

Jonathan Dayton High School 2021-2022 Student/Parent Handbook

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Approved by the Board of Education

Welcome to Jonathan Dayton High School (JDHS)

This document is a streamlined, easy to read, handbook for our students and parents that explains the many policies and procedures that help us maintain a structured, safe school. Every student and parent must take the time to read through the handbook and become familiar with the policies and procedures at JDHS. Included are items such as attendance, conduct, grading and schedules, to name a few.

Our handbook is a living document, and thus changes are made as needed. Major changes will be communicated to parents and students via letters, memos, emails, on the website (<http://www.springfieldschools.com>) or in person. This publication is revised and updated every year. We encourage you to make suggestions to help us make this handbook as useful as possible.

Norman Francis, Jr., Ed.D., Principal
Jonathan Telesca, Assistant Principal

Parents and/or students whose primary language is other than English and require assistance to fully understand this handbook are urged to contact the Principal or their child's assigned school counselor. Arrangements will be made for interpreting services in order to fully understand the information contained within this handbook.

ADMINISTRATION

BUILDING ADMINISTRATION

Dr. Norman Francis, Jr.
Mr. Jonathan Telesca

Principal
Assistant Principal

SUPERVISORS

Mrs. Candice Schiano
Mr. Gregory Salmon
Mr. Lance Jacobs
Mrs. Ashley Bauers

Supervisor of Humanities
Supervisor of Science & Mathematics
Supervisor of PE/Athletics
Coordinator of Visual, Performing, & Practical Arts

CENTRAL ADMINISTRATION

Mrs. Rachel Goldberg
Mr. Matthew Clarke
Mrs. Erica Scudero
Mrs. Tiffany Boehm
Ms. Daniela Riccardi
David Calmar Walker

Superintendent
Assistant Superintendent of Operations/Board Secretary
Assistant Superintendent of Curriculum
Director of Student Support Services
Director of Technology
Supervisor of Facilities and Support Service

BOARD OF EDUCATION

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Member
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SPRINGFIELD PUBLIC SCHOOLS

Our Vision: Cultivating compassionate and extraordinary learners.

Our Mission: Springfield Public Schools will challenge every student through meaningful, engaging experiences — empowering all students to flourish and contribute in an evolving world.

District Goals

- I. All students will achieve at high levels with the goal of developing life-long learners and global citizens. This includes providing inclusion opportunities for special education students and utilizing technology to provide meaningful and engaging learning experiences. *Core Value: Instructional Excellence*
- II. Provide all students and staff with a safe, secure, and educationally appropriate instructional environment. *Core Value: Safety & Security*
- III. Maintain a strong organization through fiscal responsibility, policy review, high standards for operational efficiency, and responsible stewardship of taxpayer funds. *Core Value: Fiