending school lies with the parents or the legal guardian. If the student is chronically absent or chronically late (tardy) to school, the parent and/or student may be referred to the Office of Child Welfare and Attendance (CWA), located at 14750 Plank Road, Baker, LA 70714.

2. Registration will be provided at the Child Welfare and Attendance office for the following categories ONLY:

- Students with custody issues
- Students in state's custody (i.e. correctional institution)
- Students enrolling from out of the country

3. Elementary (Pre-K-5th) and middle school students shall be in attendance a minimum of 167 six-hour days or 60,120 minutes a school year.

4. In order to be eligible to receive grades, high school students shall be in attendance a minimum of 30,060 minutes (equivalent to 83.5 six-hour school days) per semester or 60,120 minutes (equivalent to 167 six-hour school days) a school year for schools not operating on a semester basis. To receive Carnegie credit for a course, students must be present for the required time listed in Bulletin 741 Section 2314 B & C. Elementary students shall be in attendance a minimum of 167 days (60,120 minutes) a school year.

5. Students may be excused by the principal for the whole or a part of a day absence for two or fewer consecutive school days for the following reasons:

- a. Personal illness;
- b. Serious illness in the student's immediate family;
- c. Death in the student's immediate family not to exceed one week; or
- d. Natural catastrophe and/or disasters.

6. Written statements from a parent, legal guardian or physician stating a reason for absences shall be given to proper school personnel within five (5) school days after the student returns to school. The number of parental statements for absences is limited to five (5) each semester. A parent note will be marked as unexcused/parent note in the database which will generate an investigation by CWA if the parent notes exceed five.

7. In order for students to check out of school, a doctor's reminder slip, a form of notification of an appointment, or a letter with a statement of pending emergency must be presented by the student or parent. If no documentation is provided the checkout will become an unexcused absence. If a student reaches 4 unexcused check-out absences in a semester, the principal will schedule a parent conference to include counselors and a CBSS Family Liaison. This rule applies to virtual and distance learning.

8. In addition, students may be temporarily excused from attendance due to the following enumerated extenuating circumstances that are verified by the Superintendent or his/her designee.:

- a. Extended personal physical or emotional illness in which a student is absent for three or more consecutive school days as verified by a physician or nurse practitioner licensed in the state;
- b. Extended hospital stays in which a student is absent for three or more consecutive school days as verified by a physician or dentist;
- c. Extended recuperation from an accident in which a student is absent for three or more consecutive school days as verified by a physician, dentist, or nurse practitioner licensed in the state;
- d. Extended contagious disease within a family in which a student is absent for three or more consecutive school days as verified by a physician or dentist licensed in the state;
- e. CWA may investigate any excuse from a medical provider which appears to be altered or otherwise invalid. In appropriate circumstances when an excuse is found to be invalid, CWA may refer the matter to the appropriate investigative authorities.
- f. Observance of special and recognized holidays of the student's own faith; or
- g. Visit with parent prior to parent's military overseas deployment to a combat zone or combat support posting or during parent's leave, not to exceed five school days. See La. R.S. 17:226.

9. Unexcused Absence – any absence not meeting the requirements set forth in the excused absence and extenuating circumstances definitions, including, but not limited to, out of school suspensions and absences due to any job (including agriculture and domestic services, even in their own homes or for their own parents or tutors) unless it is part of an approved instructional program.

10. Students granted excused absences for the above reasons shall be allowed to make up any schoolwork which was missed. Students shall request makeup work for days missed due to excused absences.

11. Each School Improvement Team shall establish a written tardy policy unique to that school which may include, but not be limited to, the procedures suggested in the following section:

- a. Principals or designees may deal with first through second tardies according to individual

school plan.

- b. When a student accumulates three (3) unexcused tardies/absences, the principal schedules a parent conference that will include the school counselor and a CBSS family liaison.
- c. When student accumulates five (5) unexcused tardies/absences, the principal refers the child to the CBSS Superintendent or his/her designee.
- d. When a student accumulates more than eight (8) unexcused absences the student and their parents will be referred to the East Baton Rouge Juvenile Court for attendance remediation.

12. Unexcused check-ins are considered incidents of tardiness and absences in the classroom missed. The doors of the middle and high school will be locked at 7:30 AM. Any student who checks in after 7:30 AM must be accompanied by a parent. Any student who checks in after 10:30 AM must be checked in by a parent with a note from a physician.

13. Upon notification from the principal or designee of a student's school on or before a student's third unexcused absence or unexcused occurrence of being tardy, the parent or legal guardian shall attend a conference with the principal or designee to receive information regarding the legal responsibility about attendance in school. L.A.R.S. 17:233(B)(1)(c).

TRUANCY

Truancy is the absence from class or school for any portion of a period or without permission from a parent or guardian. The responsibility to ensure that a student attends school lies with the parent or the legal guardian. If a student is habitually absent or habitually late (tardy), the parent and student shall be referred to the Superintendent or his/her designee. If attendance does not improve, the parent or guardian shall be referred to the East Baton Rouge Parish Juvenile Court. A parent or guardian who allows a child to miss school without a valid excuse may be fined up to \$250 or imprisoned for 30 days, or both. **(RS 17:221)**

ATTENDANCE REPORTS FOR STUDENT DRIVERS

In accordance with state law, students are obligated to attend school regularly and be in attendance a minimum number of days during the school year. In order for a minor to obtain or renew a driver's license or learner's permit for the operation of a motor vehicle, the minor shall present evidence to the Office of Motor Vehicles that the minor is enrolled and is attending school or a recognized program or has completed the required minimum units of credit for graduation. Such documentation shall be verified by the principal on forms provided by the Louisiana Department of Education and said documentation shall be valid for ninety (90) days from the date of issuance. A student who does not meet the required minimum school attendance provisions may be subject to denial or suspension of his/her driver's license or learner's permit. It is the policy of the City of Baker School Board to provide written notification of a minor student who has been determined by the principal to be a dropout or habitually absent or tardy to the Louisiana Office of Motor Vehicles for denial or suspension of driving privileges.

In addition, a minor student's driver's license or permit may also be suspended when written notification is received by the Office of Motor Vehicles from the principal that the minor student has been expelled or suspended from school or assigned to an alternative educational setting for ten (10) or more consecutive school days. Such disciplinary action shall be limited to expulsions, suspensions, or alternative educational assignments for infractions involving the sale or possession of drugs, alcohol, or any other illegal substance, the possession of a firearm, or an infraction involving assault or battery of a member of the school faculty or staff.

The School Board, through the principal, shall provide written notification to any minor whom the principal has determined to be a dropout or habitually absent or tardy and his/her parent or guardian that

the principal intends to subject the minor to driver's license denial or suspension.

The written notification shall advise the minor of his/her right to seek a hearing of the School Board of such determination or to make a request of the School Board to obtain a hardship Waiver within fifteen (15) days of the mailing of the notification. The principal shall send a copy of the notification to the School Board. If the School Board is notified of a request for a hearing or a request for a hardship license within fifteen (15) days after the date of mailing the written notification, the Board shall hold a hearing to make a determination upon such request. If no such request is received by the Board, or if the Board determines after a hearing that such student is a dropout or is habitually absent or tardy and is not entitled to a hardship waiver, then the School Board shall provide written notification to the Office of Motor Vehicles that the minor's license should be suspended or denied.

HARDSHIP WAIVER The School Board may waive the attendance requirements for any minor for whom a personal, family, or economic hardship requires the minor to have a driver's license for his/her own, or his/her family's employment or medical care as provided in La. Rev. Stat. Ann. §17:226. The minor or his/her parent or legal guardian may present other evidence that indicates compliance with attendance requirements outlined in state law at the waiver hearing. The School Board shall notify the Office of Motor Vehicles of the outcome of the minor's hardship waiver hearing within twenty-four (24) hours after conducting the hearing.

DEFINITIONS Dropout, for purposes of this policy, means a person fifteen (15) years of age or older but less than eighteen (18) years old, who was enrolled in a school and withdrew or who was enrolled at the end of the previous school year and is not enrolled on October first of the following school year or who has more than ten (10) consecutive days of unexcused absences from school or fifteen (15) days total unexcused absences during a single semester.

Dropout does not mean a person who:

- a. is temporarily absent due to illness, suspension, or expulsion.
- b. is attending or has graduated or completed another educational program approved by the Louisiana Board of Elementary and Secondary Education.
- c. transferred to a nonpublic school, a correctional institution, or an approved home school program or moved out of state.

Habitually absent or tardy is when either condition continues to exist after all reasonable efforts by a principal or other appropriate authority have failed to correct the condition after the fifth (5th) unexcused absence or fifth (5th) unexcused occurrence of being tardy within any month or if a pattern of five (5) absences a month is established or as otherwise provided in La. Rev. Stat. Ann. §17:233.

Minor means an un-emancipated child who is at least fifteen (15) years of age but less than eighteen (18) years of age.

New policy: June 2010 Revised: September 2014

III. SAFETY

A. RIGHTS

Students and parents have the right to expect that school will be a safe place. The city of Baker School System is strengthening our policies related to discipline to make this a priority.

B. RESPONSIBILITIES

1. To ensure safety, students must follow all established rules and regulations.
2. Parents or guardians have the responsibility to ensure that the school is provided with current,

working telephone numbers, emergency numbers and a valid address. Parents or legal guardians must inform the school of any changes.

3. Students should report any school safety concerns to a teacher or administrator.

IV. OFFICIAL INFORMATION

A. RIGHTS

1. Parents or guardians have the right to review with a counselor all official files and data that are personal to the student. Those students 18 years of age or older may make the same request. Upon a written request, schools must produce the records for examination within 30 days.

2. A school shall respond to reasonable requests for explanation and investigation of a student's records. The accuracy of the data contained within the record may be challenged by requesting a formal hearing.

3. No official record, file or data pertaining to a particular student shall be released to anyone other than the student, parent or guardian except as authorized by law. A student, parent, or guardian may execute a written release of personal information to a particular person or agency.

B. RESPONSIBILITY

A parent or guardian must provide the school with information regarding any illness, medication, or medical condition that may affect the student's behavior or academic performance.

V. ON CAMPUS COMMUNICATIONS

A. RIGHTS

1. Students have the right to express their opinions verbally, provided such expressions are not indecent, vulgar or lewd, are not slanderous of another person and do not promote drug use.

2. Students have the right to distribute written materials with written approval from school administration. The written approval will indicate the number of times per day and the total number of days the material can be distributed. Material must be submitted to the principal or his designee for approval at least 48 hours before distribution.

3. Students are prohibited from distributing materials in areas of the campus that would disrupt order or impede student movement. Students who distribute materials are responsible for the cleanup of thematerials.

B. RESPONSIBILITY

1. Students are responsible for knowing that certain expressive activities are prohibited. Those include the prohibited distribution of material that:

- a. Is indecent, vulgar, lewd or obscene;
- b. Invades the privacy of others;
- c. Promotes illegal activities;
- d. Infringes upon someone's copyright; and
- e. Is from non-student sponsored organizations.

2. Students are required to address and respond to any public school system employee by using the following respectful terms:

"Yes, Ma'am" and "No, Ma'am" or "Yes, Sir" and "No Sir" as appropriate, or "Yes, Miss, Mrs. or Ms. (Surname)" and "No, Miss, Mrs. or Ms. (Surname)" or "Yes, Mr. (Surname)" and "No, Mr. (Surname)" as appropriate. (La. R.S. 17:416.12)

VI. DRESS AND GROOMING

Note: Principals to supply the current approved specific uniform requirements appropriate for each school, respectively.

A. RIGHTS

Students have the right to a safe and orderly environment. The wearing of uniforms has been shown to result in a safe and orderly environment for learning.

B. RESPONSIBILITIES

All students have the responsibility to dress and appear on campus according to standards of propriety, safety and health as set forth by the City of Baker School Board.

C. MANDATORY UNIFORM CODE

The City of Baker School Board has adopted a policy that requires all school students to wear uniforms during the entire school time, including on the school bus. All City of Baker School Students must wear the Student Identification Card at all times. Printed on the student ID cards is the phone number for the **National Suicide Prevention Lifeline hotline 1-800-273-8255**.

As indicated below, the following applies to all students:

SHIRT/SWEATSHIRTS

- Shall be a polo-style, three button, collared long or short sleeve shirt and/or uniform sweatshirt **without a hood**.
- Only a white undershirt or approved physical education shirt can be worn under the uniform shirt; the undershirt must not be visible.
- If sweatshirt/long sleeve shirt is worn, the uniform shirt collar must be visible under the sweatshirt.
- No other long sleeve shirt can be worn.
- Uniform shirts must be tucked in at all times.
- Baker Heights Elementary: Red Uniform Shirt with Logo
- Park Ridge Academic Magnet (K – 5th): Red Uniform Shirt with Lantern Logo; (6th – 8th Grades): Gray Uniform Shirt/ Red Lamp Logo
- Baker Middle: Red Uniform Shirt with Logo
- Ninth Grade Academy: White Uniform Shirt with Logo
- Transitional Ninth Grade Academy: White Uniform Shirt with Logo
- High School (10th – 12th Grade): Red Uniform Shirt with logo

PANTS

- Students shall wear official uniform pants that have two front pockets, two back pockets, and no cargo pockets.
- Only pre-K through 5th Graders will be allowed to wear knee-length official uniform shorts.
- Pants must be worn at the waistline with a belt.
- Baker Heights Elementary: Khaki Uniform Pants
- Park Ridge Academic Magnet School: Black Uniform Pants only (No black jeans)
- Baker Middle: Khaki Uniform Pants
- Ninth Grade Academy: Khaki Uniform Pants
- High School (10th – 12th Grade): Khaki Uniform Pants

BELTS

- If shorts or pants have belt loops, a belt must be worn and buckled snugly in grades 1-12.
- Shirrtails must be tucked in at all times.
- Shall be at the natural waist in the belt loops.
- Belt buckles may not exceed 1” in width and/or length.
- No ornamental or oversized belt buckles are allowed.
- Belts may not have studs, cutouts, metal or other decorations or writings that can be deemed inappropriate.

JACKETS/SWEATSHIRTS

- No color restrictions on heavy coats.
- Coats must zip or button down all the way to be considered a coat.
- Trench coats are not allowed.
- Only district approved sweatshirts and sweaters will be allowed.
- Classification of an article of clothing as a coat will be up to the discretion of the school administration.
- No hoods are allowed to be worn indoors.
- Coats must be worn as an outer garment over the uniform shirt.
- If worn, the uniform shirt collar must be visible under the sweatshirt.
- Sweatshirts/jackets of any kind may not be worn tied around the waist.
- Throws and blankets may not be used as outer garments and may not be brought to school.

SHOES/SOCKS

- All City of Baker School System Students will wear shoes and socks.
- Socks must be worn at or above the ankle.
- Closed toe (front and back) tennis/shoes, tied shoes or loafer shoes are acceptable.
- Shoes that require laces or Velcro must be securely fastened. Shoes must be worn appropriately. Tennis shoes must be fastened and laced at alltimes.
- Shoes with wheels, glitter, noisemakers, lights or hanging rags are not allowed. Slippers, sandals, thongs, flip-flops, boots, crocs, backlessshoes, slippers, or house shoes are not allowed.

CLUBS/SPECIAL OCCASIONS

- Approved club uniforms (Scouts, 4-H, etc.) May be worn on club meeting days.
- School Administrators have the authority to approve special attire for special occasions.

D. DRESS AND GROOMING CODE

- Hair must be neat, clean, and well-groomed.
- Head coverings are not permissible. Examples include, but are not limited to, the following: bonnets, skullcaps, hats, hoods, handkerchiefs, sweatbands, bandanas, hair wraps, headbands, neck bands, scarves (of any kind) and do-rags.
- Extreme hairstyles or inappropriate/offensive hair carvings that distract from the educational setting are not allowed.
- Rollers, picks, curlers, forks, long-handled combs, rattail combs, or combs in hair are prohibited.
- Students are allowed to wear facial hair but it must be kept neatly groomed. Sideburns should be no longer than the bottom of the ear. Male hair length shall not exceed the collar of the shirt and shall not be worn in styles that cover the student’s eyes.

JEWELRY/ACCESSORIES

- Accessories with inappropriate decorations or advertisements are prohibited; necklaces and bracelets of any type may not be worn.
- Glitter, tattoos and writing/drawing on the face and other visible body parts are not allowed.
- Students are allowed to wear white, gold, or silver stud earrings only; hanging or loop earrings are prohibited.
- Bangle bracelets, necklaces, chains, and beads shall not be worn.
- Sunglasses shall not be worn on school grounds, except by a doctor's order, which must be presented to an administrator for approval.
- Pictures, writings, or symbols on book sacks, gym bags, jackets, etc., of an offensive, derogatory, or obscene nature is prohibited at school and school sponsored activities (e.g. Alcohol, tobacco, drugs, weapons, skulls, blood, etc).

BOOKSACKS (BACKPACKS)

- Pre-Kindergarten through 5th grades; Roller book sacks (backpacks with wheels) are not allowed even if student carries them.
- 6th – 12th grades; Clear or mesh backpacks are allowed. Students may possess on school buses or on school property, bullet-resistant backpacks as defined by ACT 523 of 2018. No other type of backpacks will be allowed except as indicated herein.

DRESS CODE EXPECTATIONS

Decent, appropriate dress should be worn at all school-sponsored events. Students must be in compliance with items included in Part IV Dress and Grooming Code. (Please refer to the Dress and Grooming Code for guidelines.) The Dress Code Policy will support a positive school culture by identifying attire that promotes school safety and student health. In all cases, the school principal or designee shall inform the student, parent(s)/legal guardian(s), and school community of the school Dress Code Policy. All students and parents/legal guardians are expected to follow the written policy. Questions concerning the school Dress Code Policy should be referred first to the school principal or designee. Individuals who have further questions about a school's Dress Code Policy can contact the Central Office. Students may wear bullet resistant book sacks, as defined by ACT 523 of 2018.

PROCEDURES FOR CORRECTING INAPPROPRIATE ATTIRE:

All City of Baker School System's students who fail to comply with the mandatory uniform policy will be disciplined as follows:

Staff will direct students to correct inappropriate attire that can be immediately corrected with no further action. School principals and staff should uniformly apply the following procedures for occurrences in which students wear inappropriate attire.

If the inappropriate attire cannot be corrected immediately, staff will take the following step:

Notify the parent/guardian and send a letter of notification (warning) from the principal or designee with the requirement that it is signed and returned the following day. The student will be placed in the Behavior Modification Center for the day or until the student is properly dressed in school uniform. Parents will be called to bring appropriate clothing if necessary.

No student enrolled in grades Pre-kindergarten through twelve shall be suspended or expelled from a school or suspended from riding a school bus for a uniform violation that is not tied to a willful disregard of school policy **(RS 17:416)**

Note: Prohibitive items that may cause harm will be collected by the school official and not

returned (e.g. Rattailcombs, picks, etc.)

UNIFORM VENDOR INFORMATION

Approved Uniform Shirt Vendors

Burning Sands Unlimited, LLC.

7724 Plank Road
Baton Rouge, LA 70811
Cell: (225) 572-5878

Uniform Pants May Be Purchased at Walmart

14507 Plank Road
Baker, LA 70714
Phone: (225) 775-2050

VII. ORDERLY CLASSROOM

A. RIGHTS

Students have the right to promote the most effective means of receiving instruction.

B. RESPONSIBILITIES

Students shall follow the established classroom rules and regulations as provided by the teacher of each class.

C. CLASSROOM DISCIPLINE

1. A student

- (1) whose behavior prevents the orderly instruction of other students,
- (2) whose behavior poses an immediate threat to the safety or physical well-being of any student or teacher, or
- (3) who exhibits disrespectful behavior toward the teacher by use of foul or abusive language shall be immediately removed from the classroom and placed into the custody of the principal or principal's designee. A student removed from the classroom for these reasons shall not receive credit for schoolwork missed. If the student is subsequently assigned to an alternative program, the student will be provided with assignments to be completed for appropriate credit. Disciplinary action can be taken.

2. The principal or designee will counsel any student removed from the classroom. A student in grades K-5 who is removed from the classroom will not be permitted to return to the classroom for at least 30 minutes unless agreed to by the teacher initiating the disciplinary action. A student in grades 6-12 removed from the classroom will not be permitted to return to the classroom during the same class period unless agreed to by the teacher initiating the disciplinary action.

3. Upon the student being removed from class and sent to the principal's office, the principal or designee shall conduct a counseling session with the student to discuss the particular misconduct. Once removed, the student shall not be readmitted to the classroom until the principal has implemented one of the following disciplinary measures:

- a. In-school suspension

- b. Detention
- c. Suspension
- d. Requiring the completion of all assigned school and homework which would have been assigned and completed by the student during the period of suspension.
- e. Initiation of expulsion hearings
- f. Assignment to an alternative school
- g. Any other disciplinary measure authorized by the principal with the concurrence of the teacher or building level committee.

VIII. FULL PARTICIPATION

A. RIGHTS

Students have the right to fully participate in all school organizations based upon their academic credentials and personal talent in accordance with School Board policy and guidelines that govern a particular activity.

B. RESPONSIBILITIES

Students have a responsibility to take part in all school activities that are designed to help develop them into fully functioning, self-reliant adults. Any student that has been suspended or expelled **CANNOT PARTICIPATE OR ATTEND ANY SCHOOL FUNCTIONS DURING THE TIME SPAN OF THE SUSPENSION/ EXPULSION.**

IX. ACCESS TO OUTSIDE PRESENTERS

A. RIGHTS

Recognized, approved student organizations have the right – with the approval of the sponsor and administrator – to present appropriate outside speakers, films, and other media that afford an opportunity for cultural development or academic accomplishment.

B. RESPONSIBILITIES

Students have the opportunity to petition for speakers through established procedures. Sponsors must inform the speaker of the school restrictions on such presentations and assemblies as outlined in writing by the principal or designee.

X. DECISION MAKING

A. RIGHTS

Students have the right to assist in decisions that affect their lives in school. This right includes decisions related to election of courses of study beyond the required curriculum, participation in activities, and representation in an active, student-government organization.

B. RESPONSIBILITIES

Students should take part in the student government process by running for office or voting for the candidate of their choice. They are responsible for reporting any problems known directly to the staff or through a student government representative.

XI. DUE PROCESS

A. RIGHTS

1. No student shall be punished for committing any offense except in accordance with law and School Board regulations, and every student shall be afforded due process of law. A copy of the Students' Rights and Responsibilities Handbook and Discipline Policy listing School Board Regulations requiring or prohibiting certain conduct and the ensuing punishments for violation shall be made available to all students.
2. Due Process shall include that the student be advised by the principal or a designee of misconduct of the regulation which has been violated and the detailed reasons for such accusation. The student must be asked to explain his or her version of the facts to the school principal or designee. A student accused of committing a battery on any school employee shall be suspended by the principal or designee from school immediately and the student shall be removed immediately from the school premises with the necessary notifications and other procedures to follow as soon as possible. For short-term suspension, the student has the right to appeal to the Superintendent or his designee. Should the offense call for long-term suspension, or expulsion, the student shall be entitled to a hearing before the Superintendent or a designee and there may be an appeal to the School Board. Students are entitled to be represented by anyone they choose, including an attorney. The right of due process is more fully described in La. R.S. 14:416, et seq., of the laws of the State of Louisiana and in this handbook.
3. Students attending alternative schools and/or programs as a direct consequence of a hearing for long-term suspension and/or expulsion from their original school must be afforded due process of law. If behavior warranting expulsion occurs at the alternative school, an additional hearing is required.
4. Students with disabilities, who have been placed in an alternative setting through the Individualized Education Plan (IEP) process, must be provided due process at the alternative setting if behavior warranting expulsion occurs at the alternative setting.

XII. BUS SAFETY

A. RIGHTS

Riding the bus to and from school is a privilege, not a right. Students have the right to expect that the school bus will be a safe means of transportation. If a student should need to ride a bus that is not his/her original bus, written permission must be presented at the beginning of the school day to the principal or designee.

B. RESPONSIBILITIES

Students must follow school bus rules and regulations in order to ensure the safety of others; those who do not follow the rules and regulations will lose the privilege of riding the bus.

C. BUS DISCIPLINE

Discipline problems on the school bus will be handled by the principal or designee of the student's school responsible for the student in accordance with state laws and parish regulations. All schools shall be provided with the LDOE School Bus Behavior Report form, which shall be completed when a student's conduct on a bus is unsatisfactory. The bus operator will complete and sign the applicable portion of the report. The principal or a designee will take necessary action to ensure operational safety of the buses and furnish a copy of the completed form to the Transportation Department and parent/legal guardian of the student. Procedures for removing from the bus a student with disabilities are the same

as those used when a student with disabilities is suspended or expelled from school.

D. BUS REGULATIONS

1. Students shall:

- a. Cooperate with the school bus operator; follow the bus rules at all times.
- b. Be on time to the designated bus stop; the bus will not wait.
- c. Cross the street cautiously when approaching and leaving the bus.
- d. Follow the operator's instructions when loading and unloading.
- e. Remain quiet so as not to distract the school bus operator.
- f. Have written permission from parent or guardian and be authorized by the principal or designee, in advance, to exit at a stop other than their own.
- g. Be courteous and safety conscious in order to protect and enjoy their riding privilege.

2. Students shall not:

- a. Wear hoods covering their heads while on the bus.
- b. Stand when the bus is in motion or when a seat is available.
- c. Extend arms, head, or objects out of windows or doors.
- d. Throw objects inside the bus or out windows or doors.
- e. Open the emergency door except for emergencies.
- f. Eat or drink on the bus.
- g. Damage the bus in any way.
- h. Use the following items on the bus: tobacco, matches, cigarette lighters, obscene material.
- i. Fight on the bus.
- j. Board the bus at the incorrect stop.
- k. Leave the bus without permission.
- l. Show disrespect to the school bus operator.
- m. Commit an immoral or vicious act.
- n. Refuse to occupy an assigned seat.
- o. Use profane language.
- p. Disobey the school bus operator or the bus aide.
- q. Carry firearms, knives or other objects or implements which can be used as weapons.
- r. Use or possess alcoholic beverages or any controlled dangerous substance governed by the Uniformed Controlled Dangerous Substance Law in any form.
- s. Use electronic devices.

3. The following items are not allowed on the bus:

- a. Alcohol, drugs, tobacco, matches, or cigarette lighters
- b. Pets (cats, dogs, etc.)
- c. Glass objects (except eyeglasses)
- d. Weapons (including knives or objects or implements which may be used as weapons)
- e. Objects too large to be held in laps or placed under seats
- f. Items which are inappropriate at school shall not be allowed on the bus.

E. MINOR BUS INFRACTIONS: SHORT-TERM (1-3 DAYS) REMOVAL FROM THE BUS

1. Talking loudly
2. Refusal to obey a reasonable request
3. Pushing or tripping others
4. Rude or discourteous behavior
5. Eating or drinking on the bus
6. Littering the bus

7. Boarding or leaving the bus at the unofficial, incorrect bus stop
8. Refusal to sit in assigned seat
9. Throwing paper
10. Boarding with glass items, excluding eyewear
11. Boarding with large objects that have not been approved by the school bus operator.

**F. MAJOR BUS INFRACTIONS: LONG-TERM (4 OR MORE DAYS)
REMOVAL FROM THE BUS**

1. Being disrespectful and disobedient
2. Standing and/or walking while the bus is in motion
3. Extending any parts of the body out of the bus window (e.g. hands, feet, etc.)
4. Fighting, spitting, bullying or any behavior that injures others or may cause emotional injury or trauma of others
5. Committing an immoral or vicious act
6. Throwing objects
7. Using profanity/obscenities
8. Possessing obscene material(s)
9. Damaging the bus
10. Possessing or use of weapon (i.e. Of any kind or look alike; objects or instruments that may be used as a weapon)
11. Possessing or use of drugs, alcohol, firearms, explosives
12. Possessing or use of cigarettes, lighters, matches
13. Using cellular phones or other electronic devices
14. Using and/or disarming emergency equipment (except for emergencies)
15. Chasing the bus.

G. Consequences for minor infractions

1. **1ST Occurrence:** Talk to the student, state the misbehavior and contact the parent.
2. **2ND Occurrence:** Refer the student to the principal for disciplinary action.
3. **3RD Occurrence:** Refer the student to the principal for disciplinary action; conference with parent, student, principal, bus operator and supervisor of student support services.

H. CONSEQUENCES FOR MAJOR INFRACTIONS

1. Refer the student to the supervisor of student support services or his/her designee for disciplinary actions.

**XIII. SEARCHES: STUDENTS AND SCHOOL PROPERTY
(La. R.S. 17:416.3)**

The Board respects the civil rights of the students attending its schools. While the Board will uphold these rights, it will not tolerate violations of the law, Board Policy, or school rules. Searches, therefore, are used to ensure the safety of all individuals on campus.

Any teacher or principal may search any building, desk, locker, area, or grounds for evidence that the law, a school rule, or Board policy has been violated. Any teacher, or principal may search the person or personal effects of a student when reasonable grounds exist that the search will reveal evidence that the student has violated the law, a school rule, or a Board policy. Such a search will be conducted in a manner that is reasonably related to the purpose of the search and not excessively intrusive in light of the age or sex of the student and the nature of the suspected offense. Random searches of students or their personal effects may be conducted at any time, provided the search is conducted without deliberate

touching of the student.

1. RIGHTS

1. Searches of students should be conducted outside the presence of other students, if possible.
2. Students should be asked to empty all pockets before a physical search is conducted.
3. If a “pat down” search will be conducted, that search should be done by a teacher, or principal of the same gender if at all possible.
4. No action taken by any teacher, principal, school resource officer, or administrator employed by the School Board shall be taken maliciously or with willful and deliberate intent to harass, embarrass or intimidate any student.
5. Whenever any search is conducted on the person of any student based on individual suspicion of that student, a written record shall be made thereof by the person conducting the search and shall include the name or names of the persons involved and the circumstances leading to the search and the results of the same. This record shall be filed and maintained in the principal’s office and a copy forwarded to the parent of the student involved.
6. Specially trained dogs may be used only for searches of lockers, rooms, buildings, and parking lots, including vehicles. A dog may not be used for the search of students.
7. All searches shall be conducted in the presence of a third party as designated by the principal.

2. RESPONSIBILITIES

The School Board shall require students who bring vehicles on campus to register those vehicles and to provide the school authorities with consent to search vehicle signed by the student, parents and/or owner of the vehicle. Any vehicle parked on School Board property may be searched without consent at any time by a school administrator/designee when such school administrator/ designee has facts which lead the school administrator/designee to a reasonable belief that weapons, dangerous substances or elements, illegal drugs, alcohol, stolen goods, or other materials or objects the possession of which is a violation of the law, School Board policy or school regulations will be followed. Searches shall be conducted in the presence of the student whenever possible. If the student refuses to unlock the automobile, proper law enforcement officials shall be summoned, and the student shall be subject to disciplinary action. Any student not present during the search shall be informed of the search immediately thereafter.

Students who place their belongings in another student’s vehicle or locker may receive the same discipline as the owner of the vehicle or locker.

XIV. SEARCHES: PERSONS OTHER THAN STUDENTS

Any school principal, teacher or school resource officer may search the person, book bag, briefcase, purse, or other object in possession of any person who is not a student enrolled at the school or a school employee, while in any school building or on school grounds.

This search may be done randomly. When there is reasonable suspicion that such a person has weapons, illegal drugs, alcohol, stolen goods, or other materials or objects in violation of the School Board’s policy, a search may be conducted. If a “pat down” search will be conducted, that search should be done by a teacher, principal, or school resource officer of the same gender if at all possible.

XV. POSITIVE BEHAVIOR INTERVENTIONS SUPPORTS

City of Baker School System District Level PBIS Expectations:

Be Respectful Be Responsible Be Safe

A major initiative in *Positive Behavior Intervention & Support (PBIS)*, which includes proactive strategies for defining, supporting, and teaching appropriate behaviors, is to create positive learning environments. Attention is focused on sustaining a three-tiered or level system of support to enhance student learning. Students often need encouragement and new skills to improve their behavior and assistance in learning to do so. School staff recognizes that maintaining and changing student behaviors involves a continuum of acknowledgments, support and interventions. (*Center for Positive Behavior Intervention Supports, University of Oregon*)

THREE LEVELS OF INTERVENTION

Level 1 – All Students

Includes: General curriculum enhanced by acknowledgments of positive behaviors, and clearly stated expectations that are applied to all students

Level 2 – Selected Interventions

Focus on:

- Specific interventions for students who do not respond to universal efforts
- Targeted groups of students who require more support
- Interventions that are part of a continuum of behavioral supports needed in schools

Level 3 – Individualized Interventions

Focus on:

- The needs of individual students who exhibit a pattern of problem behaviors
- Diminishing problem behaviors and increasing the student's social skills and functioning
- Interventions involving functional behavioral assessments and behavioral intervention plans

B. LEVELS OF CONSEQUENCES

Levels of Interventions and Consequences for Violations of the Code of Student Conduct

As with any incident of student behavior, school administrators must exercise informed judgment as to whether a student's actions constitute a violation of the Board policy and/or the *Code of Student*

Conduct. The levels, shown in the Levels of Intervention diagram below, guide administrators to use *Progressive Interventions* to change student behaviors. The administrator always has the option to use an intervention from a lower level as long as one from the prescribed level is also employed. Moreover, if a behavior is deemed a criminal offense by local authorities and such offense is not identified in this *Code of Student Conduct*, the consequence may be expulsion from the City of Baker School System. Restitution for loss or damage will be required in addition to any other prescribed consequences.

Levels of consequences and options for progressive interventions follow. **Repeated chronic or cumulative offenses may require higher levels of interventions/ consequences.** For serious violations, interventions/consequences may begin.

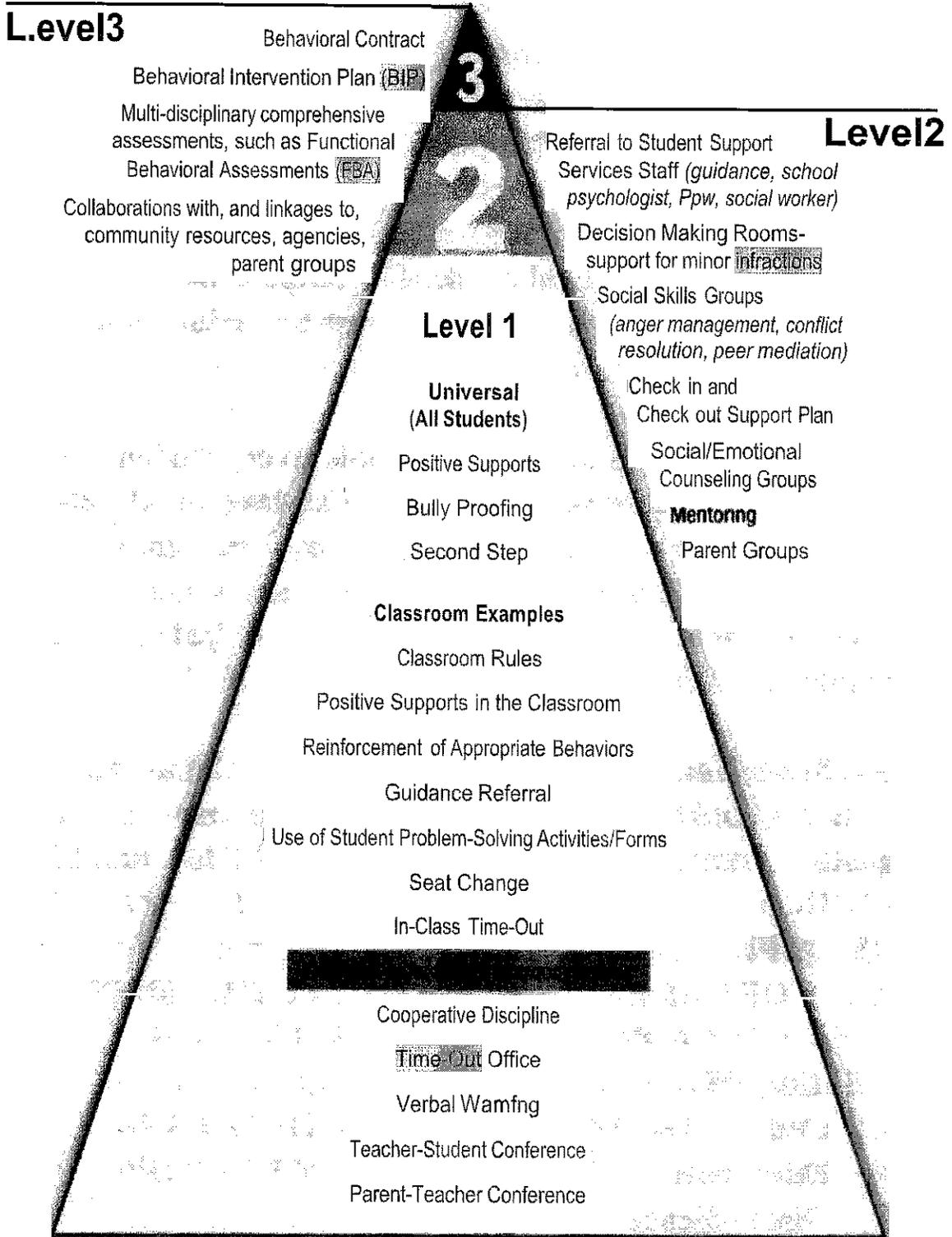
Starting at the beginning of each school year, staff shall implement disciplinary options/responses to a student in a progression beginning with the least severe disciplinary response. Disciplinary options/responses a teacher or employee may use include: Disciplinary Options/Responses a teacher or employee may use include:

- a. Implementation of PBIS Classroom Minor Behavior Tracking Form;

- b. Oral or written reprimand;
- c. Conduct a teacher-student conference;
- d. Contact parent by email, note or telephone call to parent;
- e. Written notification to parents of disruptive or unacceptable behavior with a copy provided to the principal;
- f. Impose other disciplinary measures approved by the principal and the faculty of the school and in compliance with School Board policy;
- g. Referral of the student to a social worker, or school counselor, or certified school psychologist; or family liaison
- h. When a student's behavior prevents the orderly instruction of other students or poses an immediate threat to the safety or physical wellbeing of any student or teacher or when a student violates the school's discipline policy, the teacher may have the student immediately removed from the teacher's classroom.

The Three Levels of Intervention

Interventions may include (but are not limited to) the examples below.



DISCIPLINE POLICY

It is the expressed policy of the City of Baker School Board to utilize alternatives to suspensions and expulsions and to reserve the use of suspensions and expulsions as the last step in progressive discipline based on the nature of the offense. Principals and school staff shall endeavor to address student behavior with a focus on evidence-based interventions and supports. Schools shall endeavor to prioritize classroom and school-based interventions in lieu of out-of-school disciplinary removals to address student misconduct in order to minimize the loss of academic instructional time. Expulsions shall be reserved for the major tier of behavioral infractions involving weapons or drugs, or when the safety of students and staff has been put in jeopardy. La. R.S. 17:416 (L).

The ultimate responsibility for student conduct rests with the parent or guardian. However, school personnel have the daily responsibility to ensure that no person interferes with the learning environment of other students. By preserving the proper atmosphere for teaching and learning, school system personnel demonstrate their concern for all students and ensures that all students have a right to a quality education.

It is the expressed policy of the state school board to utilize alternatives to suspensions and expulsions and to reserve the use of suspensions/expulsions as the last step in a progressive discipline plan based upon the nature of the offense.

These disciplinary measures are intended to be positive, constructive, and directed toward serving students' educational needs. The purpose of disciplinary action is to mold future behavior and to teach the student that education is a right with reasonable rules and regulations.

Under the law, every teacher is authorized to hold every student accountable for any disorderly conduct in school, on the school's playground, on any street or road that is part of the school campus, on the school bus going to or returning from school, during intermissions or recesses, or at any school-sponsored event. During the school day or at any school function, the principal or designee has final authority to maintain discipline.

Finally, suspensions and expulsions of students with disabilities shall be handled in accordance with state and federal law applicable to such students. Copies of these laws and regulations may be obtained from the Special Education Department.

I. MINOR OFFENSES AND DISCIPLINE

Applicable To All City of Baker School System Students

A. Minor Offenses

1. Cutting class
2. Unexcused tardies
3. Disobedience
4. Using Profanity.
5. Possession of inappropriate articles at school, such as trading cards, comic books,

games, etc.

6. Possession of aerosol sprays.

7. Failing to use respectful terms as outlined in Section 5(B)(2) for students in kindergarten through sixth grade.

B. DISPOSITION OF MINOR OFFENSES

1. The teachers shall do one or more of the following:

a. Counsel/warn the student and contact the parent;

b. Administer constructive punish work;

c. Provide written notification to parents of disruptive or unacceptable behavior, a copy of which shall be provided to the principal;

d. Contact parent or guardian by phone or request a conference to be held at school

e. Refer student to administrator when necessary, using the proper referral procedure.

2. The administrator shall do one or more of the following:

a. Counsel/warn the student

b. Seek and encourage parent involvement

c. Refer the student to the guidance counselor

d. Refer the student to the Behavior Modification Center

An accumulation of offenses may result in severe disciplinary action such as short-term suspension or long-term suspension, except for any offense in A: 1-6.

II. MAJOR OFFENSES AND DISCIPLINE

Applicable To All City of Baker School System Students. Depending on the severity of the action as determined by the Principal or Superintendent or his/her designee, any of the consequences (In-School Suspension, Out-of-School Suspension, or Expulsion) may be applied to offenses in this section.

1. **Abusive or Profane Language**

2. **Arson**

3. **Assault or battery upon a school teacher, instructor, administrator, bus driver, staff person or employee of the school system**

4. **Assault or battery upon a student**

5. **Breaking and entering school or private property on school grounds**
reimbursement for damages or theft is required.

6. **Cell Phones, beepers and other electronic devices** – these devices cannot be used or operated by a student unless authorized by the school principal or his/her designee.

7. **Bullying (physical, verbal or cyber)** NOTE: Follow procedure as implemented in pursuant to LA. R.S.17:416.13 to include investigation and reporting requirements;

8. **Cheating/plagiarism**

9. **Communicating false information of arson or bomb threats ;**

10. **Computer hacking & computer network violations including internet**—
recommended expulsion. Network administrators and school personnel may review student e-mail messages or track student navigation of the World Wide Web. Any activity that violates local, state or federal law will be reported to the proper agency;

11. **Disrespect for authority or cursing school personnel failing to**

comply with reasonable requests of teacher of other school personnel and/or defiance of the authority of school personnel

12. **Extortion or intimidation**
13. **Fighting: 1 on 1**
14. **Fighting: 2 or more on 1**
15. **Provoking a fight**
16. **Forgery of administrator's, teacher's or parent's name to a school document or note**
17. **Gambling**
18. **Hazing**
19. **Leaving campus**
20. **Major disturbances** – (inciting a major disturbance or participating in a major disturbance)
21. **Minor disturbances**
22. **Molesting a student, indecent behavior, sexual harassment, or possession of pornography** – (students should immediately report this behavior to a teacher, guidance counselor or administrator)
23. **Possession or distribution of counterfeit money** HB 41117:416(L)
24. **Possession or use of dangerous weapons** –
 - a. Possession of dangerous weapon(s), use of dangerous weapon(s) or use of an object as a weapon
 - b. Possession of a look-alike weapon(s)
25. **Possession or Use of explosive devices, fireworks, ammunition or look-alike devices**
26. **Smoking, using or possessing lighted cigar, cigarette, pipe or any other lighted tobacco product in any form, including but not limited to e-cigs, e-cigarettes, electronic cigarettes, advanced personal vaporizers, vape pens, vape mods, and any electronic nicotine delivery systems or any other device of instrument, whatever kind in nature that simulates the feeling or act of smoking**
27. **Stealing or theft**
28. **Tampering or destroying school records, roll books or school property**
29. **Tampering with fire alarms or causing a false fire alarm**
30. **Terrorizing**
31. **Threatening administrator, faculty or school personnel at school or school function**
32. **Threatening another student**
33. **Trespassing;**
 - a. Contact law enforcement of trespassers/students; notify parents if it is a City of Baker School System Student.
 - b. While trespassing, any offense committed by a student on another school campus carries the same disposition as if the offense had been committed on the student's own campus
34. **Truancy or hooky**
35. **Use of aerosol spray**
36. **Vandalism**

III. VIRTUAL OFFENSES AND DISCIPLINE

Applicable To All City of Baker School System Students

1. Antagonistic, harassing, or discriminatory language of any kind with regard to race, color, religion, sex, gender, intelligence, age, orientation, disability, socioeconomic status or any other legally protected characteristic or activity.
2. Bullying and/or cyberbullying
3. Use of obscene, degrading or profane language (written, verbal, pictures, drawings, audio, video)
4. Displaying pornography, nudity or images of nudity
5. Committing lewd or sexual acts
6. Handling or displaying weapons, including toy or facsimile weapons
7. Illegal posting, distribution, upload or download of copyrighted work of any kind
8. Sharing assignments, questions/answers, or any other action that would violate any expectations or rules relative to academic honesty
9. Posting personally identifiable information in any format other than via private message
10. Indecent dress or disrobing
11. Interference with the instructional audio or video
12. Use or display of illegal drugs, alcohol, tobacco or tobacco products, or vaping devices
13. Violations of the Board's/School's Acceptable Use Policy or Device Contract.

NOTE: If a school has rules in addition to those in this handbook, those rules shall be in writing and a copy shall be provided to the students. The rules shall not conflict with those in this handbook.

IV. FIGHTING POLICY

- a. Beginning in the 2023-2024 school year the City of Baker is instituting a new fighting policy. Students who are fighting on campus may be referred to an Alternative Learning Program (ALP) for up to 30 days. The student and their parent will be required to attend a conflict resolution class at the parent's expense. Completion of this class is required before the student may return to their campus. If the student returns to school and a second fight occurs, the student will be required to attend the ALP for up to 60 days and attend another Conflict Resolution Class. A third fight will be for the remainder of the semester.
- b. For fights involving students who are 14 years of age or older, school principals shall call the appropriate law enforcement authorities whenever one or more of the students suffers an injury requiring medical attention.
- c. Appropriate law enforcement authorities include assigned School Youth Resource Officers.
- d. If there are no assigned School Youth Resource Officers available, the local law enforcement authorities will be called at (225) 775-6000.
- e. The law enforcement authorities may investigate the fight and may recommend one of the following actions:
 - (1) Issuing the student, a misdemeanor summons;
 - (2) Releasing the student to a parent or guardian with the agreement that both will appear in juvenile court;
 - (3) Taking the student directly to the Juvenile Detention Facility;
 - (4) Arresting the student; or
 - (5) Counseling the student and releasing the student to the parent or guardian with a warning.
- f. Pushing and shoving are not considered fighting, but once a punch is thrown by a student to injure another person, a "fight" has occurred.

g. Since pushing and shoving may lead to fighting, which is a violation of school policy, students may be subject to appropriate discipline procedures.

h. Non-aggressive self-defense allows the student to defend himself against an attack but only to the point where the attacker backs off. No student will be disciplined in any manner under this policy for the use of force upon another person when it can be reasonably concluded that the use of such force—more probably than not—was committed solely for the purpose of preventing a forcible offense against the student or a forcible offense. The force used must be reasonable and apparently necessary to prevent such offense. A student who is the aggressor, or who brings on a difficulty, cannot claim the right to defend him or herself.

i. Counseling will include, at a minimum, anger management and conflict resolution. It will be provided and supervised by the City of Baker School System. Parents or guardians will be advised and encouraged to participate.

j. This Fighting Policy is in effect from the time the student leaves home for school until the time the student returns home from school. It is also in effect during all school-related or school-sponsored activities. It is the student's responsibility to alert a principal, teacher, coach, etc. to any hostile attempt directed to a student. Administrators are then required to take immediate action to prevent further hostile attempts.

V. **Alcohol and drug offenses**

1. **Possession of alcohol** – (including intent to distribute or under the influence of);
2. **Possession of drug paraphernalia**
3. **Possession of illegal drugs** – (including under the influence of).
4. **Possession of prescription or non-prescription medication** (without a prescription or physician's order on file).
5. **Distribution of medication** (both prescription and non-prescription);
6. **Possession of medication with intent to distribute** (both prescription and non-prescription);
7. **Possession of inhalants (including nitrate-based inhalants)**
8. **Distribution of substances represented as illegal or counterfeit drugs** (including intent to distribute).

VI. **Major drug, firearm and knife violations**

A. If found guilty by a Hearing Officer, the Hearing Officer may not assign a lesser punishment for the following offenses:

- Any student, **sixteen years of age or older**, found guilty of possession of, or knowledge of and intentional distribution of, or possession with intent to distribute any illegal narcotic, drug, or other controlled substance on school property, on a school bus, or at a school-sponsored event, shall be expelled from school for a minimum of a period of twenty-four calendar months unless such student has agreed to participate and participates the full time in a juvenile drug court program operated by a court of this state as required for such student by the appropriate authority. Such students may be placed by the school system in an alternative education program for suspended and expelled students approved by the State Board of Elementary and Secondary Education (La. R.S. 14:416(C)(2)(a)(ii)). Under the above circumstances, students with disabilities will be disciplined under Louisiana's Regulations for Implementation of the Children with Exceptionalities Act (R.S. 17:1941, et seq.); Title 28 Part XLIII Bulletin 1706 Subpart A – Regulations for Students with Disabilities, Section 519B.

- Any student who is **under sixteen years of age and in grades six through twelve** who is found guilty of possession of, or knowledge of and intentional distribution of or possession with intent to distribute any illegal narcotic, drug, or other controlled substance on school property, on a school bus or at a school-sponsored event, following a hearing, shall be expelled from school for a minimum of twelve calendar months unless such student has agreed to participate and participates full time in a juvenile drug court program operated by a court of this state as required for such student by the appropriate authority. Such student may be placed by the school system in an alternative education program for suspended and expelled students approved by the State Board of Elementary and Secondary Education. (La. R.S. 17:416(C)(2)(b)(ii); Under the above circumstances, students with disabilities will be disciplined under Louisiana's Regulations for Implementation of the Children with Exceptionalities Act (R.S. 17:1941, et seq.); Title 28 Part XLIII Bulletin 1706 Subpart A – Regulations for Students with Disabilities, Section 519B.

- Any student in kindergarten through grade five found guilty of, or in possession of or knowledge of and intentional distribution of, or possession with intent to distribute any illegal narcotic, drug or other controlled substances on school property, on a school bus or at a school-sponsored event, following a hearing, shall be referred to the City of Baker School Board through a recommendation for disciplinary action by the superintendent. (La. R.S. 17:416(C) (2)(c)(ii); Under the above circumstances, students with disabilities will be disciplined under Louisiana's Regulations for Implementation of the Children with Exceptionalities Act (R.S. 17:1941, et seq.); Title 28 Part XLIII Bulletin 1706 Subpart A – Regulations for Students with Disabilities, Section 519B.

- Any student who is under sixteen years of age and in grades six (6) through twelve (12), and who is found guilty of being in possession of a firearm on school property, on a school bus or in actual possession at a school-sponsored event, shall be expelled from school for a minimum period of twelve calendar months. The student shall be referred to the district attorney for appropriate action. (La. R.S. 17:416(C)(2)(a)(I) and (b)(i) and 20 U.S.C. §7151;

Under the above circumstances, students with disabilities will be disciplined under Louisiana's Regulations for Implementation of the Children with Exceptionalities Act (R.S. 17:1941, et seq.); Title 28 Part XLIII Bulletin 1706 Subpart A – Regulations for Students with Disabilities, Section 519B.

- Any student in kindergarten through grade five (5), who is found guilty of being in possession of a firearm on school property, on a school bus or in actual possession at a school-sponsored event, shall be expelled from school for a minimum period of twelve calendar months. The student shall be referred to the district attorney for appropriate action. (La. R.S. 17:416(C) (2)(a)(I) and (b)(i) and 20 U.S.C. §7151; Under the above circumstances, students with disabilities will be disciplined under Louisiana's Regulations for Implementation of the Children with Exceptionalities Act (R.S. 17:1941, et seq.); Title 28 Part XLIII Bulletin 1706 Subpart A – Regulations for Students with Disabilities, Section 519B.

- Any student arrested for possession of, or intentional distribution of, or possession with intent to distribute any illegal narcotic, drug, or other controlled substance on school property shall be referred by the school principal or his designee, within five

days after such arrest, for testing or screening by a qualified medical professional for evidence of abuse of alcohol, illegal narcotics, drugs, or other controlled dangerous substances.

- If evidence of abuse is found, the student shall be referred to an alcohol and drug abuse treatment professional chosen by the student's parent or tutor. If the student is found by the professional to be in need of treatment, and if the student agrees to cooperate in the recommended treatment, as certified in writing by the medical professional, such documentation may be used to initiate reopening the student's case. The City of Baker School Board shall take into consideration the student's agreement to receive treatment as a positive factor in the final decision relative to any final disciplinary action.

B. The parent, within five days after the decision is rendered, may request the City of Baker School Board to review the findings of the Superintendent or his designee at a time set by the school board; otherwise the decision of the superintendent shall be final. If requested, as herein provided, and after reviewing the findings of the Superintendent or his designee, the school board may affirm, modify, or reverse the action previously taken.

C. The Baker Police Department shall be notified when a student is in possession of drugs, intending to distribute drugs or distributing drugs in a drug free zone, or is in possession of a knife, firearm or explosives.

D. Any student found possessing a knife with a blade less than two and one-half inches in length may be suspended by the school principal. In the discretion of the administration, the student, at a minimum, shall be placed in In-School Suspension. (La. R.S. 17:416(B) (1) (b) (ii) (bb).

E. Any student found carrying or possessing a knife with a blade two and one-half or more inches in length shall be immediately suspended by the school principal. The principal shall immediately recommend that the student be expelled, except when the student is less than eleven years of age and in pre-kindergarten through grade five, in which case the principal may, but is not required to, recommend the student's expulsion. In either case, the student shall be entitled to a Hearing conducted by the superintendent or designee who will determine the facts of the case and make a finding of whether the student is guilty of conduct warranting a recommendation of expulsion. (La. R.S. 17:416(B) (1) (b) (ii) (cc).

DISCIPLINE PROCEDURES

I. REMOVAL FROM SCHOOL CAN BE ONE OF THREE TYPES

Students may be removed from class under one of three types of discipline:

1. In-school suspension" means removing a student from his normal classroom setting but maintaining him under supervision within the school. Students participating in in-school suspension shall receive credit for work performed during the in-school suspension. However, any student who fails to comply fully with the rules for in-school suspension may be subject to immediate out-of-school suspension. In-school suspensions are for minor offenses. If a student continues their behavior in the BMC they may be required to finish their time in an ALP.

2. "Out-of-school suspension" means the removal of a student from all classes of

instruction on public school grounds and all other school-sponsored activities. The student will be required to attend an ALP. Failure to attend will count as an unexcused absence. Any Out-of-School suspension over 10 days must be determined by the Superintendent or his/her designee through a hearing.

3. Expulsion – the removal of a student from **all** regular school settings for a period of not less than one school semester or longer. The student will be required to attend an ALP. Failure to attend will count as an unexcused absence. Expulsions are determined by the Superintendent or his/her designee through a hearing.

SUSPENSION

The City of Baker School Board recognizes its authority to maintain good order and discipline within the schools of the school district. Therefore, the School Board recognizes the principal's authority to suspend a student for a specified period of time in accordance with statutory provisions.

Prior to any out-of-school suspension or assignment to alternative placement, the school principal or his/her designee shall advise the student of the particular misconduct of which he/she is accused as well as the basis for such accusation and the student shall be given an opportunity at that time to explain his/her version of the facts. The principal/designee shall contact the parent or legal guardian of the student to notify them of the suspension, and establish a date and time for a conference with the principal or designee as a requirement for readmitting the student. *Notice* shall be given by contacting the parent or legal guardian by telephone at the telephone number shown on the student's registration card, or by electronic communication or by a certified letter sent to the address shown on the student's registration card. The principal shall promptly advise the Superintendent or designee of all such suspensions, stating the reasons for the suspensions.

A student who is suspended for longer than ten (10) days shall be provided with academic instruction at an alternative setting in accordance with La. Rev. Stat. Ann. §17:416.2.

No suspended student shall be allowed to leave the school premises during the school day until the parent, guardian, or other proper authorities assume responsibility for him/her, unless immediate removal from school due to danger or threat of disruption to academic process is warranted.

If the parent, or legal guardian fails to attend the required conference within five (5) school days of notification, the truancy laws shall be effective. On not more than one occasion each school year when the parent, or legal guardian refuses to respond to the notice, the principal may determine whether readmitting the student is in the best interest of the student. On any subsequent occasions in the same school year, the student shall not be readmitted unless the parent, or legal guardian, court, or other appointed representative responds.

If a teacher, principal, or other school employee is authorized to require the parent, or legal guardian of a student to attend a conference or meeting regarding the student's behavior and after notice, the parent, or legal guardian willfully refuses to attend, the principal or his/her designee shall file a complaint, in accordance with statutory provisions, with a court exercising juvenile jurisdiction.

When a student is suspended for a second time within one school year, the principal may require a counseling session be held with the parent and student by the school counselor. In the event there is no school counselor assigned to that school, the principal may require a conference between the parent, student and all the student's teachers and the principal or other administrator.

Any student, *after being suspended on three (3) occasions* for committing any suspendable offense during the same school year, **shall upon committing the fourth offense**, be expelled from all the public schools of the system until the beginning of the next regular school year, and the student's reinstatement shall be subject to the review and approval of the School Board.

A student suspended for damages to any property belonging to the school system or to property contracted to the school system or any property on school grounds owned by a school employee or student shall not be readmitted until payment in full has been made for such damage, an alternative restitution arrangement has been executed, an alternative payment plan has been arranged, or until directed by the Superintendent. If the property damaged is a school bus owned by, contracted to, or jointly owned by any school board, a student suspended for such damage shall not be permitted to enter or ride any school bus until payment in full has been made for the damage, an alternative restitution arrangement has been executed, an alternative payment plan has been arranged, or until directed by the Superintendent.

The principal and other appropriate personnel shall be required to file written documentation of all suspensions. Said documentation shall include the circumstances surrounding any suspension, the reason for suspension, and any other pertinent facts concerning the disciplinary action. The principal shall file copies of his/her report with the Superintendent, other appropriate personnel and the parent or guardian and retain a copy for his/her records.

Upon the seizure by any teacher, principal, school security guard, or other school administrator of any firearm, knife, or other dangerous implement which could be used as a weapon or inflict injury, the principal or his or her designee shall be required to report the confiscation to appropriate law enforcement officials.

Appeal

Any parent, or legal guardian of a student suspended shall have the right to appeal to the Superintendent or his/her designee, who shall conduct a hearing on the merits. If the parent or legal guardian is not present for the hearing after having been properly notified, the hearing may proceed and the results of the hearing shall be mailed to the parent or legal guardian within three (3) school days by certified mail, return receipt requested. The decision of the Superintendent on the merits of the case, as well as the term of the out-of-school suspension, shall be final, reserving to the Superintendent the right to remit any portion of the time of out-of-school suspension.

Notwithstanding the foregoing, the parent or legal guardian of a student who has been recommended for expulsion but suspended instead following a hearing conducted by the Superintendent or his/her designee shall have the right to request review by the School Board of the findings of the Superintendent or designee at a time set by the School Board. Such

request must be made within five (5) days after the decision is rendered, or the decision of the Superintendent or designee shall be final. The School Board may affirm, modify, or reverse the action previously taken.

The parent or legal guardian of the student may, within ten (10) school days, appeal to the judicial district court an adverse ruling of the School Board in upholding the action of the Superintendent or designee. The court may reverse or revise the ruling of the School Board upon a finding that the ruling of the School Board was based on an absence of any relevant evidence in support thereof.

MANDATORY SUSPENSION

Firearms, Knives, Other Dangerous Instrumentalities, Drugs

The principal or his/her designee shall be required to suspend a student who:

1. is found carrying or possessing a firearm or a knife with a blade two and one-half (2 ½) inches or longer, or another dangerous instrumentality, except as provided below under the section entitled *Suspension Not Applicable*; or
2. possesses, distributes, sells, gives, or loans any controlled dangerous substance governed by state law, in any form.

Additionally, the principal or his/her designee shall immediately recommend the student's expulsion to the Superintendent, for the above offenses, except in the case of a student less than eleven (11) years of age in pre-kindergarten through grade 5 who is found carrying or possessing a knife with a blade two and one half (2 ½) inches or longer, the principal may recommend the student's expulsion. A student found carrying or possessing a knife with a blade less than two and one half (2 ½) inches in length may be suspended by the school principal, but, in appropriate cases, at a minimum, shall be placed in *in-school suspension*.

Assault or Battery of School Employees

Whenever a student is formally accused of violating state law or school disciplinary regulations, or both, by committing assault or battery on any school employee, the principal shall suspend the student from school immediately and the student shall be removed immediately from the school premises without the benefit of required out-of-school suspension procedures; however, the necessary notifications and other procedures shall be implemented as soon as practicable. The student shall not be readmitted to the school to which the employee is assigned until all hearings and appeals associated with the alleged violation have been exhausted.

SUSPENSION NOT APPLICABLE

Suspension of a student shall not apply to the following:

1. A student carrying or possessing a firearm or knife for purposes of involvement in a school class, course, or school-approved cocurricular or extracurricular activity or any other activity approved by appropriate school officials.

2. A student possessing any controlled dangerous substance that has been obtained directly or due to a valid prescription or order from a licensed medical provider. However, the student shall carry evidence of the prescription or medical provider's order on his/her person at all times when in possession of any controlled dangerous substance which shall be subject to verification. Evidence of the prescription or medical provider's order includes possession of the controlled dangerous substance in its original packaging as received from the pharmacy.

In addition, school officials, in accordance with statutory provisions, shall have total discretion and shall exercise such discretion in imposing on a student any disciplinary actions authorized by state law for possession by a student of a firearm or knife on school property when such firearm or knife is stored in a motor vehicle and there is no evidence of the student's intent to use the firearm or knife in a criminal manner.

DRESS CODE VIOLATIONS

A student enrolled in grades prekindergarten through five shall not be suspended from school or suspended from riding on any school bus for a uniform violation that is not tied to willful disregard of school policies.

CREDIT FOR SCHOOL WORK MISSED

A student who is suspended for ten (10) days or fewer shall be assigned school work missed while he/she is suspended and shall receive the same credit originally available for such work, upon the recommendation of the student's teacher, if it is completed satisfactorily and timely as determined by the principal or his/her designee.

A student who is suspended for more than ten (10) days and receives educational services at an alternative school site, shall be assigned work by a certified teacher and shall receive credit for school work if it is completed satisfactorily and timely as determined by the teacher. Such work shall be aligned with the curriculum used at the school from which the student is suspended.

RECUSAL OF ADMINISTRATOR IN DISCIPLINE MATTERS

Any school administrator or administrator's designee who is required to make a recommendation, decide an issue, or take action in a matter involving the discipline of a student shall recuse himself/herself whenever a member of the immediate family of the administrator or administrator's designee is involved in any manner in the discipline matter. In case of recusal, the action to be taken shall be done so by the Superintendent or an impartial designee of the Superintendent.

Immediate family means the individual's children, brothers, sisters, parents, and spouse and the children, brothers, sisters, and parents of the spouse.

SUSPENSION OF STUDENTS WITH DISABILITIES OR EXCEPTIONALITIES

Suspension of students with disabilities or exceptionalities, or an Individualized Education Program or Section 504 Individualized Accommodation Plan, shall be to the extent allowed by applicable state or federal law and regulations or the provisions of the student's specific plan.

II. In-School Suspension Procedures

1. Before a student is suspended, the school principal or designee shall advise that student of the alleged misconduct and the basis for the accusation. The student shall be allowed to present an explanation- due process.
2. The parent or guardian will be notified of the removal and the student will be removed from class and kept under supervision in the Behavior Modification Center until the end of the school day or until the parent or guardian arrives at the school.
3. Upon removal, the parent or guardian will be provided a written notice of the student's rights, which includes the right to contest the removal within five school days after receipt of written notice of the suspension. The request for a review shall be in writing and directed to the Superintendent.
4. The decision of the Superintendent or designee on an appeal of a short-term suspension shall be final, and there shall be no right to appeal such decision of the Superintendent or his designee to the Board.

III. Out-of-School Suspension Procedures

1. Before a student is suspended, the school principal or designee shall advise that student of the alleged misconduct and the basis for the accusation. The student shall be allowed to present an explanation- due process.
2. Any student recommended for long-term suspension shall be scheduled a hearing. Until the hearing is scheduled the student will be required to attend an ALP. As long as they are present they will be counted as in attendance. If they do not it will be counted as an unexcused absence.

IV. HEARINGS: Out-of-School Suspensions

1. The district shall notify the parent or guardian of the suspension hearing date and the action to be taken if the parent is not present. The hearing will take place no later than **five (5)** school days after the incident. HB 411
2. If suspension proceedings are conducted without the presence of a parent, written notification of the actions will be sent by certified mail to the parent or legal guardian no later than **three (3)** school days after the hearing.
3. The parent or guardian may appeal the suspension to the School Board within five (5) days after receiving the notification by certified mail. In so appealing, the parent or guardian shall provide a copy of the principal's or the designee's recommendation for a long-term suspension and the Superintendent's or designee's decision of that recommendation. The School Board will review the appeal and will notify the parent or guardian of its decision. In the absence of a timely appeal, the decision of the Superintendent or a designee shall become final.
4. After the third long-term suspension during the same school year, a student may be

recommended for expulsion.

5. Upon the student's return to school, the principal or a designee shall schedule a conference to be attended by appropriate school personnel, the student, and the student's parent or guardian. Follow-up conferences should be planned as needed.

V. RE-ADMISSION AFTER SUSPENSION (MEETINGS BELOW ARE REQUIRED)

1. FIRST SUSPENSION

Before a student is allowed to return to school, the principal or designee the student, and the parents or guardian will have a conference to discuss the student's misbehavior, the reason for the suspension, and ways to avoid repeated misbehavior. At the discretion of the principal, the Superintendent or his/her designee. may attend the meeting.

2. SECOND SUSPENSION

The School Building Level Committee will meet with the principal or designee, counselor, teacher, student, and parent or guardian to discuss the student's misbehavior, the reason for the suspension, and ways to avoid repeated misbehavior.

3. THIRD SUSPENSION

Before a student is allowed to return to school following a third suspension, the student and parent or guardian, the Superintendent or his/her designee., and the School Building Level Committee Chairperson will meet to the discuss the student's misbehavior, the reason for the suspension, and ways to avoid repeated misbehavior. The Family in Need of Services intake officer or the student's probation officer (if applicable) will also be invited to the meeting. The conference is scheduled by the principal or designee with the consent of the Superintendent or his/her designee..

If the meeting cannot occur before the student is set to return to school, the student may be readmitted to school under provisional admission until the conference occurs.

EXPULSION

The City of Baker School Board may expel a student from school if an offense committed by the student is serious enough to warrant such action or is in violation of state law or the School Board's code of conduct. Prior to any expulsion the school principal or his/her designee shall advise the student of the particular misconduct of which he/she is accused as well as the basis for such accusation, and the student shall be given an opportunity at that time to explain his/her version of the facts. The principal/designee shall contact the parent or legal guardian of the student to notify them of the expulsion, and establish a date and time for a conference with the principal or designee as a requirement for readmitting the student. Notice shall be given by contacting the parent or legal guardian by telephone at the telephone number shown on the student's registration card, or by electronic communication and additionally by a certified letter sent to the address shown on the student's registration card. If the parent or legal guardian fails to attend the required conference within five (5) school days of notification, the truancy laws shall be effective.

Upon the recommendation for expulsion of a student by the principal a hearing shall be conducted by the Superintendent or his/her designee within fifteen (15) school days to determine the facts of the case and make a finding of whether or not the student is guilty of

conduct warranting a recommendation of expulsion. The School Board shall provide written notice of the hearing to the student and his/her parent or legal guardian, and the notice shall advise the student and his/her parent or legal guardian of their rights. Notification of the time, date, and place of the expulsion hearing shall be mailed to the parents. Following the hearing, the Superintendent or his/her designee shall notify the parents of the decision rendered.

At the hearing, the principal and/or teacher concerned may be represented by any person appointed by the Superintendent and the concerned teacher shall be permitted to attend and present any relevant information. Until the hearing, the student shall remain suspended with access to classwork and the opportunity to earn academic credit. A student who is expelled for longer than ten (10) days shall be provided with academic instruction at an alternative setting in accordance with La. Rev. Stat. Ann. §17:416.2.

Upon the conclusion of the hearing and upon finding the student guilty of conduct warranting expulsion, the Superintendent shall determine whether such student shall be expelled and the specified period of expulsion, or if other disciplinary action shall be taken. Unless otherwise stipulated by state statutes, the period of expulsion shall not be less than one school semester and may carry over into the next school year, if necessary. During an expulsion, the Superintendent shall place the student in an alternative school or in an alternative educational placement.

APPEALS

The parent or legal guardian of the student who has been recommended for expulsion in accordance with state law may, within five (5) days after the decision to expel has been rendered, submit a request to the School Board to review the findings of the Superintendent or designee at a time set by the School Board; otherwise the decision of the Superintendent shall be final. If requested, as herein provided, and after reviewing the findings of the Superintendent or his/her designee, the School Board may affirm, modify, or reverse the action previously taken. The parent or legal guardian of the student shall have such right of review even if the recommendation is reduced to a suspension.

The parent or legal guardian of the student who has been recommended for expulsion in accordance with state law may, within ten (10) school days, appeal to the district court for the parish in which the student's school is located, an adverse ruling of the School Board in upholding the action of the Superintendent or his/her designee. The court may reverse or revise the ruling of the School Board upon a finding that the ruling of the School Board was based on an absence of any relevant evidence in support thereof. The parent or legal guardian of the student shall have such right to appeal to the district court even if the recommendation for expulsion is reduced to a suspension.

EXPULSION INVOLVING FIREARMS

Any student, age sixteen (16) or older, or under sixteen (16) and in grades six (6) through twelve (12), who is found guilty of being in possession of a firearm on school property, on a school bus or in actual possession at a school-sponsored event, pursuant to a hearing, shall be expelled from school for a minimum period of four (4) complete school semesters and shall be referred to the district attorney for appropriate action.

Any student in kindergarten through grade five (5) who is found guilty of being in

possession of a firearm on school property, on a school bus, or in actual possession at a school-sponsored event, pursuant to a hearing, shall be expelled from school for a minimum period of two (2) complete school semesters and shall be referred to the district attorney for appropriate action.

However, the Superintendent, may modify the length of the minimum expulsion required in the above paragraphs on a case-by-case basis, provided such modification is in writing.

EXPULSION INVOLVING DRUGS

Any student, sixteen (16) years of age or older, found guilty of possession of, or knowledge of and intentional distribution of or possession with intent to distribute any illegal narcotic, drug, or other controlled substance on school property, on a school bus or at a school-sponsored event, pursuant to a hearing, shall be expelled from school for a minimum period of four (4) complete school semesters.

Any student who is under sixteen (16) years of age and in grades six (6) through twelve (12) and who is found guilty of possession of, or knowledge of and intentional distribution of or possession with intent to distribute any illegal narcotic, drug, or other controlled substance on school property, on a school bus, or at a school-sponsored event pursuant to a hearing shall be expelled from school for a minimum period of two (2) complete school semesters.

Any case involving a student in kindergarten through grade five (5) found guilty of possession of, or knowledge of and intentional distribution of or possession with intent to distribute any illegal narcotic, drug, or other controlled substance on school property, on a school bus, or at a school-sponsored event, pursuant to a hearing, shall be referred to the School Board through a recommendation for action from the Superintendent.

VIRTUAL INSTRUCTION

The provisions related to mandatory recommendation for expulsion shall not be applied to virtual instruction received by a student in the student's home.

ADDITIONAL REASONS FOR EXPULSION

Students may also be expelled for any of the following reasons:

1. Any student, after being suspended for committing violations of any discipline policies or other rule infractions, depending on the severity of the behavior, may be expelled upon recommendation to the Superintendent by the principal and after an appropriate hearing is held by the Superintendent or designee.
2. Any student who is found carrying or possessing a knife with a blade which equals or exceeds two and one-half (2 ½) inches in length.
3. In accordance with federal regulations, a student determined to have brought a weapon to a school under the School Board's jurisdiction shall be expelled for a minimum of one calendar year. The Superintendent may modify the expulsion requirement on a case-by-case basis. A *weapon*, in accordance with federal statutes, means a firearm or any device which is designed

to expel a projectile or any destructive device, which in turn means any explosive, incendiary or poison gas, bomb, grenade, rocket, missile, mine or similar device.

4. Any student, *after being suspended on three (3) occasions* for any suspendable offense during the same school year, **shall, upon committing the fourth offense**, be expelled from all the public schools of the system until the beginning of the next regular school year, and the student's reinstatement shall be subject to the review and approval of the School Board.
5. The conviction of any student of a felony or the incarceration of any student in a juvenile institution for an act which had it been committed by an adult, would have constituted a felony, may be cause for expulsion of the student for a period of time as determined by the School Board; such expulsions shall require the vote of ***two-thirds (2/3) of the elected members of the School Board***, shall not be for a period of time longer than the student's period of adjudication as determined by the applicable court presiding over the student's criminal matter, and shall run concurrent to the student's period of disposition. If the student was serving an expulsion period when the student was incarcerated for a separate offense and the student completes the period of incarceration with time left in the expulsion period, the Superintendent or his/her designee may require the student to serve the time left in the expulsion period.

EXPULSION NOT APPLICABLE

Expulsion shall not apply to the following:

1. A student carrying or possessing a firearm or knife for purposes of involvement in a school class, course, or school approved cocurricular or extracurricular activity or any other activity approved by appropriate school officials.
2. A student possessing any controlled dangerous substance that has been obtained directly or due to a valid prescription or order from a licensed medical provider. However, the student shall carry evidence of the prescription or medical provider's order on his/her person at all times when in possession of any controlled dangerous substance which shall be subject to verification. Evidence of the prescription or medical provider's order includes possession of the controlled dangerous substance in its original packaging as received from the pharmacy.

In addition, school officials, in accordance with statutory provisions, shall have total discretion and shall exercise such discretion in imposing on a student any disciplinary actions authorized by state law for possession by a student of a firearm or knife on school property when such firearm or knife is stored in a motor vehicle and there is no evidence of the student's intent to use the firearm or knife in a criminal manner.

DRESS CODE VIOLATIONS

A student enrolled in grades prekindergarten through five shall not be expelled from school for a uniform violation that is not tied to willful disregard of school policies.

READMITTANCE FOLLOWING EXPULSION

Required Parent Conference

In each case of expulsion, the school principal, or his or her designee, shall contact the parent or legal guardian of the student to notify them of the expulsion and establish a date and time for a conference with the principal or designee as a requirement for readmitting the student. Notice shall be given by sending a certified letter to the address shown on the student's registration card. Also, additional notification may be made by contacting the parent or legal guardian by telephone at the telephone number shown on the student's registration card.

If the parent, or legal guardian fails to attend the required conference within five (5) school days of notification, the student may be considered a truant and dealt with according to all applicable statutory provisions. On not more than one occasion each school year when the parent or legal guardian refuses to respond, the principal may determine whether readmitting the student is in the best interest of the student. On any subsequent occasions in the same school year, the student shall not be readmitted unless the parent or legal guardian, court, or other appointed representative responds.

In any case where a teacher, principal, or other school employee is authorized to require the parent or legal guardian of a student to attend a conference or meeting regarding the student's behavior and after notice, the parent or legal guardian willfully refuses to attend, the principal or his or her designee shall file a complaint, in accordance with statutory provisions, with a court exercising juvenile jurisdiction.

Readmittance After All Expulsions

Any student expelled may be readmitted to school on a probationary basis at any time during the expulsion period on such terms and conditions as may be stipulated by the School Board. Readmission to school on a probationary basis shall be contingent on the student and legal guardian or custodian agreeing in writing to the conditions stipulated. Any such agreement shall contain a provision for immediate removal of the student from school premises and returned to the school system's alternative school setting without benefit of a hearing or other procedure upon the principal or Superintendent determining the student has violated any term or condition of the agreement. Immediately thereafter, the principal or designee shall provide proper notification in writing of the determination and reasons for removal to the Superintendent and the student's parent or legal guardian.

Readmittance After Expulsion for Firearms, Knives, Weapons, or Drugs

In addition to the readmittance provisions for all expulsions stated above, a student that has been expelled for possessing on school property or on a bus, a firearm, knife, or other dangerous weapon, or possessing or possession with intent to distribute or distributing, selling, giving, or loaning while on school property or a school bus any controlled dangerous substance shall not be enrolled or readmitted to any regular public school of the school system on a probationary basis prior to the completion of the period of expulsion at the school system's alternative education setting until the student produces written documentation that he/she and his/her parent or legal guardian have enrolled and participated or is participating in an appropriate rehabilitation or counseling program related to the reason(s) for the student's expulsion. The rehabilitation or counseling programs shall be provided by such programs approved by the juvenile or family court having jurisdiction, if applicable, or by the School Board. The requirement for enrollment and participation in a rehabilitation or counseling program shall be waived only upon a documented showing by the student that no

appropriate program is available in the area or that the student cannot enroll or participate due to financial hardship.

Review of Records

A student who has been expelled from any school in or out of state shall not be admitted to a school in the school system except upon the review and approval of the School Board following the request for admission. To facilitate the review and approval for readmittance, the student shall provide to the School Board information on the dates of any expulsions and the reasons therefor. Additionally, the transfer of student records to any school or system shall include information on the dates of any expulsions and the reasons therefor.

CREDIT FOR SCHOOL WORK MISSED

A student who is expelled and receives educational services at an alternative school site shall be assigned work by a certified teacher and shall receive credit for school work if it is completed satisfactorily and timely as determined by the teacher. Such work shall be aligned with the curriculum used at the school from which the student was expelled.

RECUSAL OF ADMINISTRATOR IN DISCIPLINE MATTERS

Any school administrator or administrator's designee who is required to make a recommendation, decide an issue, or take action in a matter involving the discipline of a student shall recuse himself/herself whenever a member of the immediate family of the administrator or administrator's designee is involved in any manner in the discipline matter. In case of recusal, the action to be taken shall be done so by the Superintendent or an impartial designee of the Superintendent.

Immediate family means the individual's children, brothers, sisters, parents, and spouse and the children, brothers, sisters, and parents of the spouse.

EXPULSION OF STUDENTS WITH DISABILITIES OR EXCEPTIONALITIES

Expulsion of students with disabilities or exceptionalities, or an Individualized Education Program or Section 504 Individualized Accommodation Plan, shall be to the extent allowed by applicable state or federal law and regulations or the provisions of the student's specific plan.

VI. REQUIRED RECOMMENDED EXPULSION HEARING

The following conduct requires a principal or designee to immediately suspend the student and to recommend expulsion. Upon conclusion of a hearing before a Disciplinary Hearing Officer and upon finding that a student is guilty of conduct warranting expulsion of any of the offenses described in this Subsection, the Disciplinary Hearing Officer shall determine whether such student shall be expelled from the school or if other corrective or disciplinary action shall be taken. La. R.S. 17:416(C)(1).

1. Battery, assault or making statements threatening physical harm to a school teacher, instructor, administrator, bus driver, staff person or employee of the school system. The student shall be immediately removed from the school premises without the benefit of the out-of-school suspension procedures; however the necessary notifications and other procedures

shall be implemented as soon as practicable. The student shall not be readmitted to the school of the assaulted or battered or threatened employee until all hearings and appeals have been exhausted. If found guilty of violating La. R.S. 14:34.3 or 38.2 or both by competent Court or as a result of an expulsion hearing of committing a battery or an assault on any school employee or a threat to harm any school employee, the student shall **NOT** be assigned to attend or attend the school to which the assaulted, battered or threatened employee is assigned, unless the school system has no other school of suitable grade level for the pupil to attend or if the assaulted, battered or threatened employee agrees to allow the student to return to the same school.

2. Communicating false information of planned arson or bomb threats.
3. Inciting or participating in a major disturbance on campus.
4. Possession of alcoholic beverages.
5. Use of any object as a dangerous weapon.
6. Possession or use of an object as a weapon, such as mace, pepper spray, or a box cutter.
7. Possession or use of explosive devices/fireworks, and/or ammunition or look-alike devices, such as replicas of guns similar in appearance to a real gun.
8. Tampering or destroying school records, roll books, or school property.
9. Terrorizing.

10. Engaging in conduct that contains the elements of an offense relating to sniffing glue or spray paint, including possession, use, delivery to a minor, or possession of paraphernalia used with abusable glue or spray paint.
11. Engaging in conduct that contains the elements of an offense relating to use, possession, delivery to a minor, or possession of paraphernalia used with volatile chemicals.
12. Carrying or possession of BB guns, pellet guns, paint ball guns, air rifles or other dangerous instrumentality.
13. The principal or designee shall immediately suspend a student who is found carrying or possessing a knife the blade of which equals or exceeds two and one-half inches in length. The principal shall immediately recommend the student's expulsion **except**, in the case of a student less than eleven years of age in pre-kindergarten through grade five who is found carrying or possessing a knife which exceeds two and one-half inches in length, the principal or designee may, but shall not be required to recommend the student's expulsion. La. R.S. 17:416(B)(1)(b)(ii)(cc).
14. Two (2) or more on one (1) fight or battery.
15. Sexual battery.
16. "Hacking" or other use of computers to gain unauthorized access to the School System or other data bases, including student, faculty, or district data files, without permission. In addition to any criminal penalties, students may have their computer privileges suspended.
17. Oral sex or any act of sodomy or sexual intercourse.
18. Making a "threat of violence". See La. R.S. 17:409.2(2) and Section Thirty-one
19. Making a "threat of terrorism.". See La. R.S. 17:409.2(3) and Section Thirty-one
20. Possessing or displaying laser pens, pointers or other laser devices.

For recommendations for expulsion, if found guilty by the Disciplinary Hearing Officer, the expulsion, except as otherwise provided in Required Expulsion (below) or by applicable law for students with disabilities, will be a removal from all regular school settings for a period of not less than one complete school semester and placement in an alternative school or setting. The Disciplinary Hearing Officer may determine that a long-term suspension is appropriate instead of an expulsion.

VII. CONVICTION OF A FELONY

1. The conviction of any student of a felony or the incarceration of any student in a juvenile institution for an act, which had it been committed by an adult would have constituted a felony, may be cause for expulsion of the student for a period of time as determined by the board. The expulsion shall require the vote of two-thirds of the elected members of the school board. Further, the expulsion shall not be for a period of time longer than the student's period of adjudication as determined by the applicable court presiding over the student's criminal matter, and shall run concurrent to the student's period of disposition. If the student was serving an expulsion period when the student was incarcerated for a separate offense and the student completes the period of incarceration with time left in the expulsion period, the superintendent or his designee may require the student to serve the time left in the expulsion period.. See La. R.S. 17:416(D)(1). Under the above circumstances, students with disabilities will be disciplined under Louisiana's Regulations for Implementation of the Children with Exceptionalities Act (La. R.S. 17:1941 et seq.); Title 28, Part XLIII, Bulletin 1706 Subpart 1 – Regulations for Students with Disabilities, Sections 530-537 or Section 504 of the Rehabilitation Act of 1973.
2. The conviction of any student of a felony or the incarceration of any student in a juvenile institution for an act, whether said act is committed in this state or outside this state, which had it been committed by an adult would have constituted a felony in this state, may be sufficient cause for any public school system superintendent to refuse admission of said student to any school except upon review and approval of a majority of the elected members of the school board when request for admission is made to the board. La. R.S. 17:416(D)(2). Students with disabilities have certain rights under federal and state law which may affect determinations in these situations.

VIII. EXPULSION PROCEDURES

1. In addition to those offenses for which expulsion is warranted, a principal or a designee may initiate proceedings for expulsion when:
 - a. A student has received more than three long-term suspensions in one year;
 - b. When a student incurs a fourth long-term suspension, that student may be recommended for expulsion. ~~There are certain offenses in LA RS 17:416 that require an automatic expulsion to the next regular semester upon the fourth suspension.~~
2. The parent or guardian will be provided a written notice of the specific reasons for the expulsion and a copy of the student's rights, which includes the right to a hearing before the Superintendent or a designee, the right to a review by the School Board, and the right to appeal the expulsion to the 19th Judicial District Court.
3. Pending the hearing, the student shall be placed in an alternative ~~in-school~~ setting.
4. A hearing will be held as soon as possible, but no later than 15 days after the student is removed from school. The parties may agree on an alternative date.
5. Before the hearing, a parent or guardian may view and copy any evidence that the School Board intends to present.
6. At the hearing, the principal or a designee will present the reason(s) for the proposed expulsion. The student's prior performance and attendance may be discussed. The student or a representative may produce witnesses or offer evidence in the student's behalf and may cross-examine any witnesses that are present at the hearing. This does not include the right to cross-examine students or other witnesses who have given statements only and who are not present at the hearing.
7. After the hearing, the Superintendent or designee shall determine whether the

student is guilty of the charges and whether the student should be expelled from the school system or if other corrective or disciplinary action is necessary. If a finding and disposition are made at the conclusion of the hearing, the parent or guardian will be told immediately. Regardless, the Superintendent or designee shall mail (by certified mail, return receipt requested) or hand deliver to the parent or guardian, the Child Welfare and Attendance Supervisor, and to the principal a decision of the findings no later than seven (7) school days after the hearing if the parent or guardian was present or no later than three (3) school days after the hearing if the parent or guardian was not present.

8. If the Superintendent or a designee determines that a student should be expelled, the parent or guardian of the expelled student or the student (if the student is 18 years of age or older), may request a review of the expulsion decision by the School Board. The request for review must be requested by the parent or guardian of a minor student, by mail, and must be postmarked within **five (5)** days after receipt of written notification of the expulsion decision. The request for review may also be hand delivered to the School Board Office at 14750 Plank Road, Baker, Louisiana 70714, within **five (5)** days after receipt of written notification of the expulsion decision by the parent of the minor student. Requests for review which are not mailed within this time period shall not be processed unless extenuating circumstances can be demonstrated by the parent or guardian or the student.

9. The School Board will act as an appellate court in reviewing evidence from the expulsion hearing. At least two days before the hearing, the student's representative may provide the Board a written report stating the student's position. Any documents that the representative believes are important should be attached. The student, and a representative from the system, will be given 10 minutes to argue the case. Board Members may ask questions.

The Board will deliberate the case privately unless a request is made for an open session. Following the deliberation, the Board will meet in an open session to affirm, modify, or reverse the action taken by the Superintendent or designee.

The student's parent or guardian (or the student if of legal standing) will be notified of the Board's decision by certified mail, return receipt requested or by hand delivery. The parent or guardian or the student may, within ten (10) calendar days, appeal a Board decision to the 19th Judicial District Court.

IX. STATUS AND REHABILITATION OF SUSPENDED AND EXPELLED STUDENTS

- a. Any student suspended or expelled is not allowed on School Board property without prior authorization. Also, the student can neither participate in nor attend extracurricular activities;
- b. A student who may be allowed to remain on campus pending a hearing by the Superintendent is considered on probation. However, a student suspended for allegedly committing a battery on any school employee shall not be allowed in school – even on probation – pending hearings and appeals;
- c. A student who commits additional violations while allowed to remain on campus will lose that attendance privilege;
- d. Students who are suspended shall receive an unexcused absence for each day of non-attendance during the suspension;

- e. Any student found guilty at a suspension hearing or expulsion hearing of battery of a school employee may not be assigned to attend the same school as the employee;
- f. The necessity to suspend or expel a student usually indicates that the student requires additional support and remedial services. The principal and professional staff has a responsibility to provide proper counseling and to make every effort to help students remain in school. In doing so, the principal and professional staff may use one of these methods of intervention:
- g. Behavior Modification Center: the student is removed from the classroom, other students, and school activities and is placed into a supervised learning environment.
- h. Behavior Clinics - Before School/After School: shall mean activities, assignments, or work held before the normal school day, after the normal school day, or on weekends. Failure or refusal by a student to participate in assigned clinic shall subject the student to immediate suspension. Assignments, activities, or work which may be assigned during clinic include, but are not limited to, counseling, homework assignments, behavior modification program, or other activities aimed at improving the character development of the student.
- i. In-school Suspension: the student is removed from his/her usual classroom placement to an alternative setting for a minimum of one complete school day and there is no interruption of instructional services. (An alternative setting may be located on or off the school site, provided the student continues to receive instructional services and remains under the supervision of school personnel or their designees.) Students participating in in-school suspension shall receive credit for work performed during in-school suspension.

XXI. UNEXCUSED TARDIES (RS 17:233)

Any student who is a juvenile and who is habitually absent from school or is habitually **tardy** shall be reported by the Superintendent or his/her designee, to the family or juvenile court of the parish or city as a truant child, pursuant to the provisions of Chapter 2 of Title VII of the Louisiana Children's Code relative to families in need of services, there to be dealt with in such manner as the court may determine, either by placing the truant in a home or in a public or private institution where school may be provided for the child, or otherwise.

XXII. OFFENSIVE STUDENT CONDUCT AT THE END OF SCHOOL YEAR

- a. Non-graduating students (K-11): any student who commits offenses during the last 10 days of school that results in a recommendation for suspension or expulsion shall have the recommendation extended into the next school year.
- b. Graduating students: any senior committing a major offense (as outlined in this handbook) after the last regular class period, and whose offense is upheld by the hearing officer upon the principal's or designee's recommendation, will be excluded from year-end activities and will not be allowed to participate in graduation exercises. Diplomas may be given to or mailed to the student at the end of the school year.

The School Board mandates that seniors be made aware of this rule prior to the end of school. Each senior is required to acknowledge in writing this regulation. In addition, parents or guardians will be sent a letter to inform them of this policy.

XXIII. ADDITIONAL DISCIPLINARY AUTHORITY SUSPENSION OF DRIVER'S LICENSE (La. R.S. 17:416.1(D))

Any student between the ages of 14 and 18 who is expelled or suspended from school for ten (10) or more consecutive school days or assigned to an alternative educational setting for ten (10) or more consecutive school days for infractions involving the sale or possession of drugs, alcohol, or any other illegal substance, the possession of a firearm or an infraction involving assault, a battery on a member

of the school faculty or staff, or found to have engaged in bullying another student may have his or her driver's license for the operation of a motor vehicle suspended for a period of one year, in accordance with the provisions of La. R.S. 32:431. The term "license" or "driver's license" shall include a Class "E" learner's license and intermediate license as provided for in La. R.S. 32:407. The principal of the school that the student attended at the time of the offense shall notify the Department of Public Safety and Corrections of any student expelled or suspended for ten (10) or more consecutive school days for the infractions or offenses stated above after the period for an appeal has expired. The notice shall include a copy of the student's disciplinary determination and the student's full name, address, date of birth, social security number, and, if available, driver's license number and the name, address and telephone number of the student's parent, guardian, or custodial parent.

Additional Disciplinary Actions-Loss of Driver's License

In accordance with state Law, the City of Baker School Board reports student attendance to the OMV (Office of Motor Vehicles). Failure to meet attendance requirements or other requirements may result in denial or loss of driving privileges. See handbook II, section D (Attendance Reports for Student Drivers)

XXIV. SPECIAL EDUCATION DISCIPLINE PROCEDURES

All procedural safeguards afforded regular education students must be extended to students with disabilities and their parents. In addition, discipline procedures for students with disabilities must follow *Louisiana's Regulations for Implementation of the Children with Exceptionalities Act (La. R.S. 17:1941 et seq.)*; *Title 28, Part XLIII, Bulletin 1706, Subpart 1 – Regulations for Students with Disabilities (Section 530 et seq.)*.

With the exception of acts that would require an immediate recommended expulsion, a special education student will receive no more than a two-day suspension for his/her first suspendable offense, no more than a two-day suspension for his/her second suspendable offense, no more than a two-day suspension for his/her third suspendable offense, and no more than a two-day suspension for his/her fourth suspendable offense along with a recommendation for expulsion. Also, the school will be required to provide some type of intervention after each offense.

Parent Notification Requirements (34 CFR §300.530(c)(1)(i)-(ii))

In accordance with federal regulations, on the date the decision is made to make a removal that constitutes a change of placement of a student with a disability due to a violation of the code of student conduct, the City of Baker School

System shall:

1. Notify the parent of that decision, and
2. Provide the parent with a copy of the Procedural Safeguards Notice.

This notification must occur immediately and no later than the date on which the decision to remove the student is made.

When the student must be excluded for more than 10 consecutive school days, or when a pattern of exclusions has occurred totaling more than 10 school days in a school year, the following applies:

The student's Special Education teacher must convene a Discipline Individualized Education Program (IEP) Team meeting. A Discipline IEP Team meeting must be held to determine if the behavior in question is a manifestation of the student's disability via a manifestation determination review (MDR). The IEP Team meeting must be appropriately constituted with, at a minimum, the following individuals: Officially Designated Representative (City of Baker School System) (ODR) – usually the principal or assistant principal; the student's Special Education teacher; at least one of the student's Regular Education teachers; one or both parents of the student; the student (if appropriate); and an individual who can interpret the instructional implications of the student's evaluation results. This last individual may also be the Special Education teacher, Regular Education teacher, or ODR. Other individuals who have knowledge or special expertise regarding the student (e.g., related service personnel) may be included at the school system's or parent's discretion.

Note: If the parent does not attend the scheduled IEP Team meeting to participate in the MDR, the school will reschedule the meeting within three (3) school days. If the parent chooses not to attend or participate by phone in the rescheduled IEP Team meeting, the school personnel shall meet without the parent. Parents must be provided prior written notice of all IEP Team meetings.

If the IEP Team determines that the behavior which is the subject of the MDR is a manifestation of the student's disability:

- The student will not be suspended nor expelled for that conduct (except in IAES circumstances described below).
- The IEP Team must conduct a Functional Behavioral Assessment (FBA), unless one has already been conducted.
- A Behavioral Intervention Plan (BIP) must be developed or reviewed and modified as necessary.

If the behavior is not a manifestation of the student's disability, the student may be subject to the disciplinary consequences applicable to a student without disabilities, however:

- The student shall continue to be provided access to the general curriculum.
- Receive a Free Appropriate Public Education (FAPE).
- And receive behavioral assessment and services designed to address the discipline policy violation.

School personnel may order a change in placement of a student with a disability to an appropriate interim alternative educational setting (IAES) for not more than 45 school days without regard for MDR determination, if the student: (1) carries a weapon to or possesses a weapon at school, on school premises, or to or at a school function under the jurisdiction of the City of Baker School System; (2) knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance, while at school, on school premises, or at a school function under the jurisdiction of the City of Baker School System; OR (3) has inflicted serious bodily injury upon another person while at school, on school premises, or at a school function under the jurisdiction of the City of Baker School System. "Serious bodily injury", "controlled substance", and "weapon" shall have the same meaning and the

definitions provided under federal law. The student's IEP Team determines the IAES setting where services will be provided.

from the City of Baker School System and the parent, conducts the hearing within 20 school days of the due process hearing request and renders a decision within 10 school days after the hearing.

Administrative Law Judge (ALJ) Authority

An Administrative Law Judge (ALJ) appointed by the Louisiana Division of Administrative Law (DAL) may order a change in placement of a student with a disability to an appropriate IAES for not more than 45 school days if the ALJ finds that maintaining the current placement is substantially likely to result in injury to the student or others.

The ALJ shall:

- Conduct an expedited due process hearing
- Receive evidence from the City of Baker School System and the parent
- Conduct the hearing within 20 school days of the request
- Render a decision within 10 school days after the hearing

EMERGENCY REMOVAL is used only when the student exhibits behavior which is deemed by school officials to pose a substantial danger to himself/herself or others. In no case can this removal last longer than nine (9) consecutive school days. During this removal period, school officials may initiate an IEP team meeting. School officials may also request an expedited due process hearing or seek an injunction from the courts, if the school officials believe that maintaining the student in the current placement would be substantially likely to result in injury to the student or others. Emergency removals count toward the change in placement procedural requirements and may trigger the need for a MDR and provision of FAPE if the removals accumulate to more than 10 school days in the school year.

XXV. EXCEPTIONAL STUDENT SERVICES GLOSSARY

1. Exceptional Student

A student is considered exceptional if he/she has been identified as having an exceptionality under Louisiana's Bulletin 1508 -- Pupil Appraisal Handbook (Title 28, Part CI).

Exceptionalities include disabilities and Gifted and Talented; however, disciplinary protections under this policy do not apply to students identified only as Gifted and/or Talented.

Any student about whom the school system has a basis of knowledge that the student is a student with a disability before the behavior that precipitated the disciplinary action occurred may assert the discipline protections under the Individuals with Disabilities Education Act (IDEA) and **Louisiana Bulletin 1706, Subpart 1**.

A "basis of knowledge" exists if:

- The parent has expressed concern in writing to supervisory or administrative personnel or a teacher that the student is in need of special education and related services;
- The parent has requested an evaluation; or
- The student's teacher or other school personnel has expressed specific concerns about a pattern of behavior directly to the Director of Special Education or other supervisory personnel.

2. Change in Placement Because of Disciplinary Removals

For a student with a disability, a "change in placement" occurs if:

- a. The removal is for more than ten (10) consecutive school days; OR
- b. The student has been subjected to a series of removals that constitute a pattern because:
 - i. The series of removals total more than ten (10) school days in a school year;
 - ii. The student's behavior is substantially similar to the student's behavior in previous incidents that resulted in the series of removals; and
 - iii. Additional factors such as the length of each removal, the total amount of time the student has been removed, and the proximity of the removals to one another indicate a pattern.

The determination of whether a pattern of removals constitutes a change of placement is made by the school system and is subject to review through due process procedures.

3. Manifestation Determination Review (MDR) – Louisiana Process

When a disciplinary removal constitutes a change in placement, the City of Baker School System shall follow the Louisiana MDR process as outlined in Bulletin 1706, Subpart I, §530 et seq.

Timeline

- Within ten (10) school days of the decision to change the placement of a student with a disability because of a violation of the code of student conduct, the school system must convene a Manifestation Determination Review (MDR) meeting.
- On the date the decision is made to remove the student for a change of placement, the parent must be:
 - Notified of the decision; and
 - Provided a copy of the Procedural Safeguards Notice.

XXVI. EXCEPTIONAL STUDENT SECLUSION AND RESTRAINT POLICY (La. R.S. 17:416.21)

The City of Baker School Board recognizes that, in order for students to receive a free appropriate public education, a safe learning environment needs to be provided. In doing so, the School Board also recognizes that there are circumstances in school under which reasonable and appropriate measures and techniques will need to be employed in dealing with students with exceptionalities who pose an imminent risk of harm to self or others. These provisions do not apply to a student who has been deemed to be Gifted or Talented unless the student has also been identified as having a disability.

The School Board fully supports the use of positive behavior interventions and supports when addressing student behavior. The School Board reserves its right, however, to use physical restraint and/or seclusion consistent with state law to address the behavior of a student with a disability when school personnel reasonably believe the behavior poses an imminent risk of harm to the student or others. The School Board shall not preclude the use of physical restraint and/or seclusion performed consistent with the requirements of a student's Individualized Education Program (IEP) or behavior intervention/management plan. For the purposes of this policy:

1. Imminent risk of harm shall mean in immediate and impending threat of a person causing substantial physical injury to self or others.

2. Seclusion shall mean a procedure that isolates and confines a student in a separate room or area until he or she is no longer an immediate danger to self or others.
3. Seclusion room means a room or other confined area used as on an individual basis, in which a student is removed from the regular classroom setting for a limited time to allow the student the opportunity to regain control in a private setting and from which the student is involuntarily prevented from leaving.
4. Mechanical restraint means application of any device or object used to limit a person's movement. Mechanical restraint does not include:
 - a. a protective or stabilizing device used in accordance with the manufacturer's instructions for proper use and which is used in compliance with orders issued by an appropriate licensed healthcare provider; and
 - b. any device used by a duly licensed law enforcement officer in the execution of his/her official duties;
5. Physical restraint means bodily force used to limit a person's movement. Physical restraint does not include:
 - a. consensual, solicited or unintentional contact;
 - b. momentary blocking of a student's action if the student's if the student's action is likely to result in harm to the student or any other person (Act 522 of the Regular Session 2016);
 - c. holding of a student by one school employee, for the purpose of calming or comforting the student, provided the student's freedom of movement or normal access to his or her body is not restricted;
 - d. minimal physical contact for the purpose of safely escorting a student from one area to another; or
 - e. minimal physical contact for the purpose of assisting the student in completing a task or response.
6. Positive behavior interventions and support means is a systematic approach to embed evidence-based practices and data-driven decision making when addressing student behavior in order to improve the school climate and culture.
7. School employee means the teacher, paraprofessional, administrator, support staff member or provider related services.

The parent or legal guardian of a student who has been placed in seclusion or physical restraint shall be notified as soon as possible. The student's parents or legal guardian shall also be notified, in writing, within twenty-four (24) hours of each incident of seclusion or physical restraint. Such notice shall include the reason for such seclusion or physical restraint, the procedures used, the length of time of the student's seclusion or physical restraint and the names and titles of any school employee involved. The Supervisor of Special Education shall be notified any time a special education student is placed in seclusion or physical restraint.

A school employee who has placed a student in seclusion or who has physically restrained a student shall document and report each incident. Such report shall be submitted to the school principal no later than the school day immediately

following the day of which the student was placed in seclusion or physically restrained, and a copy shall be provided to the student's parent or legal guardian. All instances where seclusion or physical restraint was used to address an exceptional students' behavior shall be reported to the Supervisor of Special Education, who will submit the report to the Louisiana Department of Education.

The Superintendent or his/her designee shall be responsible for conducting or obtaining an appropriate training program for school personnel designed to address the use of seclusion or restraint technique with students with disabilities. In addition, positive behavioral intervention strategies, crisis intervention and de-escalation, as well as other procedures may also be included in any training.

Following any situation resulting in the use of seclusion or restraint of a student, a Functional Behavioral Assessment (FBA) should be considered. If a student subject to the use of seclusion or physical restraint is involved in five (5) such incidents in the school year, the student's Individualized Education Program (IEP) Team shall review and revise the student's Behavior Intervention Plan (BIP) to include any appropriate and necessary behavioral supports. Thereafter, if the student's challenging

behavior continues or escalates requiring repeated use of seclusion or physical restraint practices, the Special Education Supervisor or designee shall review the student's plans at least once every three weeks. The School Board shall provide seclusion and restraint procedures to the Louisiana Department of Education, all school employees and every parent of a student with an exceptionality and shall post such procedures at each school and on each school's website. (Act 522 of Regular Session 2016).

XXVII. CORPORAL PUNISHMENT PROHIBITED

Corporal punishment in any form is prohibited in the City of Baker School System. The School Board does not authorize or condone the use of corporal punishment by any administrator, teacher or other employee as a means of maintaining order, discipline, or for any reason of the students in the schools. Corporal punishment is defined in the glossary. Corporal punishment does not include the use of reasonable and necessary physical restraint of a student to protect the student, or others, from bodily harm or obtain possession of a weapon or other dangerous object from a student. See La. R. S. 17:416.1B (1) (b). While corporal punishment is generally associated with spanking or paddling, the use of other means such as a hand, fist, stick or another instrument is prohibited.

XXVIII. THE REHABILITATION ACT OF 1973 OR "SECTION 504"

The City of Baker School System prohibits discrimination based on disability in its programs, services and activities and makes reasonable efforts to identify and locate students with disabilities residing within its jurisdiction. Qualified students with disabilities under Section 504 are provided equal access to the School System's programs and services and the opportunity to receive a free appropriate public education as may be necessary to meet individual student needs. As with students with disabilities under the Individuals with Disabilities Education Act (IDEA), students eligible under Section 504 may not be suspended or expelled for more than ten (10) school days in a school year for misconduct

that is a manifestation of the student's disability. With the exception of acts that would require an immediate recommended expulsion, a 504 student will receive no more than a two-day suspension for his/her first suspendable offense, no more than a two-day suspension for his/her second suspendable offense, no more than a two-day suspension for his/her third suspendable offense, and no more than a two-day suspension for his/her fourth suspendable offense along with a recommendation for expulsion. Also, the school will be required to provide some type of intervention after each offense.

If the school system is considering a change in placement for a Section 504-eligible student, the School District must convene a group of knowledgeable people who meet the Section 504 requirements to conduct a re-evaluation and manifestation determination to decide whether the misconduct at issue is a manifestation of the student's disability. The School Building Level Committee (SBLC) is established to satisfy these requirements. If the student's misconduct is determined to be a manifestation of his/her disability, the SBLC shall meet to consider a functional behavioral assessment and interventions to address the behavior.

If the student's misconduct is determined not to be a manifestation of his/her disability, the student may be disciplined like a student without a disability, except that the student must continue to have access to the general curriculum and other services identified in the student's Section 504 Plan and must receive behavioral intervention services and modifications to address the behavior. Additional information may be obtained from the guidance counselor at each school, or the City of Baker School System Section 504 Coordinator.

XXIX. FEES, FINES AND CHARGES

The School Board may require parents and/or legal guardians to compensate the school district for lost, destroyed, or unnecessarily damaged books, materials, and for any books which are not returned to the proper schools at the end of each school year or upon withdrawal of their dependent child. Under no circumstances may a student of school age be held financially responsible for fees associated with textbook replacement.

The School Board shall post information regarding students' fees on the School Board's website and the website of each school. School fees, fines, and waiver applications are available on the School Board website at www.bakerschools.org.

The School Board may reduce or waive certain fees for economically disadvantaged students and students whose families are experiencing economic hardship or financially unable to pay. All requests for economic hardship waivers of student fees and any and all supporting documents used in considering the validity of such a request for waiver shall be confidential.

XXX. USE OF UNMANNED AIRCRAFT

The use of unmanned aircraft (drones) on or over the property of the City of Baker School Board, or any school, is strictly prohibited unless authorized in writing by the superintendent.

XXXI. STUDENT ACCEPTABLE TECHNOLOGY USE POLICY REVISED MAY 21, 2014
PROGRAM DEVELOPMENT

In order to match electronic resources as closely as possible to the approved district curriculum, district personnel will continue to review and evaluate technology resources for compliance with Board guidelines listed in Board Policy IFA governing the selection of instructional materials. In this manner, staff will provide developmentally appropriate guidance to students as they make use of telecommunications and electronic information resources to conduct research and other studies related to the district curriculum. Infractions will be dealt with according to the guidelines listed in Board Policy JD governing discipline. All students will be informed by staff of their rights and responsibilities as users of the district network prior to gaining access to that network, either as an individual user or as a member of a class or group.

Students who use the Baker School System's Internet facilities will receive age-appropriate training provided by the technology coordinator or designated representatives, i. E. Teachers and administrators. The training provided will be designed to promote the Baker School System's commitment to:

- i. The standards and acceptable use of Internet services as set forth in the Baker School Board's Internet Safety Policy;
- ii. Student safety with regard to:
 1. Safety on the internet;
 2. Appropriate behavior while online, on social networking websites and in chat rooms; and
 3. Cyberbullying awareness and response
- iii. Compliance with the E-rate requirements of the Children's Internet Protection Act ("CIPA"). Following receipt of this training, the student will acknowledge that he/she received the training, understood it, and will follow the provisions of the District's acceptable use policies.

As much as possible, access to district information resources will be designed in ways which point students to those which have been reviewed and evaluated prior to use. While students may be able to move beyond those resources to others which have not been evaluated by staff, they shall be provided with guidelines and lists of resources particularly suited to the learning objectives. Filtering software is in use to block access to materials that are inappropriate, offensive, obscene, or contain Pornography. However, no filtering system is capable of blocking 100% of the inappropriate material available on the Internet.

Network Usage

Students are responsible for good behavior on school computer networks just as they are in a classroom or a school hallway. Communications on the network are often public in nature. General school rules for behavior and communications apply.

The network is provided for students to conduct research, complete assignments, and communicate with others. Independent access to network services is provided to students who agree to act in a considerate and responsible manner. Access is a privilege, not a right. Access entails responsibility.

Network storage areas may be treated like school lockers. Network administrators may review files and communications to maintain system integrity and insure that users are

using the system responsibly. Users should not expect that files stored on district servers will always be private.

During school, teachers of younger students will guide them toward appropriate materials. Outside of school, families bear responsibility for such guidance as they must also exercise with information sources such as television, telephones, movies, radio and other potentially offensive media.

The following are not permitted:

1. Risking personal safety and privacy such as:
 - Sending or displaying offensive messages or pictures;
 - Giving personal information when using the system, such as complete name, address, phone number and identifiable photo without permission from teacher and parent or guardian.
2. Inappropriate Language such as:
 - Using obscene, lewd, vulgar, inflammatory, or offensive language;
 - Harassing, insulting or attacking others.
3. Illegal Activities such as:
 - Using others' passwords or trying to gain unauthorized access to any computer system;
 - Trespassing in others' folders, work or files;
 - Damaging computers, computer systems or computer networks;
 - Hacking, vandalism and unauthorized access;
 - Intentionally attempting to disrupt or intentionally disrupting the computer; system or destroying data by spreading computer viruses or by any other means;
 - Using the network for commercial purposes, financial gain, illegal acts, such as drug sales, engaging in criminal gang activity, threatening the safety of a person, or fraud.
4. Violating Security
 - Giving others your password or access to your account;
 - Looking for security problems may be considered as an illegal attempt to gain access;
 - Intentionally wasting network resources.
5. Violating Copyright Laws
 - Unauthorized downloading and installation of software;
 - Taking the ideas or writings of others and present them as their own.

Students using proxy services to bypass / circumvent internet filtering are in violation of the intent of the acceptable use policy and will be dealt with as such by the principal. This violation will result in immediate loss of access.

Sanctions

- a) Violations may result in a loss of access. The range of sanctions is identified in the Discipline Policy;
- b) Additional disciplinary action may be determined at the building level in line with existing practice regarding inappropriate language or behavior
- c) When applicable, law enforcement agencies may be involved and may result in prosecution and/ or restitution for damages.

CELL PHONES, BEEPERS, AND OTHER ELECTRONIC DEVICES

Cell phones have been a disruption to the learning environment at CoBSS. Beginning in the 2023-2024 **No student cell phones will be allowed on campus**. Cell phones will be kept in the front office and returned to students at the end of the day. Cell phones will be confiscated by administration if they are in a student's possession on campus and returned to the parent of the student. Students may use the phone in the school office to contact parents and parents can leave a message for their student with the front office.

The parent or legal guardian must come to school to retrieve the electronic device of occurrence.

A properly authorized medical device worn by a student shall not be a violation of this policy.

HARASSMENT OF A SCHOOL OR RECREATION ATHLETIC CONTEST OFFICIAL

A. No person shall engage in the harassment of a school athletic or recreation athletic contest official that occurs under either or the following circumstances:

(1) While the school athletic or recreation athletic contest official is actively engaged in conducting, supervising, refereeing, or officiating of a school-sanctioned interscholastic athletic contest or a sanctioned recreation athletic contest.

(2) In the immediate vicinity of a school-sanctioned interscholastic athletic contest or a sanctioned recreation athletic contest and is based on the official's performance in the conducting, supervising, refereeing, or officiating of a school-sanctioned interscholastic athletic contest or a sanctioned recreation athletic contest

B. For purposes of this Section:

(1) "Recreation athletic contest official" means any referee, umpire, coach, instructor, administrator, staff person, or recreation employee of any public or quasi-public recreation program.

(2) "School athletic contest official" means any referee, umpire, coach, instructor, administrator, staff person, or school or school board employee of any public or private elementary and secondary school.

C. Enter or Remain on Site

No person shall without authority go into or upon or remain in or upon, or attempt to go into or upon or remain in or upon, any immovable property or other site or location that belongs to another and that is used for any school athletic contest or recreation athletic contest, including any area in the immediate vicinity of the site or location of the athletic contest, after having been forbidden to do so, either orally, or in writing, by any owner, lessee, or custodian of the property or by any other authorized person.

Note: in addition to being a violation of school rules or policy, persons found in violation may be subject to criminal penalties established in R.S. 14:38.4 and R.S. 14:63.5

THREATS OF TERRORISM OR VIOLENCE

(1) The term “threat of violence” means communication, whether oral, visual, or written, including but not limited to electronic mail, letters, notes, social media posts, text messages, blogs, or posts on any social networking website, of any intent to kill, maim. Or cause great bodily harm to a student, teacher, principal, or school employee on school property or at any school function.

(2) The term “threat of terrorism: means communication, whether oral, visual or written, including but not limited to electronic mail, letters, notes, social media posts, text messages, blogs, or posts on any social networking website, of any crime of violence that would reasonably cause any student, teacher, principal, or school employee to be in sustain fear for his safety, cause the evacuation of a building, or cause other serious disruption to the operation of a school.

(3) The term “threat is credible and imminent” means that the available facts, when viewed in light of surrounding circumstances, would cause a reasonable person to believe that the person communicating the threat actually intends to carry out the threat in the near future or has the apparent ability to carry out the threat in the near future.

Mandatory Reporting

A. Any administrator, teacher, counselor, bus operator, or other school employee, whether full-time or part- time, who learns of a threat of violence or threat of terrorism, whether through oral communication, written communication or electronic communication, shall:

(1) Immediately report the threat to a local law enforcement agency if the threat is credible and imminent.

(2) Immediately report the threat to school administrators for further investigation, in compliance with the policy adopted pursuant to R.S. 17:409.4, if the threat does not meet the standard provided for in Paragraph (1) of this Subsection.

Threat Assessment

The school shall go through the policy of evaluating and investigating potential threats of violence or threats of terrorism that have been reported. Such investigation and assessment shall be conducted in accordance with school policy and State law.

Restrictions and Examination

If a law enforcement agency, based on its investigation as required by R.S. 17:409.4(b) (1) determines that a student’s threat is credible and imminent, it shall report it to the district attorney, who may file a petition no later than seven days after receiving such report with the appropriate judicial district court for medical, psychological and psychiatric examination as outlined in this Subsection. Where the district attorney, in his discretion, decides not to file the petition or doesn’t not file such petition during the requisite period, the student is who the subject of a complaint is and investigation shall be permitted to return

to school. The school administration shall permit a student who is the subject of a complaint and investigation to return to school if at any point prior to a hearing the threat is determined not to be credible after an investigation by the school administration, a law enforcement agency, or the district attorney or by order of the court after a hearing.

BULLYING AND HAZING

The City of Baker School Board is committed to maintaining a safe, orderly, civil and positive learning environment so that no student feels bullied, threatened, or harassed while in school or participating in school-related activities. Students and their parents/guardians shall be notified that the school, school bus, and all other school environments are to be safe and secure for all. Therefore, all statements or actions of bullying, hazing, or similar behavior such as threatening, or harassment made on campus, at school-sponsored activities or events, on school buses, at school bus stops, and on the way to and from school shall not be tolerated. Even if made in a joking manner, these statements or actions of bullying or hazing, or similar behavior towards other students, school personnel, or school property shall be unacceptable.

All students, teachers, and other school employees shall take responsible measures within the scope of their individual authority to prevent violations of this policy.

Bullying shall mean:

1. A pattern of any one or more of the following:
 - A. Gestures, including but not limited to obscene gestures and making faces.
 - B. Written, electronic, or verbal communications, including but not limited to calling names, threatening harm, taunting, malicious teasing, or spreading untrue rumors. Electronic communication includes but is not limited to a communication or image transmitted by email, instant message, text message, blog, or social networking website through the use of a telephone, mobile phone, pager, computer, or other electronic device.
 - C. Physical acts, including but not limited to hitting, kicking, pushing, tripping, choking, damaging personal property, or unauthorized use of personal property.
 - D. Repeatedly and purposefully shunning or excluding from activities.
2. Where the pattern of behavior as enumerated above is exhibited toward a student, more than once, by another student or group of students and occurs, or is received by, a student while on school property, at a school-sponsored or school-related function or activity, in any school bus or van, at any designated school bus stop, in any other school or private vehicle used to transport students to and from schools, or any school-sponsored activity or event.
3. The pattern of behavior as provided above must have the effect of physically harming a student, placing the student in reasonable fear of physical harm, damaging a student's property, placing the student in reasonable fear of damage to the student's property, or must be sufficiently severe, persistent, and pervasive enough to either create an intimidating or threatening educational environment, have the effect of substantially

interfering with a student's performance in school, or have the effect of substantially disrupting the orderly operation of the school.

Hazing shall mean any knowing behavior, whether by commission or omission, of any student to encourage, direct, order, or participate in any activity which subjects another student to potential physical, mental, or psychological harm for the purpose of initiation or admission into, affiliation with, continued membership in, or acceptance by existing members of any organization or extracurricular activity at a public elementary or secondary school, whether such behavior is planned or occurs on or off school property, including any school bus and school bus stop. Hazing does not mean any adult-directed and school-sanctioned athletic program practice or event or military training program. Hazing shall include any of the acts listed in La. R.S. 14:40.8 CRIMINAL HAZING. Any act which may constitute criminal hazing shall be reported to the appropriate authority by school officials.

Any solicitation to engage in hazing, and the aiding and abetting another person who engages in hazing shall be prohibited. The consent stated or implied, of the hazing victim shall not be a defense in determining disciplinary action.

NOTICE TO STUDENTS AND PARENTS

The School Board shall inform each student, orally and in writing, at the required orientation conducted at the beginning of each school year, of the prohibition against bullying, hazing, or similar behavior of a student by another student; the nature and consequences of such actions; including the potential criminal consequences and loss of driver's license, and the proper process and procedure for reporting any incidents involving such prohibited actions. A copy of the written notice shall also be delivered to each student's parent or legal guardian.

REPORTING

The principal or his/her designee shall be authorized to receive complaints alleging violation of this policy. All employees, parents, volunteers, or any other school personnel shall report alleged violations to the principal or his/her designee. Any written or oral report of an act of bullying, hazing, or similar behavior shall be considered an official means of reporting such act(s). Complaints, reports, and investigative reports of bullying, hazing, or similar behavior shall remain confidential, with limited exception of state or federal law.

The reporting of incidents of bullying, hazing, or similar behavior shall be made on the Bullying Report form, which shall include an affirmation of truth. Any bullying, hazing, or similar behavior report submitted, regardless of recipient, shall use this form, but additional information may be provided.

Students and Parents

Any student who believes that he/she has been, or is currently, the victim of bullying, hazing, or similar behavior, or any student, or any parent or guardian, who witnesses bullying, hazing, or similar behavior or has good reason to believe bullying, hazing, or similar behavior is taking place, may report the situation to a school official, who in turn shall report the situation to the principal or his/her designee. A student, or parent or guardian, may also report concerns regarding bullying, hazing, or similar behavior to a

teacher, counselor, other school employee, or to any parent chaperoning or supervising a school function or activity. Any report shall remain confidential.

School Personnel

Any school employee, whether full- or part-time, and any parent/volunteer chaperoning or supervising a school function or activity, who witnesses or learns of bullying, hazing, or similar behavior from a student or parent, shall report the incident to the principal or his/her designee. Verbal reports shall be submitted by the employee or parent/volunteer on the same day as the employee or parent/volunteer witnessed or otherwise learned of the incident, and a written report shall be filed no later than two (2) days thereafter.

All other members of the school community, including students, parents or legal guardians, volunteers, and visitors shall be encouraged to report any act that may be a violation of this policy to the principal or his/her designee.

False Reports

Intentionally making false reports about bullying, hazing, or similar behavior to school officials shall be prohibited conduct and shall result in appropriate disciplinary measures as determined by the School Board.

INVESTIGATION PROCEDURE

Investigations of any reports of bullying, hazing or similar behavior of a student by another student shall be in accordance with the following:

1. Timing

The school shall begin an investigation of any complaint that is properly reported and that alleges the prohibited conduct the next business or school day after the report is received by the principal or his/her designee. The investigation shall be completed not later than ten (10) school days after the date the written report of the incident is submitted to the principal or his/her designee. If additional information is received after the end of the ten-day period, the school principal or his/her designee shall amend all documents and reports required to reflect such information.

2. Scope of Investigation

An investigation shall include documented interviews of the reporter, the alleged victim, the alleged bully or offender, and any witnesses, and shall include obtaining copies or photographs of any audio-visual evidence. Interviews must be conducted privately, separately, and confidentially. At no time shall the alleged offender and alleged victim be interviewed together.

The principal or his/her designee shall collect and evaluate all facts using the Bullying Investigation form.

3. Parental Notification

Upon receiving a report of bullying, hazing, or similar behavior, the school shall notify the parents or legal guardians of the alleged offender and the alleged victim no later than the following business or school day. Delivery of notice to the parents or legal guardians by an involved student shall not constitute the required parental notice.

Before any student under the age of eighteen (18) is interviewed, his/her parent or legal

guardian shall be notified by the principal or his/her designee of the allegations made and shall have the opportunity to attend any interviews with their child conducted as part of the investigation.

All meetings with the parents or legal guardians of the alleged victim and the parents or legal guardians of the alleged offender shall be in compliance with the following:

- A. Separate meetings shall be held with the parents or legal guardians of the alleged victim and the parents or legal guardians of the alleged offender.
- B. Parents or legal guardians of the alleged victim and of the alleged offender shall be informed of the potential consequences, penalties, and counseling options.

In any case where a teacher, principal, or other school employee is authorized to require the parent or legal guardian of a student who is under the age of eighteen (18) and not judicially emancipated or emancipated by marriage to attend a conference or meeting regarding the student's behavior and, after notice, the parent, tutor, or legal guardian willfully refuses to attend, the principal or his/her designee shall file a complaint, pursuant to Louisiana Children's Code, Article 730 or 731, with a court exercising juvenile jurisdiction. The principal may also file a complaint on the grounds the student is a truant or has willfully and repeatedly violated school rules, or any other applicable ground when, in his/her judgment, doing so is in the best interests of the student.

4. Documentation

At the conclusion of an investigation of bullying, hazing, or similar behavior, and after meeting with the parents or legal guardians, the principal or his/her designee or School Board shall:

- A. Prepare a written report containing the findings of the investigation, including input from students' parents or legal guardians, and the decision by the principal or his/her designee or school system official. The document shall be placed in the school records of both students.
- B. Promptly notify the reporter/complainant of the findings of the investigation and whether remedial action has been taken, if such release of information does not violate the law.
- C. Keep reports/complaints and investigative reports confidential, except where disclosure is required to be made by applicable federal laws, rules, or regulations or by state law.
- D. Maintain reports/complaints and investigative reports for three (3) years.
- E. As applicable, provide a copy of any reports and investigative documents to the School Board for disciplinary measures, or to the Louisiana Department of Education, as necessary.

During the pendency of an investigation, the school district may take immediate steps, at

its discretion, to protect the alleged victim, students, teachers, administrators or other school personnel pending completion of the investigation.

APPEAL

If the school principal or his/her designee does not take timely and effective action, the student, parent, or school employee may report, in writing, the incident to the School Board. The School Board shall begin an investigation of any properly reported complaint that alleges prohibited conduct the next business day during which school is in session after the report is received by the School Board.

If the School Board does not take timely and effective action, the student, parent, or other school employee may report any bullying incident to the Louisiana Department of Education.

DISCIPLINARY ACTION

Once a report has been received at a school, and a school principal or his/her designee has determined that an act of bullying, hazing, or similar behavior has occurred, and after having met with the parent or legal guardian of the student involved, the principal or his/her designee, or applicable school official shall take prompt and appropriate disciplinary action against the student and report criminal conduct to law enforcement. Counseling and/or other interventions may also be recommended

Students may be disciplined for off-campus bullying, hazing, or similar behavior the same as if the improper conduct occurred on campus, if the actions of the offender substantially interferes with the education opportunities or educational programs of the student victim and/or adversely affects the ability of the student victim to participate in or benefit from the school's education programs or activities.

PARENTAL RELIEF

If a parent, legal guardian, teacher, or other school official has made four (4) or more reports of separate instances of bullying, and no investigation pursuant to state law or this policy has occurred, the parent or legal guardian of the alleged victim may request that the student be transferred to another school operated by the School Board.

Such request shall be filed with the Superintendent. Upon receipt of the request to transfer the student to another school, the School Board shall make a seat available at another school under its jurisdiction within ten (10) school days of the parent or legal guardian's request for a transfer. If the School Board has no other school under its jurisdiction serving the grade level of the victim, within fifteen (15) school days of receiving the request, the Superintendent shall:

1. Inform the student and his/her parent or legal guardian and facilitate the student's enrollment in a statewide virtual school.
2. Offer the student a placement in a full-time virtual program or virtual school under the School Board's jurisdiction.
3. Enter into a memorandum of understanding with the Superintendent or director of another governing authority to secure a placement and provide for the transfer of the

student to a school serving the grade level of the student, in accordance with statutory provisions.

If no seat or other placement is made available within thirty (30) calendar days of the receipt of the request by the Superintendent, the parent or legal guardian may request a hearing with the School Board, which shall be public or private at the option of the parent or legal guardian. The Board shall grant the hearing at the next scheduled meeting or within sixty (60) calendar days, whichever is sooner. At the end of any school year, the parent or legal guardian may make a request to the School Board to transfer the student back to the original school. The School Board shall make a seat available at the original school that the student attended. No other schools shall qualify for transfer under this provision.

TRAINING

The School Board shall provide a minimum of four (4) hours of training for all new employees who have contact with students and two (2) hours of training each subsequent year for all school employees who have contact with students, including bus drivers, with respect to bullying, in accordance with state statutory provisions.

RETALIATION

Retaliation against any person who reports bullying, hazing, or similar behavior in good faith, who is thought to have reported such conduct, who files a complaint, or who otherwise participates in an investigation or inquiry concerning allegations of bullying, hazing, or similar behavior is prohibited conduct and subject to disciplinary action.

CHILD ABUSE

The provisions of this policy shall not be interpreted to conflict with or supersede the provisions requiring mandatory reporting pursuant to Louisiana Children's Code, Art. 609 and as enforced through La. Rev. Stat. Ann. §14:403.

Preventing dating violence

Dating violence can happen to any teen regardless of gender, race, socio-economic status, or whether or not they have experience with dating. According to the Center for Disease Control and Prevention, 1 in 4 adolescents experiences verbal, physical, emotional, or sexual abuse from a dating partner each year.

What is Dating Violence?

Dating violence includes any behavior that is used to manipulate, gain control, gain power, cause fear, or make a dating partner feel bad about himself or herself.

Consequences of Dating Violence

Young people who experience abuse are more likely to be in fights or bring weapons to school, have higher rate of drug and alcohol abuse, and engage in high-risk sexual behaviors.

How to Help Teens Dealing with Dating Violence

Teens who are in an abusive relationship may have a difficult time getting help.

- **Educators:** Dating violence has a particularly damaging effect on schools, students and the

learning environment.

- **Advocates & community service providers:** You can play an important role in educating teens about dating violence.
- **Parents:** If you suspect dating violence, your son or daughter needs your support.
- Helpful Resources:
 - IRIS – Domestic Violence Center, www.stopdv.org or (225) 389-3001
 - Crisis Intervention Center <https://cicla.org> or (225) 924-3900
 - Louisiana Rape Crisis Centers, <http://www.ibiblio.org/rcip/la.html> or (800) 656-4673

Reporting procedures

Any student who believes he or she has been the victim of bullying, cyberbullying, intimidation, threatening behavior, harassment or hazing by a student, teacher, administrator or other school personnel, or by any other person who is participating in, observing or otherwise engaged in activities including sporting events and other extracurricular activities, under the auspices of the school district or a school within the school system, is encouraged to immediately report the alleged acts to any appropriate school district official.

Any teacher, administrator, or other school personnel who has or receives notice that a student has or may have been the victim of bullying, cyberbullying, intimidation, threatening behavior, harassment, or hazing at school or any school activity shall be required to immediately report the alleged acts to an appropriate school district official, utilizing the Louisiana Department of Education's behavior incidence checklist to document the details of each reported incident of harassment, intimidation, and bullying, including cyberbullying.

Any student, School Board employee, or school volunteer who in good faith reports an incident of harassment, intimidation, bullying or cyberbullying to the school administrator in accordance with appropriate procedures shall be immune from a right of action for damages arising from any failure to remedy the reported incident.

At the school building level

The principal shall be the person responsible at the school level for receiving written reports of bullying, cyberbullying, intimidation, threatening behavior, harassment, or hazing of a student. Any other school administrator, teacher, or other school personnel who receives a report of bullying, cyberbullying, intimidation, threatening behavior, harassment or hazing of a student shall immediately inform the principal, who shall notify the Superintendent or his/her designee.

Other sites

Building administrators designated by the Superintendent at each administrative, support, or maintenance site shall be responsible for receiving written reports of bullying, cyberbullying, intimidation, threatening behavior, harassment, or hazing of a student. Upon receipt of a report, the building administrator shall immediately notify the Superintendent or his/her designee.

Investigation of complaints and reports

The Superintendent or his/her designee shall immediately investigate or authorize the investigation of all reports and complaints involving alleged bullying, cyberbullying,

intimidation, threatening behavior, harassment or hazing of students. Investigations may consist of personal interviews with the complainants or the individual, who is alleged to have been bullied, cyberbullied, intimidated, threatened, harassed or hazed, the individual or individuals against whom the complaint is made, witnesses, and any other persons who may have knowledge of the alleged incident or incidents or circumstances leading to or giving rise to the complaint. Other methods of investigation also may be used and pertinent documents may be examined by the investigator.

During the pendency of an investigation, the school district may take immediate steps, at its discretion, to protect the complainant, students, teachers, administrators or other school personnel pending completion of the investigation.

Investigations shall be completed as soon as practicable. A written report shall be prepared upon the completion of the investigation. If the complaint involves the Superintendent, the report shall be made and filed directly with the School Board. The written report shall include determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

DISCIPLINARY ACTION

The school district shall take appropriate action in response to a report following an investigation of any alleged bullying, cyberbullying, intimidation, threatening behavior, harassment, or hazing of a student. When the report determines that the alleged act or conduct appears to be in violation of this policy, disciplinary action shall be taken as outlined in the Student Discipline Policy. The principal/designee shall contact the parent, tutor, or legal guardian of the pupil being disciplined for alleged misconduct to notify them of the disciplinary action.

Whenever the act or conduct determined to be a violation of this policy may also constitute a violation of state or federal criminal statute, the appropriate lawenforcement officer shall be promptly notified.

Disciplinary Action for Violation of the Policy

The school principal shall recommend the expulsion of any student who:

- Engages in hazing or bullying;
- Solicits, encourages, directs, aids or attempts to aid another student engaging in hazing or bullying;
- Intentionally or knowingly permits hazing or bullying to occur;
- Has firsthand knowledge of the planning of a specific hazing incident involving a student or has firsthand knowledge that a specific hazing or bullying incident has occurred, and knowingly fails.

Appeal

The parent of a student disciplined for violation of this policy may appeal to the Superintendent or his/her designee no later than five (5) days after being notified of the disciplinary action. The Superintendent or his/her designee shall review all documentation

regarding the incident, and if determined to be necessary by the Superintendent or designee, conduct a hearing on the matter. The results of the review or hearing shall be sent to the parents or legal guardian within three (3) school days. The decision of the Superintendent shall be final, except for a student expulsion, which may be appealed to the School Board in accordance with statutory provisions.

NOTIFICATION

The School Board shall inform each student in writing within ten (10) days after enrolling in school of the prohibition against harassment, intimidation, and bullying, including cyberbullying, of a student by another student; the nature and consequences of such actions; and the proper process and procedure for reporting any incidents involving such prohibited actions.

COMMUNICATIONS WITH LANGUAGE-MINORITY STUDENTS AND PARENTS

All schools with language minority students are obligated to provide written or verbal communications to these students and their parents or guardians in a language they can best understand. This handbook may be translated or interpreted to meet the Office of Civil rights (OCR) standards and the Equal Educational Opportunity Act (EEOA) Guidelines of 1974.

ADMINISTRATION OF MEDICATION

It is the policy of the City of Baker School Board that the administration of medication to students at school shall meet the following conditions and limitations. As used in this policy, the term *medication* shall include all prescription and non-prescription drugs.

1. WRITTEN ORDERS, APPROPRIATE CONTAINERS, LABELS, AND INFORMATION

A. Medication shall not be administered to any student without a completed *Medication Order* from a physician or dentist licensed to practice medicine in Louisiana or an adjacent state, or any other authorized prescriber authorized in the state of Louisiana to prescribe medication or devices, **and** a letter of request and authorization from the student's parent or guardian. The following information shall be included:

- 1) the student's name
- 2) the name and signature of the physician/dentist/other authorized prescriber
- 3) physician's/dentist's/other authorized prescriber's business address, office phone number, and emergency phone numbers
- 4) student's diagnosis
- 5) name, amount of each school dose, time of school administration, route of medication, and reason for use of medication
- 6) a written statement of the desired effects and the child specific potential adverse effects

B. Medication shall be provided to the school by the parent/legal guardian in the

container that meets acceptable pharmaceutical standards and shall include the following information:

- 1) name of pharmacy
- 2) address and telephone number of pharmacy
- 3) prescription number
- 4) date dispensed
- 5) name of student
- 6) clear directions for use, including the route, frequency, and other as indicated
- 7) drug name and strength
- 8) last name and initial of pharmacist
- 9) cautionary auxiliary labels, if applicable
- 10) physician's/dentist's/other authorized prescriber's name

Labels of prepackaged medications, when dispensed, shall contain the following information in addition to the regular pharmacy label:

- 1) drug name
- 2) dosage form
- 3) strength
- 4) quantity
- 5) name of manufacturer and/or distributor
- 6) manufacturer's lot or batch number

2. ADMINISTRATION OF MEDICATION: GENERAL PROVISIONS

A. Once trained, the school employee who administers medication may not decline to perform such service at the time indicated, unless exempted in writing by the MD or RN.

B. During the period when the medication is administered the person administering medication must be relieved of all other duties. This requirement does not include the observation period required in 2.-F below.

C. Except in the case of a trained unlicensed diabetes care assistant administering diabetes medications (if applicable) or in life-threatening situations, trained unlicensed school personnel may not administer injectable medications.

D. All medications must be stored in a secured locked area or locked drawer with limited access except by authorized trained school personnel.

E. Only oral, inhalant, topical ointment for diaper rash, and emergency medications may be administered at school by unlicensed, but trained, school personnel. Under special circumstances, other medications not mentioned above may be administered as necessary, as approved by the school nurse.

F. Each student must be observed by a school employee for a period of 45 minutes following the administration of medication. This observation may occur during instruction time.

G. School medication orders shall be limited to medication which cannot be administered before or after school hours.

3. PRINCIPAL

The principal shall designate at least two (2) employees to receive training and administer medications in each school.

4. TEACHER

The classroom teacher who is not otherwise previously contractually required shall not be assigned to administer medications to students. A teacher may request in writing to volunteer to administer medications to his/her own students. The administration of medications shall not be a condition of employment of teachers employed subsequent to July 1, 1994. A regular education teacher who is assigned an exceptional child shall not be required to administer medications.

5. SCHOOL NURSE

A. The school nurse, in collaboration with the principal, shall supervise the implementation of the school policies for the administration of medications in schools to ensure the safety, health and welfare of the students.

B. The school nurse shall be responsible for the training of non-medical personnel who have been designated by each principal to administer medications in each school. The training must be at least six (6) hours and include but not be limited to the following provisions:

- 1) Proper procedures for administration of medications including controlled substances
- 2) Storage and disposal of medications
- 3) Appropriate and correct record keeping
- 4) Appropriate actions when unusual circumstances or medication reactions occur
- 5) Appropriate use of resources

6. PARENT/LEGAL GUARDIAN

A. The parent/legal guardian who wishes medication administered to his/her child shall provide the following:

- 1) A letter of request and authorization that contains the following information:
 - a. the student's name;
 - b. clear instructions for school administration;
 - c. RX number, if any;
 - d. current date;
 - e. student's diagnosis;
 - f. name, amount of each school dose, time of school administration, route of medication, and reason for use of medication;
 - g. physician's/dentist's/another authorized prescriber's name;
 - h. the parent's/legal guardian's printed name and signature;

- i. parent's/legal guardian's emergency phone number;
- j. statement granting or withholding release of medical information;

2) A written order for each medication to be given at school, including annual renewals at the beginning of the school year. The new orders dated before July of that school year shall not be accepted. No corrections shall be accepted on the physician's *Medication Order* form. Alteration of this form in any way or falsification of the signature is grounds for prosecution. Orders for multiple medications on the same form, an incomplete form, or a form with a physician's/dentist's/other authorized prescriber's stamp shall not be accepted. Faxed orders may be accepted; original orders must be received within five (5) business days.

3) A prescription for all medications to be administered at school, including medications that might ordinarily be available over-the-counter. **Only** the physician/dentist/other authorized prescriber or his/her staff may write on the *Medication Order* form. This form must be signed by the physician/dentist/other authorized prescriber.

4) A list of all medications that the student is currently receiving at home and school, if that listing is not a violation of confidentiality or contrary to the request of the parent/legal guardian or student.

5) A list of names and telephone numbers of persons to be notified in case of medication emergency in addition to the parent/legal guardian and licensed physician/dentist/other authorized prescriber.

6) Arrangements for the safe delivery of the medication to and from school in the properly labeled container as dispensed by the pharmacist; the medication must be delivered by a responsible adult. The parent/ legal guardian will need to get two (2) containers for each prescription from the pharmacist in order that the parent/legal guardian, as well as the school, will have a properly labeled container. If the medication is not properly labeled and does not match the physician's order exactly, it will not be given.

7) All aerosol medications shall be delivered to the school in pre-measured dosage.

8) Provide no more than a thirty-five (35) school day supply of medication in a properly labeled container to be kept at school.

9) The initial dose of a medication shall be administered by the student's parent/legal guardian outside the school jurisdiction with sufficient time for observation for adverse reactions.

10) The parent/legal guardian shall work with those personnel designated to administer medication as follows:

11) Cooperate in counting the medication with the designated school personnel who receives it and sign the *Drug Receipt* form.

12) Cooperate with school staff to provide for safe, appropriate administration of medications to students, such as positioning, and suggestions for liquids or foods to be given with the medication.

13) Assist in the development of the emergency plan for each student.

14) Comply with written and verbal communication regarding school policies.

15) Grant permission for school nurse/physician/ dentist/another authorized prescriber consultation.

16) Remove or give permission to destroy unused, contaminated, discontinued, or out-of- date medications according to the school guidelines.

7. STUDENT SELF-MEDICATION

Only those medical conditions which require immediate access to medications to prevent a life threatening or potentially debilitating situation shall be considered for self-administration of medication. Compliance with the school policy for a drug-free zone shall also be met if possible.

Asthma or the Use of Auto-Injectable Epinephrine

Self-administration of medications by a student with asthma or the use of auto-injectable epinephrine by a student at risk of anaphylaxis shall be permitted by the School Board, provided the student's parent or other legal guardian provides the school in which the student is enrolled with the following documentation:

A. Written authorization for the student to carry and self-administer such prescribed medications.

B. Written certification from a licensed medical physician or other authorized prescriber that the student:

1) has asthma or is at risk of having anaphylaxis

2) has received instruction in the proper method of self-administration of the student's prescribed medications to treat asthma or anaphylaxis

C. A written treatment plan from the student's licensed physician or authorized prescriber for managing asthma or anaphylactic episodes. The treatment plan shall be signed by the student, the student's parent or other legal guardian, and the student's physician or other authorized prescriber. The treatment plan shall contain the following information:

1) The name, purpose, and prescribed dosage of the medications to be self-administered.

2) The time or times the medications are to be regularly administered and

under what additional special circumstances the medications are to be administered.

3) The length of time for which the medications are prescribed.

D. Any other documentation required by the School Board.

The required documentation shall be maintained in the office of the school nurse or other designated school official.

The School Board shall inform the parent or other legal guardian of the student in writing that the school and its employees shall incur no liability as a result of any injury sustained by the student from the self-administration of medications used to treat asthma or anaphylaxis. The parent or other legal guardian of the student shall sign a statement acknowledging that the school shall incur no liability and that the parent or other legal guardian shall indemnify and hold harmless the school and its employees against

any claims that may arise relating to the self-administration of medications used to treat asthma or anaphylaxis.

A student who has been granted permission to self-administer medication by the School Board shall be allowed to carry and store with the school nurse or other designated school official an inhaler or auto-injectable epinephrine, or both, at all times.

Permission for the self-administration of asthma medications or use of auto-injectable epinephrine by a student shall be effective only for the school year in which permission is granted. Permission for self-administration of asthma medications or the use of auto-injectable epinephrine by a student shall be granted by the School Board each subsequent school year, provided all of the requirements of this part of the policy are fulfilled.

Upon obtaining permission to self-administer asthma medication or to use auto-injectable epinephrine, a student shall be permitted to possess and self-administer such prescribed medication at any time while on school property or while attending a school sponsored activity. A student who uses any medication permitted by this policy in a manner other than as prescribed shall be subject to disciplinary action; however, such disciplinary action shall not limit or restrict such student's immediate access to such prescribed medication.

Auto-injectable epinephrine means a medical device for the immediate self-administration of epinephrine by a person at risk for anaphylaxis.

Inhaler means a medical device that delivers a metered dose of medication to alleviate the symptoms of asthma.

Other Permitted Medications

Self-administration of other medications by a student may be permitted by the School

Board, provided that:

- A. *Medication Order* from the physician or authorized prescriber and from the student's parent or guardian shall be on file and communication with the prescriber has been established.
- B. The school nurse has evaluated the situation and deemed it to be safe and appropriate, and has developed a medical administration plan for general supervision. The administration plan may include observation of the procedure, student health counseling and health instruction regarding the principles of self-care.
- C. The principal and appropriate staff are informed that the student is self-administering the prescribed medication.
- D. The medication is handled in a safe, appropriate manner.
- E. The school principal and the school employed registered nurse determine a safe place for storing the medication.

The medication must be accessible if the student's health needs require it; this information is included in the medication administration plan.

F. Some medication should have a backup supply readily available. The student records the medication administration and reports unusual circumstances (as a general rule the student must record all dates and times he/she is self-medicating during school hours. The medication log shall be kept in the main

office where the student shall record this information unless otherwise noted on the student's *Individual Administration Plan*).

G. The school employed registered nurse, and/or the designated employee monitors the student.

8. ACCEPTABLE SCHOOL MEDICATIONS

School medication orders shall be limited to medication which cannot be administered before or after school hours. Parents may come to school and administer medication to their children at any time during the school day.

Medications which may be considered as acceptable under this policy:

- A. Medication to modify behavior (e.g., Ritalin, when the sustained action form of this medication is not effective.)
- B. Severe allergic reactions - must have specific written instructions from a physician.
- C. Anticonvulsive medication.
- D. Medication for asthma.
- E. Medication given in extenuating circumstances.

F. Non-prescription (over-the-counter) drugs will only be given if medical certification of extenuating circumstances and prescription is obtained.

G. Antibiotics and other short-term medications will not be given at school, unless so ordered by a physician, dentist, or authorized prescriber.

H. The school nurse or trained school employee shall have the authority to administer auto-injectable epinephrine, as defined elsewhere in this policy, to a student who the school nurse or trained school employee believes is having an anaphylactic reaction, whether or not the student has a prescription for epinephrine. At least one employee at each school shall receive training from a registered nurse or licensed medical physician in the administration of epinephrine.

I. "Sunscreen" means a compound topically applied to prevent sunburn.

J. Other specific illnesses that require medication.

9. **DIABETES**

Each student with diabetes who seeks care for his/her diabetes while at school or while participating in a school-related activity shall submit a diabetes management and treatment plan on an annual basis. Such plan shall be developed by a physician licensed in Louisiana or adjacent state, or other authorized health care prescriber licensed in Louisiana who is selected by the parent or legal guardian to be responsible for such student's diabetes treatment. *School-related activities* include, but are not limited to, extracurricular activities and sports.

A student's diabetes management and treatment plan shall be kept on file in the school in which the student is enrolled and shall contain:

A. An evaluation of the student's level of understanding of his/her condition and his/her ability to manage his/her diabetes.

B. The diabetes-related healthcare services the student may receive or self-administer at school or during a school-related activity.

C. A timetable, including dosage instructions, of any diabetes medications to be administered to the student or self-administered by the student.

D. The signature of the student (if age appropriate), the student's parent or legal guardian, and the physician or other authorized health care prescriber responsible for the student's diabetes treatment.

The parent or legal guardian of a student with diabetes shall annually submit a copy of the student's diabetes management and treatment plan to the principal or appropriately designated school personnel of the school where the student is enrolled. The plan shall be reviewed by appropriate school personnel either prior to or within five (5) days after the beginning of each school year, or upon enrollment if the student enrolls after the beginning of the school year or as soon as practicable following the student being diagnosed with diabetes, or as warranted by changes in

the student's medical condition.

Upon receipt of the student's diabetes management and treatment plan, the school nurse shall conduct a nursing assessment of the student's condition and develop an *Individualized Healthcare Plan* (IHP). The school nurse shall be given not less than five (5) school days to develop the IHP and shall implement the IHP within ten (10) school days of receipt of the diabetes treatment plan. The school nurse must assess the stability of the student's diabetes both at home and in the school setting prior to the development of the IHP for care in the school setting.

The parent or legal guardian shall be responsible for all care related to the student's diabetes management and treatment plan until the IHP is developed, the parents or legal guardian have agreed to and signed the IHP, and the diabetes management and treatment plan is put into place by the school nurse.

The School Board may utilize an unlicensed diabetes care assistant to provide appropriate care to a diabetic student or assist a student with self-care of his/her diabetes, in accordance with the student's diabetes management and treatment plan, the student's IHP, and regulations contained in *Health and Safety*, Bulletin 135. An *unlicensed diabetes care assistant* is defined as a school employee who is not a healthcare professional, who is willing to complete training requirements established by BESE and is determined competent by the school nurse to provide care and treatment to students with diabetes.

In accordance with the student's diabetes management and treatment plan, the student shall be permitted to self-manage his/her diabetes care as outlined in the student's management and treatment plan.

With written permission of a student's parent or legal guardian, a school may provide a school employee with responsibility for providing transportation for a student with diabetes or supervising a student with diabetes with an off-campus activity. An information sheet with pertinent information about the student's condition and contact information in cases of emergency shall be provided the employee.

10. ADMINISTRATION OF MEDICATION ON FIELD TRIPS AND OTHER EXTRA-CURRICULAR ACTIVITIES

If a student with an identified medical need is to attend a field trip or other school-sponsored activity, the parents shall be notified to ascertain if any medication must be administered on the field trip or school-sponsored activity away from school. If so, the parent/legal guardian shall accompany the student to the activity to administer any

medication.

If the parent/legal guardian cannot attend the field trip/activity with his/her child, the parent/legal guardian shall request in writing that the medication be administered on a pending field trip/activity by a non-School Board employee designated by the parent, or another trained person designated by the School Board. Such request shall include supporting documentation as outlined in this policy. The request shall state that the parent/legal guardian gives permission for the designee or another trained person to administer the medication. If the parent does not designate a non-School Board employee to attend the field trip/activity, once the proper documentation has been submitted, the School Board shall assign a trained Board employee to accompany the student on the field trip or other school-sponsored activity.

La. R.S. 17:436.1 L (1)-(4) allows a student to possess and self-apply sunscreen at school, on a school bus, or at a school-sponsored function or activity without parental consent or the authorization of a physician. If a student is unable to self - apply sunscreen, a school employee may apply the sunscreen to the student, only if the parent or legal guardian has provided written consent for the application, and neither a school employee nor the employer shall be held liable for any adverse reaction relating to the employee's application of sunscreen or the cessation of application.

11. EXTENDED DAY CARE

In the event that a student attends extended day care and requires medication outside school hours (before or after school), medication orders that include the dosage(s), time(s), and medication(s), shall be obtained from the physician/dentist/other authorized prescriber before any administration of medication may be administered by properly trained personnel.

12. STUDENT CONFIDENTIALITY

All student information shall be kept confidential. The parent/legal guardian shall be required to sign the *Authorization for Release of Confidential Information* form, so that health information can be shared between the School Board and health care providers, such as hospitals, physician, service agency, school nurse, and/or other health provider.

Ref: La. Rev. Stat. Ann. "17:81, 17:436.1, 17:436.3; *Health and Safety*, Bulletin 135, Louisiana Department of Education; Board minutes, 11-3-09.

STUDENT COMMUNICABLE DISEASES

The City of Baker School Board recognizes the importance of protecting the health and welfare of students, teachers, and other employees of the educational system from the spread of communicable diseases, and follows current public health practices, rules and regulations governing the control and prevention of communicable diseases that are established by the Louisiana Department of Health.

A communicable disease shall be defined as a persistent or recurring infection which may be potentially transmitted to a susceptible person by contact with an infected individual.

When reliable evidence or information from a public health officer or physician confirms a student of the School Board has a communicable disease or infection that is known to be spread by any form of casual contact and is considered a health threat to the school population, the Superintendent may exclude such person from school for not more than five (5) days, or the amount of time required by state or local public health officials. Such student shall be excluded unless the public health officer approves school attendance, or the condition is no longer contagious.

When reliable evidence or information from a public health officer or physician confirms a student has a communicable disease or infection that is known not to be spread by casual contact, the decision as to whether or not the student will remain in school shall be addressed on a case-by- case basis by a Review Panel to ensure due process.

If the student's physician and/or a physician of the School Board's choice indicates that the health of the student does not allow his/her continued attendance in the regular education program, education services shall be provided in the setting appropriate to the health status of the child.

Students whose parent/guardian knowingly conceal their child's having a communicable disease shall, upon identification, be suspended from school on an excused absence status, with the opportunity to make-up assignments and graded activities, for a maximum of ten (10) school days, during which time the Superintendent shall determine the student's school attendance status.

Irrespective of the disease presence, routine procedures shall be used, and adequate sanitation facilities shall be available for handling blood or body fluids within the school setting or on school buses. School personnel shall be trained in the proper procedures for handling blood and body fluids and these procedures shall be strictly adhered to by all school personnel (see policy F-12.6b, Guidelines for Handling Body Fluids in Schools).

REVIEW PANEL

Communicable diseases that are known not to be spread by casual contact shall be addressed on a case-by-case basis by a Review Panel. Membership of the Review Panel, procedures for convening the Review Panel, and the process used to review the case shall be as outlined in Health and Safety, Bulletin 135, Louisiana Department of Education.

The Superintendent shall provide a written decision to the affected party within three (3) operational days (i.e. a day when the School Board Central Office is open for business) after the Review Panel convenes. The written decision shall convey information brought out during the review process and include the rationale for the decision concerning school attendance by the student.

APPEALS

Appeals may be made by the parent or guardian in writing to the Superintendent and subsequently to the School Board as outlined in Health and Safety, Bulletin 135, Louisiana Department of Education. If the written decision of the Superintendent is contrary to the

majority opinion of the Review Panel, a majority of the Review Panel has the right to appeal the decision in the same manner as outlined in Bulletin 135.

CONFIDENTIALITY

All persons involved in procedures to assess school attendance of a student with a communicable disease that is not spread by casual contact shall be required to treat all medical information about the student, proceedings, deliberations, and documents as confidential information. Records of the proceedings and the decisions shall be kept by the Superintendent in a sealed envelope with access limited to only those persons receiving the consent of the parent/guardian or infected person, in accordance with state or federal law.

Before any medical information is shared with anyone in the school setting, a “Need to Know” review shall be made which includes the parent/legal guardian, student if age 18 or over, unless the information is required to meet the mandates of federal or state law or regulation, or Louisiana Board of Elementary and Secondary Education (BESE) policy.

LICE,

It is the policy of the School Board to exclude from the City of Baker District Schools any student suspected of having symptoms of head lice, until satisfactory treatment has been given, or a statement from a medical source can be presented, stating treatment is not necessary. If treatment is necessary, the student shall be readmitted to school if a letter from the parent or guardian is presented stating treatment has been administered, and if lice and/or eggs are no longer present.

Revised: September 2015 Ref: La. Rev. Stat. Ann. §§17:81, 17:170; Health and Safety, Bulletin 135, Louisiana Department of Education.

SCABIES, & BED BUGS

It is the policy of the School Board to exclude from the City of Baker District Schools any student suspected of having symptoms of scabies, and/or bed bugs until satisfactory treatment has been given, or a statement from a medical source can be presented, stating treatment is not necessary. If treatment is necessary, the student shall be readmitted to school if a letter from the parent or guardian is presented stating treatment has been administered, and if scabies, and/or bed bugs are no longer present.

City of Baker School System Health and Wellness Policy 2021-2022 Purpose

The United States Department of Agriculture’s (USDA) Child Nutrition and Women, Infant, and Children (WIC) Reauthorization Act of 2004 requires that each local educational agency (LEA) participating in the National School Lunch Program establish a local school Wellness Policy by July 1,2006.

This Wellness Policy establishes a formal system of building a world-class school environment that is safe and healthy, thereby enhancing the potential for academic achievement among students. A healthy child in a nurturing and safe environment has a better attendance record and performs better in school than a child who is not. Whereas hunger in America still exists, obesity among children and adolescents has risen over the past 20 years and continues to be a concern. Few children eat a healthy diet consistent with recommendations established by health professionals. Students consume extra calories from

foods and beverages that are high in sugar and fat and low in nutrients. Physical inactivity and excessive caloric intake are the main causes of obesity. Chronic diseases such as heart disease, cancer, and diabetes are responsible for a majority of deaths in the United States, and major risk factors for those diseases, including unhealthy eating habits and physical inactivity, often are established in childhood. Students need access to healthful foods and opportunities to be physically active in order to grow and learn.

Although school districts around the country are facing significant fiscal and scheduling constraints, schools and the community must collaborate to develop and implement successful school wellness policies that are dynamic and meet the needs of the students in the district. In addition to health and physical education, the school environment should provide a model of life skills related to healthful eating and physically active habits.

Thus, the City of Baker School System is committed to providing school environments that promote and protect children's health, well-being, and ability to learn by supporting healthy eating and physical activity habits.

The areas addressed in the Wellness Policy include: Nutrition Services, Nutrition Education, Physical Activity and Physical Education, Communication and Promotion of the Wellness Policy, and Monitoring Adherence and Evaluation and the Tobacco Policy.

Schools will provide nutrition and physical education to foster lifelong habits of healthy eating and physical activity and will coordinate CBSS Wellness Policy issues with classroom education, foods served on campus throughout the day, and with related community services.

Tobacco-free school Policy

It is important for school leaders to send a clear, consistent non-use message to their students, staff, and community by implementing a 100% Tobacco-Free policy. By implementing such a policy, school leaders will be countering the tobacco industry's influence with efforts to promote safe learning environments and healthy lifestyles.

Model Policy statement

Because tobacco is the leading cause of preventable death, disease, and disability, the City of Baker School System shall provide a 100% Tobacco-Free school environment. All tobacco products (e.g. Smoke, smokeless, spit, spitless, etc.) And smoking devices are prohibited on any school campus, school vehicle, or district school board property. School campus includes the elementary or secondary school building and buildings on that campus. School Board property shall include any portable buildings, field houses, stadiums, equipment storage areas, vacant land, or any property owned, operated, or leased by the board. All tobacco products are also prohibited at school-sponsored functions away from school property. Tobacco advertising is also prohibited in school buildings, at school functions, and in school publications.

Compliance and enforcement

"Tobacco-Free" signs shall be displayed on school property. Notice of this policy shall be posted at the entrances to the grounds of each school and school building, and within school vehicles. Notice of this policy shall be given to students, all school staff, parents or families through dissemination of the student handbook every year and posted signage at each

campus. The community shall be made aware of the policy by signage and handbooks as needed.

In addition to disciplinary action, those students who are found in violation of this policy, shall be referred to the school's health provider (Nurse, Health Center, or Social Worker) for a tobacco intervention. The school's health provider shall have the option of referring the student to the Fax to Quit Louisiana Program, coordinated by The Department of Health and Hospitals Tobacco Control Program, which refers the student to the Louisiana Quit-line, a free counseling service done over the phone for tobacco cessation. First offense will result in in-school suspension. Second offense will result in extended out of school suspension (days to be determined by the principal). Third offense is recommended expulsion.

School employees who violate the 100% Tobacco-Free School Policy shall, in addition to disciplinary action, also be referred to the Louisiana Quit-Line (1-800-quitnow) which is a free counseling service for tobacco cessation. First offense will require a written warning. Second offense will result in recommended suspension without pay (to be determined by the supervisor) and recommendation to the Fax to Quit Louisiana Program. Third offense will be a recommendation for disciplinary action before City of Baker School Board with a possible recommendation for termination.

Nutrition services

Foods and beverages sold or served at school will meet the nutrition requirements as outlined in *Bulletin 1196, Louisiana Food and Nutrition Programs, Policies of Operations*. Qualified Child Nutrition Program professionals will provide students with access to a variety of affordable, nutritious, and appealing foods that meet the health and nutrition needs of students; will accommodate the religious, ethnic, and cultural diversity of the student body in meal planning; and will provide clean, safe, and pleasant settings and adequate time for students to eat.

School Meals

The City of Baker School System will:

1. Offer a school lunch program with menus that meet the meal patterns and nutrition standards established by the USDA Child Nutrition Program and the Louisiana Department of Education, Office of School and Community Support.
2. Provide school breakfast and snack programs (where approved and applicable) with menus that meet the meal patterns and nutrition standards established by USDA and the Louisiana Department of Education, Office of School and Community Support.
3. Encourage students, school staff, and families to participate in school meal programs. Nutrition and meal pamphlets will be available in the cafeteria for parent access.
4. Strive to operate all Child Nutrition Programs with school foodservice staff who are qualified according to current professional standards.
5. Provide professional development opportunities for food service staff.
6. Ensure that food safety and sanitation are followed throughout the school, including providing facilities to wash hands before preparing and eating food.
7. Ensure that the food service permit is current for the Food Service school site.
8. Offer whole and enriched grain products that are high in fiber, low in added fats and sugars, and served in appropriate portion sizes that are consistent with

the current USDA standards.

9. Offer fresh, frozen, canned or dried fruits and vegetables using healthy food preparation techniques and 100 percent fruit or vegetable juice. Offer nonfat, reduced-fat, low-fat, plain and/or flavored dairy products.
10. Offer whole-grain breads and cereals.
11. Use healthy food preparation techniques for lean meat, poultry, and fish, such as baking.
12. Ensure that all foods brought into the cafeteria meet the USDA A Child Nutrition Guidelines.
13. Ensure that school meals are accessible to all students with a variety of delivery strategies. Alternate eating sites will be encouraged to increase meal participation.
14. Ensure that students receive adequate time to eat breakfast and lunch, encouraging the recommended 20 minute seat time for lunch.
15. Provide a cafeteria atmosphere that is conducive to a positive dining experience, encouraging socializing among students and between students and adults; encouraging supervision of eating areas by adults who model proper conduct and voice level and who model healthy habits by eating with the students. Cafeterias will provide adequate supplies of hand washing soap, water and disposable towels for use at each facility.

Foods and beverages offered outside of the Child nutrition Programs

An effective Wellness Program addresses foods and beverages sold and served on campus outside of the USDA Child Nutrition Programs. Nutrition education is more effective if the foods and beverages sold and offered are healthful and consistent with what is taught in the classroom. Foods and beverages sold outside the USDA Child Nutrition Programs include vending machines, concession stores, school parties, fundraising events, and rewarding/bribing students with food.

Vending Machine and Concession Store Laws

Foods and beverages must meet specific nutritional criteria if on the grounds at any time during a period beginning one-half hour before the start of the school day and ending one-half hour after the end of the school day. These criteria were developed as a result of the approval of Senate Bill No. 146, Act 331 passed during the Louisiana Legislature's Regular Session in 2005.

1. < 150 calories
2. < 35% of total calories from fat
3. < 10% to total calories from saturated fat
4. < 30 grams of sugar
5. < 360 milligrams of sodium

A list of foods meeting these criteria is provided in the "Vending List for Schools", provided and maintained by Pennington Biomedical Center, www.pbrc.edu.

In addition, the criteria for beverages offered for sale in public high schools was amended because of the passage of HB 767 / Act 306 passed by the Louisiana Legislature during its 2009 Regular Session. Except for items sold as part of the school food program, the food and beverages must meet the following criteria per serving:

In high schools, beverages shall include:

1. Bottled water;
2. Non-calorie or low-calorie beverages that contain up to 10 calories per eight ounces;
3. Up to 12-ounce servings of beverages that contain 100% fruit juice with no added sweeteners and up to 120 calories per eight ounces;
4. Up to 12-ounce servings of any beverages that contains no more than 66 calories per eight ounces;
5. At least 50% of non-milk beverages shall be water and no-calorie or low-calorie options that contain up to 10 calories per eight ounces;
6. Low-fat milk, skim milk and non-dairy milk.

Food and Beverages Sold/Offered Outside of the School Cafeteria

The City of Baker School System will:

1. Follow the nutrition guidelines set by state law for vending machines and concession stands and stores;
2. Encourage the elimination use of foods and beverages as **rewards** for student accomplishment;
3. Encourage parents and school officials to provide healthful food and beverage choices at school **parties**. A list of healthy foods and beverages and non-food rewards and activities will be provided annually to administrators, students, teachers, and parents;
4. Promote school **fundraisers** that sell items other than food and beverages or only foods and beverages that are nutrient dense (low in calories and high in nutrients);
5. Encourage parents and school officials to provide nutritious and appealing food and beverage options (such as fruits, vegetables, reduced-fat milk, reduced fat-yogurt, reduced-fat cheese, 100% juice and water) whenever foods/beverages are sold or otherwise offered **before or after school** at sporting and academic events, celebrations, social events, before and after care programs, camps and other school functions.

Nutrition education

School-based nutrition education includes traditional classroom lessons and behavioral change programs based on social learning theory and marketing. Using all venues is recommended for optimal impact. Nutrition is not a stand-alone course. It is taught in health education and science classes and can be integrated into core content area of instruction across the curriculum. A planned, sequential curriculum where the lessons are aligned with standards, benchmarks, and grade-level expectations is essential to impact knowledge, attitude, and behavior. Behavior change can be enhanced through social learning theory and marketing, as well. Social learning theory may include a parent component for younger students and peer involvement for older students. School activities such as Family Nutrition Night can promote the social learning theory.

Additionally, the cafeteria can be used as part of the total educational system for modeling behavior.

The City of Baker School System will:

1. Provide a unit on nutrition to ensure that it is taught in the classroom during the year;
2. Implement nutrition education programs that promote lifelong healthful eating practices that are research-based;

3. Use lessons that are age-appropriate, behaviorally focused content that is developmentally appropriate and culturally relevant;
4. Use curriculum and lessons that are sequential and are correlated with standards, benchmarks, and grade level expectations;
5. Provide hands-on activities that are fun and engaging;
6. Encourage opportunities for students to taste foods that are low in fat, sodium and added sugars and high in vitamins, minerals and fiber;
7. Promote positive aspects of healthful eating behaviors;
8. Promote social learning techniques such as role modeling, providing incentives, developing social resistance skills, overcoming barriers to behavioral changes and goal-setting;
9. Strive toward hiring qualified, certified health education teachers;
10. Provide nutrition education related staff development opportunities for teachers on an annual basis;
11. Encourage parent involvement in lessons taught and school activities;
12. Coordinate marketing activities with nutrition education classroom activities;
13. Encourage parents who come to eat lunch with their children by bringing their own meals to model good nutrition habits. Consumption of soft drinks and other non-nutritious food items brought from home or from a restaurant is discouraged.

Physical Education and Activity

Daily physical activity is essential to student welfare and academic performance. Federal Guidelines recommend that children and teenagers be physically active for an accumulation of at least 60 minutes daily. Since children spend the majority of their time at school during weekdays, it is imperative that schools provide students with the means to participate in physical activity. Districts and schools, including parents and communities, must offer additional opportunities and resources for physical activity outside physical education classes.

The City of Baker School System will:

1. Implement quality physical education programs that emphasize and promote participation in lifelong physical activities and reaching a health enhancing level of physical fitness among all students;
2. Align the physical education lessons with standards, benchmarks, and grade-level expectations;
3. Provide students in grades 6-10 with a minimum of 250 minutes per week of physical education;
4. Provide students in grades K-5 with planned, organized, and moderate to vigorous physical activity for a minimum of 150 minutes per week, 30 minutes minimum daily;
5. Ensure that enough age-appropriate and safe equipment is in place to guarantee that all students have the opportunity to be physically active during physical education classes;
6. Ensure that qualified, certified physical education teachers guide physical activity instruction in all elementary grades as well as in middle and high school physical education classes;
7. Provide staff development on standards implementation for physical education instructors;
8. Provide a variety of fitness training, motor skills, and team work modules in physical education required at the high school level for graduation;

9. Ensure that all high school students take one and a half units of physical education;
10. Use a recognized instrument or program such as President's Fitness Challenge and the Louisiana Comprehensive Curriculum, to evaluate students' physical fitness;
11. Encourage physical activity for elementary students during intramurals programs, clubs, and recess as well as in physical education programs;
12. Integrate physical activity in the academic curriculum;
13. Work with the community to create opportunities for students to walk, bike, skateboard, roller-skate, play basketball, play softball, play baseball, or participate in other physical activities in a safe location at times other than the school day;
14. Provide opportunities for parents and guardians to support students' participation in physical activities, such as a Safe Routes to School Program, to be physically active role-models, and to include physical activities in family plans;
15. Encourage school staff to participate in physical activities to serve as role models;
16. Encourage that students are active for at least half of the class time;
17. Develop students' self-confidence and eliminate practices that humiliate students.

Communication and Wellness Policy Promotion The City of Baker School System will:

1. Share a summary of the Wellness Policy with school staff and faculty, students, and parents. Updates to the Policy may be highlighted and discussed. Any special events or goals that the Wellness Policy Committee plans to sponsor or achieve will be shared with everyone affected and the School Health Advisory Council.
2. Encourage each school to establish a School Wellness Council and Student Wellness Council whose goals are to develop and promote a plan to promote staff and student wellness. The plan should include ways to encourage healthy eating, physical activity and other elements of a healthy lifestyle among school staff and students.

Monitoring and evaluation

The City of Baker School System will:

- Develop a plan of action for implementation;
- Use the Louisiana Department of Education's Wellness Policy Evaluation tool annually and be prepared to report results to the District School Health Advisory Council and the Department of Education by October 31 of each year;
- Report the status of the Wellness Policy in the district by developing a plan for monitoring adherence to the Wellness Policy Guidelines and establishing a means for corrective action;
- Evaluate the effectiveness of the Policy and amend it based on the results of the evaluation and the needs of the community.

CITY OF BAKER SCHOOL SYSTEM

Title 1, Part A PARENTAL INVOLVEMENT POLICY 2021 - 2022

MISSION STATEMENT

The mission of the City of Baker School System is to provide a quality education for all students...empowering excellence.

Core Values: Strategic Quest to Excellence

1. **Equity:** Student equity means that all students have equal access to quality staff, courses, activities, services, and resources based on their individual needs.
2. **Excellence:** Student excellence is a balance of rigorous academic, social, and career-readiness skills.
3. **Empowerment:** Empowerment is the opportunity for all stakeholders to be actively engaged with proactive involvement that leads to student success.

Strategic Quest to Excellence 2017-2022 City of Baker School District

STATEMENT OF PURPOSE

The City of Baker School System strives to have a partners-in-learning relationship with its parents. Further, system personnel fully understand that parental involvement is a strong pillar in the development of children and their academic success. The Title I Program is another vehicle that reinforces the local system's philosophy in encouraging greater involvement of parents in the education of their children through active engagement.

- Section 1118 of the No Child Left Behind Act (NCLB) of 2001 specifically states that a local educational agency will not receive funds unless the system implements programs, activities and procedures for the involvement of parents, and through this involvement, there must be meaningful consultation with parents of participating children.
- Each local system that receives Title I funds shall develop jointly with, agree upon, and distribute to parents of participating children, a written parental involvement plan establishing the expectations of parental involvement and describing how the local educational agency will involve parents in the joint development of the plan.

The City of Baker School System is committed to providing a high-quality education for every child in the system. Through a strong partnership between home and school, participating children will achieve academic success.

EXPECTATIONS FOR PARENTAL INVOLVEMENT

In keeping with the desire to build relationships with parents that will ultimately lead to partnerships, many opportunities are expended to promote parental involvement. Parents are encouraged to become involved in their children's education. NCLB mandates parental involvement in regular two-way and meaningful communication. Their communication must include student academic learning and information regarding school activities. All schools in the district are expected to maintain a parent-friendly environment and foster various ways that encourage parental involvement and engagement. Further, schools are expected to engage parents, as appropriate, in decision-making and serving on advisory committees. Research shows that children's performance improves when parents are actively engaged in the school.

- Activities that Foster Family Engagement:
- Monitoring their children completing homework and/or projects
- Serving as chaperones
- Monitoring in the cafeteria and/or in hallways
- Serving as room mothers or fathers
- Monitoring the playground
- Monitoring time children watch television
- Reading to children
- Serving as a resource in area of expertise
- Taking children to museums, planetariums or other places that reinforce school and provide enrichment
- Coordinating parent activities
- Sharing cultural background
- Organizing phone tree

PARENTS' INVOLVEMENT IN THE DEVELOPMENT OF THE DISTRICT'S PARENTAL INVOLVEMENT POLICY

A Title I parent survey will be administered to gain information from parents pertaining to the opportunities provided for parents to be involved in their child's school and/or school district. The survey will also provide an item for parents to indicate a willingness to serve on the district's Parent Advisory Council. Also, administrators will be asked to nominate at least two parents to participate on the district's Parent Advisory Council. Input from the survey and input from parent participants will be used to determine the goals and objectives of the Parental Involvement Policy. A Parent Advisory Council will be formed to assess and monitor the implementation of the goals and objectives established in the plan. The Parent Advisory Council will meet once per semester with the Supervisor of External/Federal Programs and the Parent Liaison.

DISTRICT'S ROLE IN SCHOOL IMPROVEMENT

The district leadership team informs the school administrators of the significant role of the parent on the School Improvement Team. Sign-in sheets, agendas, and minutes will be maintained as a record of parental participation. In the City of Baker School System, each school has at least one parent to serve on the School Improvement Team. The parents who serve on the School Improvement Team provide input on the strategies/activities implemented; expenditures identified; and expenditures processed. Each School Improvement Team meets monthly at a time convenient to all team members, including parents, to assess and monitor the implementation of the plan.

TECHNICAL ASSISTANCE PROVIDED TO TITLE I, PART A SCHOOLS

The City of Baker School System wholeheartedly provides support and adequate funding for schools in planning and implementing parental involvement activities. District leaders, specifically, the Professional Development Coordinator, will provide suggestions and recommendations during the School Improvement Plan process of effective parental involvement activities. Also, the district's professional development library has supportive materials and books that provide guidance for effective school leadership, including parental involvement. Additionally, the External/Federal Programs Supervisor provides opportunities for principals and instructional staff to attend professional development conferences, seminars, and/ or workshops that address, and promote parental involvement in the school.

ANNUAL EVALUATION OF PARENTAL INVOLVEMENT PLAN

The City of Baker School System conducts a meeting with parents in May for the annual review and evaluation of the content and effectiveness of the parental involvement policy and the overall academic quality of all Baker schools served With Title I, Part A funds, including: identifying barriers to participating in parental involvement activities and using the findings of the evaluation to design strategies for more effective parental involvement and revising the district's parental involvement policy, if warranted. The Title I Advisory Council comprised of parents of students in the Title I Program will be involved in the process of district review and improvement. The group's task will be to evaluate the schools in the district, using results of parent surveys, results of parent meetings, school performance data and any other available data. An annual Title I Parent Survey will be administered and the results thereof will be used to determine the effectiveness of the existing policy. If the results of the survey show barriers to family engagement, strategies will be employed to eradicate those barriers. Copies of the district's current Parental Involvement Policy are distributed to parents of students participating in the program. Parents are given opportunities to become involved in all aspects of the partnership on the school and district levels. The schools will build the capacity for strong parental involvement through:

- Parent-Teacher Organizations
- Parent-Teacher conferences
- Open House
- Parenting workshops
- Family Night activities
- Parent newsletter
- School calendar of events
- Telephone calls
- School marquee
- School programs
- School and system websites

UNDERSTANDING STATE TESTING AND ACCOUNTABILITY TOPICS

The district informs parents about state testing and accountability topics via newspaper, district website, district newsletter, and JCALL system. The CBSS, led by district instructional administrators, supervisors, and school principals will provide assistance to parents by providing materials and training to help parents work with their children to improve student achievement, such as literacy and numeracy in the home. The district will also provide training on the school level to address how to effectively educate parents and get parents to be involved. The website includes a calendar of events that incorporates parental involvement activities at each school. Information about test preparation, assessment requirements, and school status are provided during orientations, Open Houses, and content-focused family nights.

PARENT RESOURCE CENTERS

The City of Baker School System provides each school with materials to create a parent resource center. Training will be provided at the school level on how to effectively use the materials in the parent resource centers. Also, parents have access to computers and printers at each school to print websites of resources needed to help their children to improve their academic performance.

COMMUNICATING AND WORKING WITH PARENTS

Communication, one of the pillars of an effective school, is critical to the school's success. Two-way communication between home and school promotes building school capacity. Training sessions will be planned by the Parent Liaison and parents to enhance parents' knowledge of their children's schools. Efforts will be expended to encourage the core group of parents to invite other parents to become involved.

- The district will ensure that parents are made aware of allocation of Title I funds used for various parent activities. This notice will be posted in a prominent location in the parent resource center. This notice will reflect when, why and how these funds are used.
- Home Language surveys will be used to determine when written and verbal communication will be provided in the native language of parents.

The school uses the following avenues to communicate with parents:

- School Newsletter
- School Marquee
- School Website
- District Website
- Notes from teachers to parents
- Notes from parents to teachers
- JCAMPUS, an electronic system that has the capacity to reach each home via telephone.
- Parent-Teacher conferences
- Telephone calls to individual parents
- Progress Reports
- Report Cards
- Parent-Teacher Organization Meetings
- Open House
- Family Night
- Literacy Night
- Numeracy Night
- Fun Night
- Home Visits
- Back- to- School Orientation

COORDINATION AND INTEGRATION WITH OTHER PROGRAMS

The City of Baker School System has a Pre-Kindergarten Program at Baker Heights Elementary; currently the district has 2 LA4 Pre-Kindergarten classes at Baker Heights Elementary School. Parents at Baker Heights have numerous opportunities throughout the school year to be involved, beginning with parent orientation, followed by Open House. A parent log is maintained in each Pre-Kindergarten classroom and parents are encouraged to visit any time. The district informs parents about parental involvement opportunities via newspaper, district website, district newsletter, JCALL System and school websites.

SCHOOL-PARENT COMPACT

Each Title I, Part A School must jointly develop, with the parents of the children served under Title I, Part A, a school-parent compact as a component of its written parental involvement policy. A school-parent compact is a written agreement between the school and the parents of children participating in Title I, Part A Programs that identifies the activities that the parents, the entire school staff, and the students will undertake to share responsibility for improved student academic achievement.

The school will make a conscious effort to distribute a copy of the school-parent compact to every parent. If a parent has not received a copy, he or she should contact the school's principal and request a copy of the school-parent compact.

Each school served under Title I, Part A must notify parents in its written parental involvement policy in an understandable and uniform format, including alternative formats upon request, and, to the extent practicable, provide notice and the policy in a language that the parents can understand. The school must make its written parental involvement policy available to the local community.

TYPES OF PARENTAL INVOLVEMENT

Efforts are expended in a multiplicity of ways in encouraging and engaging parents in their child's education. Parents are involved in developing the school improvement plan and in district-wide and school meetings where information is disseminated. Other ways include sessions where state-mandated test data are interpreted, through the school newsletter, school marquee, and system and school websites. The school system values both at-home contributions and those that take place at school and in the community.

Reading to children at home, talking with them at mealtime, providing an at-home study period making sure homework assignments are complete, and monitoring television programs are as important as volunteering at school or serving on committees. Parent workshops that provide training on the use of technology, the school improvement process, test-taking skills, and parenting skills are special ways in which parents may become involved.

FUNDING FOR PARENTAL INVOLVEMENT

The City of Baker School System reserves one percent of its Title I, Part A allocation to carry out the provisions of Section 1118, including promoting family literacy, parenting workshops, childcare and transportation for parents attending the annual Title I Open House meeting.

All school sites will conduct an annual meeting to provide parents with an opportunity to provide input on how to expend the 1% of parental involvement reservation of funding under Title I, Part A.

PARENTS' RIGHT-TO-KNOW PROVISIONS

As a parent or guardian of a child attending a school receiving Title I Part A funds, the parent has the right to know the professional qualifications of his/her child's teacher(s). The 2001 No Child Left Behind Act states that parents have the right to request and receive timely information on the professional qualifications of their child's classroom teacher(s) and paraprofessionals(s). If a child's teacher is not highly qualified (not certified in the area in which he or she is teaching), the parent should receive written notification.

PARENT COMPLAINT PROCEDURES

If the City of Baker School System's Title I Program is not providing services in accordance with state and federal regulations, a parent may file a complaint. A "complaint" is a written, signed statement filed by an individual or an organization in accordance with The Louisiana Handbook for School Administrators. Parents may request a copy of this handbook by calling the Department of Education's toll-free number 1-877-453-2721. All complaints against the City of Baker School System must be sent, in writing, to Dr. Angela Domingue, Supervisor of Federal Programs at PO Box 680, Baker, Louisiana 70714.

PARENTAL RIGHTS AND OBLIGATIONS

STATEMENT OF COMPLIANCE: STUDENTS AND PARENTS (REQUIRED BY R.S. 17:235.2/TITLE 1)

- A. Each city and parish school board shall require each student in grades one through twelve in each school under the control of the board annually to sign a statement of compliance committing to do at least all of the following:
1. Attend school daily, except when absent for reasons due to illness or other excused absence.
 2. Arrive at school on time each day.
 3. Demonstrate significant effort toward completing all required homework assignments.
 4. Follow school and classroom rules.
- B. Each parent or guardian of each student in grades one through twelve in any public school in the state annually shall sign a statement of compliance to do at least all of the following:
1. Ensure that his or her child attends school daily except for reasons as specified in Paragraph A (1) of this Section.
 2. Ensure that his or her child arrives at school on time each day.
 3. Ensure that his or her child completes all required homework assignments.
 4. Attend all required parent and teacher or principal conferences.
- C. Prior to the signing by any student of the statement of compliance as required in this section, each homeroom teacher of students in grades one through twelve shall, on the first day of school each school year, provide information to and answer any questions from such students relative to the statement of compliance.
- D. Each city and parish school board shall adopt rules and regulations necessary for the implementation of this section. Such rules and regulations shall include the following:
1. Appropriate action to be taken against any student, parent, or guardian who fails to comply with the signed statement as required in this section.

PARENTAL VISITS TO THE SCHOOL

Any parent or visitor wishing to visit a school must report to the Principal's Office upon his/her arrival. Nonconformance with school policy will be considered trespassing and trespassers shall be subject to arrest. All visitations shall be governed by time (fifteen minutes unless more time is requested and approved by the Principal of the school), manner, and place guidelines that are related to the school's educational purpose. Parent volunteers must complete the volunteer program.

Class Parties – Class parties for holidays or other special occasions may be scheduled by the school or teacher. Siblings are not allowed to attend class parties or other school activities which occur during the course of the school day. Individual/personal student birthday parties will not be allowed at school.

CLASSROOM OBSERVATIONS

In order to avoid disruption, parents are generally requested to limit visits in instructional settings to 15 minutes or less. When a parent or other approved person requests a time to observe in an instructional environment where Special Education children are present or with a related service provider during an instructional period, the observer must sign and date a statement of non-disclosure based on current confidentiality laws.

A GUIDE FOR THE PARENT WITH QUESTIONS & GRIEVANCES

If it is about your **child**, call the school and make an appointment with the teacher or person directly involved with the specific concern.

If it is about the **school**, call the school secretary who will either answer your questions or direct you to the principal for a direct answer or an appointment.

If it is about the **school system** in general, or, if you feel that one of the departments listed is closely related to your problem, call the school board office at (225) 774-5795.

If there is still an unanswered complaint, you may want to contact the Superintendent. In case of suspensions, the Superintendent or designee's decision is final.

Notice of Non-Discrimination

The City of Baker School System (CBSS) states that CBSS does not discriminate on the basis of sex in its education programs and activities and, accordingly, requires its staff, teachers, employees and students to abide by the requirements of Title IX of the Educational Amendments of 1972 and its implementing regulations.

Contact Information for Family Engagement Activities

Candace Bailey, Supervisor of Federal Programs
Central Office
(225) 774-5795 ext. 730
cbailey@bakerschools.org

Jill Taylor, School Clerk
Baker High School
(225) 775-1259
jtaylor@bakerschools.org

Latonia Franklin, Executive School Secretary
Baker Middle School
(225) 775-0550
lfranklin@bakerschools.org

Janet Rhoddy, Executive School Secretary
Park Ridge Academic Magnet School
(225) 775-5924
jwilkinson@bakerschools.org

Jasity Braziel, Executive School Secretary
Baker Heights Elementary School
(225) 775-1493
jtbraziel@bakerschools.org

Antonia Caine, Associate Principal
Baker Alternative Learning Center
(225) 774-5795 ext. 737
acaine-royal@bakerschools.org

Tasha Elbert-McClain, Family Liaison
City of Baker School System
(225) 774-5795
telbert-mcClain@bakerschools.org

Glossary

As used in this handbook, these terms are defined as:

1. **Abusive language** – any verbal abuse or bullying of others, including but not limited to slurs, name-calling, derogatory statements to another person because of that person's race, color, religion, national origin, disability, physical or personal appearance, or sexual orientation.
2. **Arson** – the intentional damaging by any explosive substance or the setting fire to any property of another, without the consent of the owner.
3. **Assault** – an attempt to commit a battery, or the intentional placing of another in reasonable apprehension of receiving a battery.
4. **Assault of a school teacher** – an assault committed when the offender has reasonable grounds to believe the victim is a school teacher acting in the performance of employment duties.
5. **Battery** – the intentional use of force or violence upon the person of another; or the intentional administration of a poison or other noxious liquid or substance to another.
6. **Battery of a school teacher** – a battery committed when the offender has reasonable grounds to believe the victim is a school teacher acting in the performance of employment duties.
7. **Bullying** – the repeated exposure of an individual to negative actions on the part of others that involves harm, self-esteem or acceptance.
8. **Burglary** – the unauthorized entry of any school property with the intent to commit a felony or theft therein.
9. **Communicating of false information of planned arson** – the intentional impartation or conveyance, or causing the impartation or conveyance by the use of the mail, telephone, telegraph, word of mouth, or other means of communication, of any threat or false information knowing the same to be false, including bomb threats or threats involving fake explosive devices, concerning an attempt or alleged attempt being made, or to be made, to commit either aggravated or simple arson.
10. **Communicating of false information of planned bombing** – the communicating of false information of a bomb threat on school property, at a school-sponsored function, or in a firearm-free zone whether or not intentional; or the communicating by use of the mail, telephone, telegraph, word of mouth, or other means, of any such threat or false information knowing the information to be false.
11. **Computer hacking** – accessing or causing to be accessed any computer, computer system, computer network, or any part thereof with intent to view, alter, delete, or insert programs or data without authority.
12. **Corporal Punishment** – means using physical force to discipline a student, with or without an object. Corporal punishment includes hitting, paddling, striking,

spanking, or any other physical force that causes pain or physical discomfort. Corporal punishment is prohibited in the City of Baker School System. See La. R.S. 17 416. 1B. (1)(a)

13. **Disrespect for authority** – any unprovoked act of aggression that demonstrates a disregard or interference with authority or supervising personnel.
14. **Disturbance** –
 - a. A minor disturbance is any misconduct that disrupts the orderly process of educational activities or jeopardizes the safety of children in an area designated as a limited area (access to supervisory personnel).
 - b. A major disturbance is any misconduct that interrupts the orderly process of educational activities or jeopardizes the safety of children in an area not designated as a limited area.
15. **Drugs** – illegal narcotics or any controlled dangerous substance.
16. **Drug paraphernalia** – all equipment, products, and materials of any kind used for drug cultivation or drug use (e.g. Roach clips, rolling papers, pipes). See also La. R.S. 40:1021.
17. **Emergency** – an unexpected situation that requires prompt action.
18. **Excused tardy** – an acceptable reason for not being in class on time, including, but not limited to, accidents, illnesses, emergencies, or natural disasters.
19. **Explosive devices** – any instrument, device, chemical, or explosive substance that is arranged, manufactured, mixed or so made up as to be a device or substance which, when exposed to heat, humidity, air, or foreign elements, will after prolongation of time, burst into flames, ignite, caused to be ignited or explode. These include fireworks, bullets, bombs and incendiary devices.
20. **Extortion** – the communication of threats to another with the intention to obtain anything of value, or any a quittance, advantage, or immunity of any kind.
21. **Fighting** – the exchange of blows between two or more students with the intent to cause harm.
22. **Firearm**- any pistol, revolver, rifle, BB gun, shotgun, machine gun, submachine gun, black powder weapon, or assault rifle that is designed to fire or is capable of firing fixed cartridge ammunition or from which a shot or projectile is discharged by an explosive, carbon dioxide, or air.
23. **Gambling** – to play a game of chance where a reward is expected.
24. **Habitual offender** – a person who has committed several offenses, not necessarily of the same type.
25. **Indecent behavior** – any lewd or lascivious act or the transmission of an electronic textual communication or electronic visual communication depicting lewd or lascivious conduct.
26. **Individual education program (iep)** – a written statement for a student with disabilities that contains an overview of instructional needs, developed, reviewed, and revised in a meeting in accordance with C.F.R. 300.341-300.350, IDEA Regulations.
27. **Intimidation** – to make timid or fearful.
28. **Look-alike** – similar to; appear to be.

29. **Molestation** – to make indecent advances by force, threat, or psychological intimidation.
30. **Pornography** – materials – such as books, writings or photographs – that show erotic behavior and is intended to cause sexual excitement.
31. **Probation** – a condition in which students are temporarily placed to assist them in adjusting to a normal school setting.
32. **Provoking a fight** – to purposely cause or invite, either verbally or physically, another to fight.
33. **Reasonable belief** – a suspicion founded upon circumstances sufficiently strong to warrant a belief by a reasonable person that something is true.
34. **Robbery** – taking anything of value that belongs to another by the use of force or intimidation.
35. **School building level committee (SBLC)** – a group of knowledgeable people comprised of school staff and parents who meet in response to a student's needs.
36. **Self-Defense** – an act to protect oneself from an aggressor where the use of force is necessary to repel the aggressor.
37. **Serious bodily injury** – bodily injury which involves unconsciousness; extreme physical pain; protracted and obvious disfigurement; protracted loss or impairment of the function of a bodily member, organ, or mental faculty; or a substantial risk of death. For purposes of the crime of abuse of children (R.S.14:403), "serious bodily injury" shall also include injury resulting from starvation or malnutrition.
38. **Sexual harassment** – any unwelcomed sexual advance between students or students and staff, including a request for sexual favors or other inappropriate verbal, visual, written, or physical conduct of a sexual nature at school or at a school-sponsored event; may also include:
 - a. Verbal harassment or abuse;
 - b. Uninvited letters, telephone calls, or materials of a sexual nature;
 - c. Uninvited or inappropriate leaning over, cornering, patting or pinching;
 - d. Uninvited sexually suggestive looks or gestures;
 - e. Intentional brushing against a student's or school employee's body;
 - f. Uninvited pressure for dates;
 - g. Uninvited sexual teasing, jokes, remarks, or questions;
 - h. Any unwelcomed touching that is sexually motivated; or
 - i. Attempted or actual rape or sexual assault.
39. **Tardy** -- a student's failure to be in the proper classroom when the tardy bell rings.
40. **Terrorizing** – the intentional communication of information that the commission of a crime of violence is imminent or in progress or that a circumstance dangerous to human life exists or is about to exist, with the intent of causing members of the general public to be in sustained fear for their safety; or causing evacuation of a building, a public structure, or a facility of transportation; or causing other serious disruption to the general public.
41. **Theft** -- taking another's property without permission by stealing, fraud or trickery.
42. **Threat** – a communication in person, in writing, or through the use of the Internet to injure a person or to kill a person who is a teacher, an employee of the school system, or a student.

43. **Trespassing** – unauthorized entry on a school campus during schools hours (other than the one a student normally attends except when the student has been assigned to an alternative program).
44. **Truant or hooky** – a student who is absent from school without permission from a parent or guardian.
45. **Vandalism** – the defacing, damaging, or breaking of another's property through willful misconduct.
46. **Weapon** – any object which, under the circumstances, may be used to inflict bodily injury or damage to property.
47. **Willful Disobedience** – the refusal to follow a reasonable request of a teacher, administrator, or an adult authority figure on campus.

NOTICE OF NON-DISCRIMINATION

The City of Baker School System does not discriminate on the basis of race, color, national origin, religion, handicap, disability, gender or sexual orientation. For any inquiries about the system's non-discrimination policy, please contact:

HUMAN RESOURCES SUPERVISOR
P. O. Box 680 Baker, LA 70704-0680
(225) 774-5795
www.bakerschools.org



DISTRICT-WIDE PBIS CLASSROOM MINOR BEHAVIOR TRACKING FORM

School Personnel: We support problem-solving model aimed at encouraging appropriate student behavior and increase student achievement. We will teach, model, re-teach and acknowledge behavior.

Referring Teacher: _____ Date: _____ Class: _____
 Student Name: _____ Gender: M / F Grade: _____
 Student Number: _____ Age: _____ Race: _____

Provide incident location, if other than classroom:

1. Class/Lesson Disruption: Sounds, Drumming, Tapping, Excessive Talking	9. Refusing to Follow Directions/Assigned Work
2. Disrespect: Talking Back, Mocking, Gestures	10. Taking Other's Property
3. Dress Code/Uniform Violation	11. Tardy: Class/School
4. Inappropriate Language	12. Teasing/Name-calling/Harassment/Bullying
5. Out of Seat	13. Materials not brought to class
6. Disturbing Others: Pushing/Pulling/Shoving/Horseplay	14. Forgery/Cheating on assigned work
7. Possession of Prohibited Item(s)	15. Eating or drinking in class
8. Property/Equipment Misuse/Technology Devices	16. Other

Circle all that apply.

Possible Motivations:

- 1. Avoid Adult Attention 3. Obtain Peer Attention 5. Avoid Task 7. Do Not Know
- 2. Avoid Peer Attention 4. Obtain Adult Attention 6. Obtain Items 8. Other: _____

Others Involved:

- 1. None 3. Staff 5. Substitute 7. Other: _____
- 2. Avoid Peer Attention 4. Teacher 6. Unknown

Other Possible Interventions:

- 1. Student Conference 5. Phone Parent 9. Curricular Modification 13. Extra Time or Task
- 2. Student Contract 6. Time Out 10. Social Skills 14. Verbal Cues
- 3. Seating Change 7. Loss of Item/Privilege 11. Peer Mediation 15. Counselor Consult
- 4. Recovery in Room 8. Loss of Recess 12. Buddy Instruction

Date of Offense	Type of Offense	Suggested Intervention	Others Involved	Possible Motivation	Student Signature
		Verbal Warning			
		Model and re-teach expected behavior			
		Student/Teacher Conference			
		Self Reflection Sheet and Parental Contact via			
		Parental Contact			

_____ was contacted after the fourth offense on (date) _____ at (time) _____

Parent/Guardian and informed that offense numbers five and six will result in an office referral with school based consequences such as Before/After School Clinic, TOR, In-School Suspension or Out-of-School Suspensions.

Office Discipline Referral: This Classroom behavior tracking form is to accompany the student to the office with the District Behavior Report.

Parent(s)/Guardian: We respectfully request your support to resolve the problem behavior(s) indicated on this form. This form is used to document classroom behavior incidents. The student has been given warnings, re-taught the expectation(s) and specific rule(s) concerning the incidents. IBIS IS NOT A REFERRAL. However, the continuation of the behavior may result in an office disciplinary referral.

The City of Baker School System does not discriminate on the basis of race, color, national origin, gender, age or qualified disability.

In accordance with R. S. 17:416(A) the purpose of this report is to inform parents/guardians of a behavior incident on the school campus, in the classroom, cafeteria, gymnasium, auditorium, elsewhere at the school or during school-related activities, and of subsequent disciplinary action taken by school officials. Because this or other incidents may jeopardize the safety, well-being or education of other students, parents are urged to discuss the incident and possible implications with the student to prevent further occurrences.

Name of Student:	Phone:	Grade/Section:
Name of Teacher/Staff:	Teacher/Staff/Location:	
Name of Principal:	School:	
Check One: <input type="checkbox"/> Regular Education 0504 <input type="checkbox"/> Special Education	Date of Incident:	Time: Location:

Time Code:	01 Before School on Grounds, 02 During Class, 03 Between Classes, 04 After Normal School Hours & Supervised, 05 To/From School, 06 At Bus Stop or Transfer Station, 07 During School Extracurricular/Assembly Event, 08 Recess, Club, Free Time, 09 Homeroom, 10 Breakfast/Lunch
Location Code:	01 Classroom, 02 Restroom, 03 Lunchroom, 04 Hallway, 05 Playground, 07 At Bus Stop or Transfer Station, 08 Parking Lot, 09 Locker Room, 10 Cell Phone, 11 Internet, 12 To or From School, 13 School Sponsored Event, 14 Home, 98 Offsite Program, 99 Other

INFRACTION/REASON CODES (Check all that apply)

- | | | | |
|--|---|---|---|
| 01. <input type="checkbox"/> Willful disobedience | 11. <input type="checkbox"/> Cuts, defaces, or injures any part of public school buildings/vandalism | 17. <input checked="" type="checkbox"/> Violates traffic and safety regulations | 36. <input type="checkbox"/> Cyber Bullying (*complete Bullying Form) |
| 02. <input type="checkbox"/> Treats an authority with disrespect | 12. <input type="checkbox"/> Writes profane and/or obscene language or draws obscene pictures | 18. <input type="checkbox"/> Leaves school premises or classroom without permission | 37. <input type="checkbox"/> False Alarm/Bomb Threat |
| 03. <input type="checkbox"/> Makes an unfounded charge against authority | 13. <input checked="" type="checkbox"/> Possesses weapon(s) as defined in Section 921 of Title 18 of the U.S. Code. *Use of code 13 requires additional submission of the Weapon Type code. | 19. <input type="checkbox"/> Is habitually tardy and/or absent | 38. <input type="checkbox"/> Forgery |
| 04. <input type="checkbox"/> Uses profane and/or obscene language | 14. <input type="checkbox"/> Possesses firearms (not prohibited by federal law), knives, or other implements, which may be used as weapons, the careless use of which might inflict harm or injury (Excludes pocket knives with a blade length refer to code 31). | 20. <input checked="" type="checkbox"/> Takes another's property or possessions without permission | 39. <input type="checkbox"/> Gambling |
| 05. <input type="checkbox"/> Commits immoral or vicious practices | | 21. <input checked="" type="checkbox"/> Commits any other serious offense | 40.0 Public Indecency |
| 06. <input type="checkbox"/> Conduct or habits injurious to his/her associates | | 30. <input type="checkbox"/> Discharge or use of weapon(s) prohibited by federal law | 41. <input checked="" type="checkbox"/> Obscene behavior or Possession of Obscene/Pornographic Material |
| 07. <input type="checkbox"/> Uses or possesses any controlled dangerous substances governed by the Uniform Controlled Dangerous Substances Law in any form | | 31. <input type="checkbox"/> Possesses pocket knife or blade cutter with a blade length < 2 1/2" | 42. <input type="checkbox"/> Unauthorized use of Technology |
| 08.0 Uses or possesses tobacco, lighter, or matches | | 33. <input type="checkbox"/> Use of OTC medication prescribed or authorized by a health care provider | 43. <input type="checkbox"/> Improper dress |
| 09. <input type="checkbox"/> Uses or possesses alcoholic beverages | | 34. <input type="checkbox"/> Possession of Body Armor | 44.0 Academic dishonesty |
| 10. <input type="checkbox"/> Disturbs the school or habitually violates any rule | 15. <input type="checkbox"/> Throws missiles liable to injure others | 35. <input type="checkbox"/> Bullying/Harrassment (*complete Bullying Form) | 45. <input type="checkbox"/> Trespassing Violation |
| | 16. <input type="checkbox"/> Instigates or participates in fights while under school supervision | | 46. <input type="checkbox"/> Failure to Serve Assigned Consequence |
| | | | 47. <input type="checkbox"/> Misusing Internet/Technology |
| | | | 48. <input type="checkbox"/> Sexual Harassment |
| | | | 49. <input type="checkbox"/> False Report |
| | | | 50. <input type="checkbox"/> Crime of Violence (per R.S. 14:2B) |

REMARKS/DESCRIPTION OF INCIDENT:

14750 Plank Road, Baker, Louisiana 70714
P.O. Box 680, Baker, Louisiana 70704-
0680 Phone (225) 774-5795, Fax (225)
774-5797
www.bakerschools.org



**Suspension/Expulsion Recommendation Form
AP1/AP3**

INCIDENT INFORMATION

To the Parents of: _____ Grade: _____ Regular Education _____ Special Education _____

Address: _____ City: _____ State: _____ Zip: _____

Date parent was contacted by Principal/Designee: _____ Telephone: _____

Your child has been assigned to the Alternative Learning Center located on the Baker High School Campus.

Incident referred by: _____ Incident Time: _____ Incident Location: _____

Beginning Date: _____ Ending Date: _____ Number of Days: _____ Return to regular assigned school on: _____
(If recommended for Expulsion refer to Section AP3 below.)

THE STUDENT IS BEING REFERRED FOR THE FOLLOWING REASON(S):

Parents must accompany students to the Alternative Learning Center (ALC) on the first day of assignment. Your child should attend the ALC for all the days indicated above. The ALC opens at 6:50 a.m. Students must arrive no later than 7:30 a.m. each morning and must be picked up promptly at 2:30 p.m. each afternoon. Transportation must be provided by the parent. Students must behave appropriately while at the ALC and complete assignments as directed by their teacher and/or their moderator. If the student does not attend the ALC the days will be counted as unexcused absences.

AP1 - SUSPENSION ALTERNATIVE LEARNING CENTER (ALC)

If student is being recommended for Expulsion please complete AP3 section below and fax to Jasity Brazier @ 225-774-5797.

STUDENT JPAM ID #: _____ BEGINNING DATE: _____ RETURN DATE: _____

REFERRING SCHOOL NAME: _____ NUMBER OF DAYS: _____

LIST REASON CODE (01-47): _____ School Administrator: _____

AP3 - RECOMMENDATION FOR EXPULSION

Date Parent was contacted by Principal/Designee: _____ Method of contact: _____

Beginning date of suspension with recommendation for expulsion: _____ Ending date: Pending Hearing

Your child may return to school on a date designated by the Hearing Officer _____

We regret that it has been necessary to take disciplinary action. If you desire further information concerning this matter, you may contact the school at the following telephone number: _____. We are hopeful that our coordinated efforts will lead to better communication and a solution to the problem. Parents have the right to view all of the evidence presented by the school at the expulsion hearing. Your child's hearing will be held at the home school by the Supervisor of Child Welfare and Attendance.

Parent/Guardian Information

Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Telephone: (Home) _____ (Cell) _____

Signatures: Principal/Asst. Principal _____ Parent/Guardian _____

8/19/13

LOUISIANA DEPARTMENT OF EDUCATION SCHOOL BUS BEHAVIOR REPORT

FORM "SB"

In accordance with R.S. 17:416, the purpose of this report is to inform parents/guardians of a behavioral incident on the school bus, at a bus stop on the bus loading zone at the school, and/or subsequent disciplinary action taken by school officials. Because this or other incidents may jeopardize the safety of the school bus driver or other persons, parents are urged to discuss the incident and possible implications with the student to prevent further occurrences. Students and parents are reminded that bus riding privileges may be revoked at any time deemed necessary for the safety of school bus passengers or other citizens.

Name of Student _____ Phone _____ Grade _____
 Name of Bus Driver/Staff _____ Phone _____ Bus Number _____
 Name of Principal _____ School _____
 Check One: Regular Education 504 Special Education Date of Incident _____ Time _____ Location _____

Code: 04 During School Activity Trip, 05 To/From School, 06 At Bus Stop or Transfer Station
 Location Code: 05 On Bus, 06 At Bus Stop or Transfer Station, 15 Other

- Primary Incident/ Reason Codes. Check all that apply.**
- | | | |
|---|---|---|
| 01. <input type="checkbox"/> Willful disobedience | 10. <input type="checkbox"/> Disturbs the school or habitually violates any rule | 19. <input type="checkbox"/> Is habitually tardy and/or absent |
| 02. <input type="checkbox"/> Treats an authority with disrespect | 11. <input type="checkbox"/> Cuts, delays, or injures any part of public school buildings and/or property | 20. <input type="checkbox"/> Is guilty of stealing |
| 03. <input type="checkbox"/> Makes an unfounded charge against authority | 12. <input type="checkbox"/> Writes profane and/or obscene language or draws obscene pictures | 21. <input type="checkbox"/> Commits any other serious offense |
| 04. <input type="checkbox"/> Uses profane and/or obscene language | 13. <input type="checkbox"/> Possesses firearms, knives or other implements that can be used as weapons | 22. <input type="checkbox"/> Sully/Harassment (*complete Bully form) |
| 05. <input type="checkbox"/> Is guilty of immoral or vicious practices | 14. <input type="checkbox"/> Throws missiles, darts, or other objects | 23. <input type="checkbox"/> Cyberbullying/Cyberharassment (*complete Bully form) |
| 06. <input type="checkbox"/> Is guilty of conduct that is injurious to his/her associates | 15. <input type="checkbox"/> Investigates or participates in fights while under school supervision | 24. <input type="checkbox"/> Forgery |
| 07. <input type="checkbox"/> Uses or possesses in any form any controlled dangerous substance governed by the Uniform Controlled Substances Law | 16. <input type="checkbox"/> Violates traffic and safety regulations | 25. <input type="checkbox"/> Gambling |
| 08. <input type="checkbox"/> Uses or possesses tobacco, lighter or matches | 17. <input type="checkbox"/> Leaves school premises or classroom without permission | 26. <input type="checkbox"/> Unauthorized use of Technology |
| 09. <input type="checkbox"/> Uses or possesses alcoholic beverages | | 27. <input type="checkbox"/> Improper dress |

REMARKS/DESCRIPTION OF INCIDENT: _____

ACTION(S) TAKEN BY SCHOOL BUS DRIVER

The student named above is hereby reported for inappropriate behavior as indicated in this report. This is the student's 1st 2nd 3rd 4th 5th (circle one) or other _____ cumulative behavioral referral(s). I have taken the following action(s):

011 Referred to Office 120 Discussed Behavior with Student 173 Discussed Behavior with Parent or Guardian
 175 Participated in Conference with School Administrator 999 Other _____
 Date of Referral: _____ Date of Contact: _____ Time: _____ Phone Call Letter Other (Describe): _____
 Response of Parent/Guardian: _____
 Date of Conference: _____ Date: _____
 Signature of Bus Driver: _____ Date: _____

ACTION(S) TAKEN BY SCHOOL ADMINISTRATOR

The student named above is hereby reported for inappropriate behavior as indicated in this report. This is the student's 1st 2nd 3rd 4th 5th (circle one) or other _____ cumulative behavioral referral(s). I have taken the following action(s):

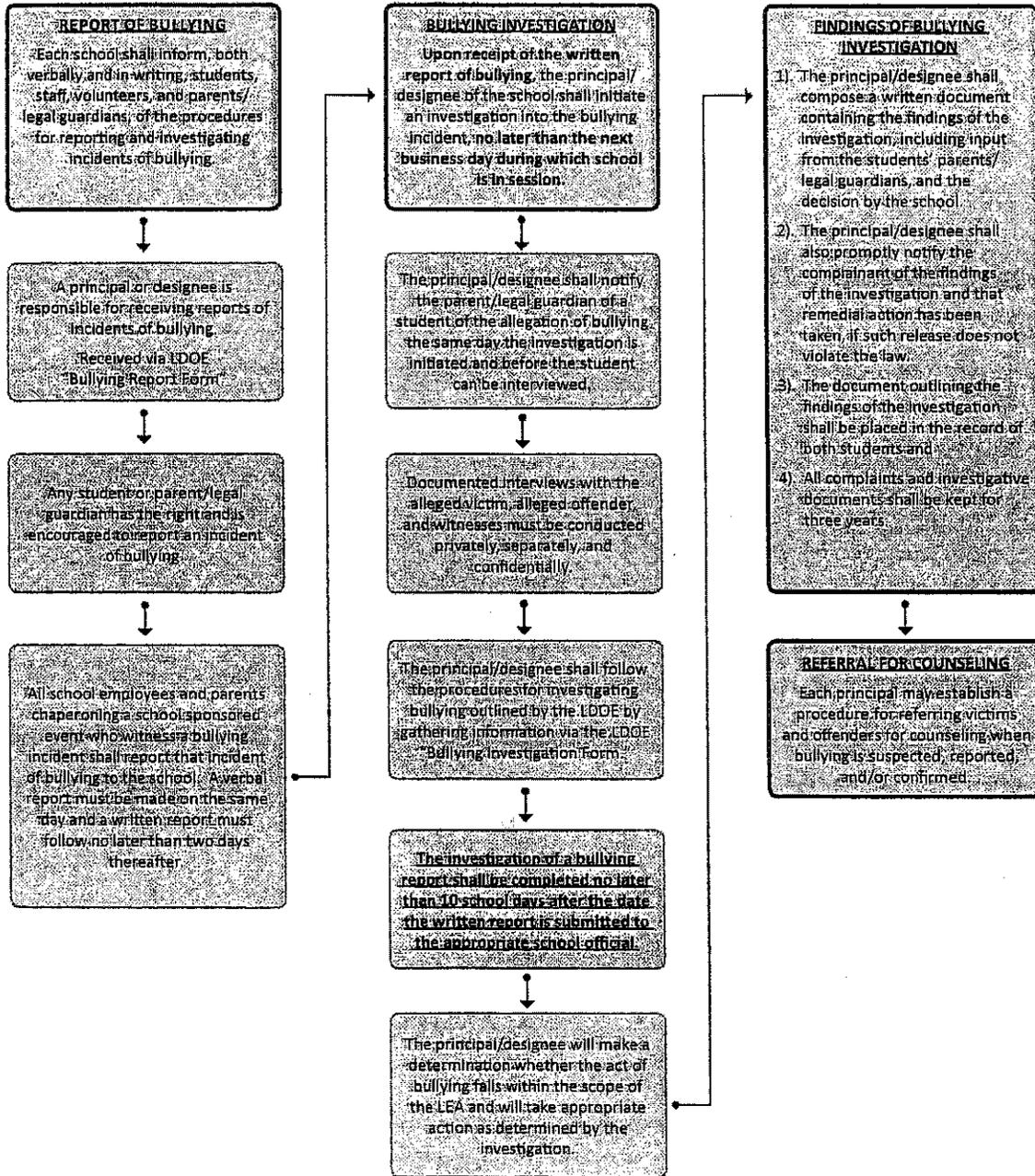
011 No Action - use if no reportable action was taken 160 Loss of Privileges Bus Suspension: _____ days 020 TOR (Time Out Room)
 012 Referred to Counselor 014 Referred to School Building Level Committee (SBLC) 040 In School Detention from _____ to _____
 043 After School Detention from _____ to _____ 045 Weekend Detention from _____ to _____ 002 Suspension Out Of School from _____ to _____
 004 Suspension in School from _____ to _____ 006 Suspension Alternative Site from _____ to _____ 007 Expulsion Recommendation
 017 Enforcement Referral (Arrest Resulted Y/N) 016 Court Referral Date: _____ 013 Ralerrallo Sacral Worker
 080 Assigned Remedial Work 999 Other Action(s): _____ 030 Restorative Practices Implemented
 140 Student Reprimand 120 Student Conference Date: _____ 173 Conference w/ Parents or Guardians on: _____
 175 Conference w/ Principal on: _____ 180 Corporal Punishment (if checked, complete "Corporal Punishment" Form) _____
 Circle Yes or No: Perpetrator: Serious Bodily Injury Y/N Medical Treatment Y/N Victim: Serious Bodily Injury Y/N Medical Treatment Y/N
 Y/N Contact Parent/Guardian Date: _____ Time: _____ Phone Call Letter Conference Date: _____ Time: _____
 SIS Primary Infraction/Reason Code Entered: _____ Signature of Principal: _____ Date: _____

COMMENTS BY STUDENT AND/OR PARENT/GUARDIAN: _____

 Signature of Student: _____ Signature of Parent/Guardian: _____ Current Date: _____
 Check appropriate blocks as copies of the document are supplied: Parent/Guardian School's Pupil File Employee Filing this Report Principal

NOTE: The principal shall return a completed copy of this form to the staff member who initiated the referral within 48 hours (excluding non-work days) of the time it was submitted to the principal.
Attachments: Provide copies of all documents related to the behavior of the student named above and prepared by the employee submitting this referral.

PRINCIPAL/DESIGNEE RESPONSIBILITIES FLOWCHART
Procedures for Implementing Act 861 of 2012
Bullying Prevention (Disposition at the School Level)



LOUISIANA DEPARTMENT OF EDUCATION OFFICE OF STUDENT PROGRAMS
Signature of Student: _____ Signature of Parent/Guardian: _____ Current Date: _____

Check appropriate blocks as copies of the document are supplied: Parent/Guardian School's Pupil File Employee Filing this Report Principal

***NOTE: The principal shall return a completed copy of this form to the staff member who initiated the referral within 48 hours (excluding non-work days) of the time it was submitted to the principal.**

****Attachments: Provide copies of all documents related to the behavior of the student named above and prepared by the employee submitting this referral.**

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Preventing and Investigating Incidences of Bullying

DEFINITION OF BULLYING: (AS PROVIDED IN ACT 861 OF 2012)

A **pattern** of one or more of the following:

- gestures, including but not limited to obscene gestures and making faces;
- written, electronic, or verbal communications, including but not limited to calling names, threatening harm, taunting, malicious teasing, or spreading untrue rumor;
- electronic communication including but not limited to a communication or image transmitted by email, instant message, text message, blog, or social networking website through the use of a telephone, mobile phone, pager, computer, or other electronic device;
- physical acts, including but not limited to hitting, kicking, pushing, tripping, choking, damaging personal property, or unauthorized use of personal property;
- repeatedly and purposefully shunning or excluding from activities;

where the pattern of behavior is exhibited toward a student, more than once, by another student or group of students and occurs, or is received by, a student while on school property, at a school-sponsored or school-related function or activity, in any school bus or van, at any designated school bus stop, in any other school or private vehicle used to transport students to and from schools, or any school sponsored activity or event.

The pattern of behavior must have the effect of physically harming a student, placing the student in reasonable fear of physical harm, damaging a student's property, placing the student in reasonable fear of damage to the student's property, or must be sufficiently severe, persistent, and pervasive enough to either create an intimidating or threatening educational environment, have the effect of substantially interfering with a student's performance in school, or have the effect of substantially disrupting the orderly operation of the school.

POLICY NOTIFICATION REQUIREMENTS

The LEA must review the student code of conduct and amend it as may be necessary to assure that the policy prohibits bullying to include (1) the definition of bullying; (2) specifically address behaviors constituting bullying; (3) the effect the behavior has on others, including bystanders; and; (4) the disciplinary and criminal consequences of bullying.

Each LEA must provide notice to students and parents of the policy prohibiting bullying of a student by another student, including the definition of bullying. The policy must be included in the student code of conduct.

OCTOBER 23, 2012

DEPARTMENT of
EDUCATION
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Each LEA must inform students orally and in writing at the orientation required under R.S. 17:416.20 of the prohibition against bullying, the nature and consequences of such action; including potential criminal consequences and loss of driver's license, and the proper process and procedure for reporting any incidents involving bullying. A written copy of the notice must also be delivered to each student's parent/legal guardian.

REPORTING AN ACT OF BULLYING

The principal/designee of each school in the LEA must establish and prominently publicize to students, staff, volunteers, and parents/legal guardians, how a report of bullying may be filed and how this report will be acted upon. The form developed by the LDE must be accepted as a report of bullying. The form may also be used to record a verbal report. All reports shall remain confidential.

The principal/designee is responsible for receiving complaints alleging violations of the bullying policy. All school employees and parents chaperoning or supervising school-sponsored functions and events are required to report alleged violations of this policy to the principal or the principal's designee. A verbal report must be reported on the same day as the employee or parents witnessed or otherwise learned of the incident and a written report must be filed no later than two days thereafter.

The victim of bullying, anyone who witnessed the bullying, and anyone who has credible information that an act of bullying has taken place may file a report of bullying.

Retaliation and False Reports

Retaliation against any person who reports bullying in good faith, who is thought to have reported bullying, who files a complaint, or who otherwise participates in an investigation or inquiry concerning an allegation of bullying is prohibited conduct and is subject to disciplinary measures. Intentionally making false reports about bullying to school officials is prohibited and will result in appropriate disciplinary measures.

INVESTIGATING AN ACT OF BULLYING

- The principal/designee of the school must initiate the investigation the next business day during which school is in session after the report is received by a school official. The investigation must be completed no later than ten school days after the date the written report was submitted.
- The investigation must include an interview of the reporter, victim, the alleged bully, and any witnesses, and include obtaining copies or photographs of any audio-visual evidence.
- The principal/designee must notify the parent or legal guardian of a student under the age of eighteen of the allegation of bullying before the student can be interviewed and inform them of the right to attend the interview with the student.
- Documented interviews of the victim, alleged offender, and witnesses must be conducted privately, separately, and confidentially. At no time will the alleged offender and victim be interviewed together.
- The investigator will collect and evaluate the facts using the form developed by the LDE.
- The principal/designee may (in accordance with Act 861 of 2012) file a complaint with the court of juvenile jurisdiction pursuant to Children's Code Article 730(8) and 731(1), or Children's Code Article 730(1), if the parent or legal guardian refuses to attend a conference or meeting regarding the student's behavior.

The highest level of confidentiality possible must be upheld regarding the submission of a complaint or a report of bullying and the investigative procedures that follow.

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MEETINGS WITH PARENT OR LEGAL GUARDIAN OF THE VICTIM AND ALLEGED OFFENDER

- Meetings with the parents or legal guardians of the victim and meetings with the parents or legal guardians of the alleged offender must be separate.
- Parents or legal guardians of the victim and alleged offender must be informed of all of the available potential consequences, penalties, and counseling options at the initial meeting with school officials.

Notification to Parents/Legal Guardians of an Act of Bullying

The principal/designee will promptly notify the parents/legal guardians of all students involved of any incident of bullying as defined by this policy. Notification of the parent/legal guardian of all students involved must be made on the same day an investigation of the incident(s) has been initiated. Notification must be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA).

RESOLUTION OF INVESTIGATION

The principal/designee shall compose a written document containing the findings of the bullying investigation, including input from the students' parents/legal guardians, and the decision of the school or school system official. The document will be placed in the record of both students.

The principal/designee shall promptly notify the complainant of the finding of the investigation and the remedial action taken, if the release of the information does not violate the law.

If the school has determined that the discipline code has been violated, the school official should take prompt and appropriate disciplinary action pursuant to LA R.S. 17:416 and 17:416.1 and report criminal conduct to law enforcement, if appropriate.

The LEA may establish a procedure for referring a victim and perpetrator for counseling when bullying is suspected or when a bullying incident is reported. The procedure may include, but not limited to:

- Counseling and support to address the needs of the victim(s) of bullying
- Research-based counseling/interventions to address the behavior of the students who bully or harass others (e.g., empathy training, anger management, social skills training, etc.)
- Research-based counseling/interventions which includes assistance and support for parents/legal guardians, if deemed necessary or appropriate

PROCEDURE FOR APPEAL

Failure to Act

A student, parent/legal guardian, or school employee may report a bullying incident to the LEA (city, parish, or local school board or local school governing authority) if the school official does not take timely and effective action to address the incident.

The LEA or governing authority must begin an investigation of any complaint of bullying that is properly reported the next business day in which school is in session.

If the governing authority does not take timely and effective action, the student, parent, or other school employee may report the bullying incident to the Louisiana Department of Education.

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Parental Relief (Parents/Legal Guardians of a Victim of Bullying)

The parent/legal guardian of a bullied student may request a transfer to another school if a parent, legal guardian, teacher, or other school official has made four or more reports of separate instances of bullying and no investigation has occurred.

The LEA must make space available for the student at another public elementary or secondary school under its jurisdiction within ten school days of the transfer request.

If no other school that serves the bullied student's grade level is available within fifteen days of the transfer request, the superintendent or head of the LEA must facilitate the student's enrollment in a statewide virtual school or offer the student placement in a full-time virtual program or virtual school.

The LEA may enter into a memorandum of understanding with another LEA to secure placement and transfer for the bullied student.

If none of the options above are made available to the student within thirty days after the transfer request is made; the parent or legal guardian may request a hearing with the school's governing authority. The hearing must be granted for the next scheduled meeting or, within sixty calendar days, whichever is sooner.

The parent/legal guardian may request at the end of any school year that the student be transferred back to the school in which the student was enrolled when at least three of the bullying reports were made.

The district must make space available for the student at the school where the student was originally enrolled. No other school will qualify for the transfer back.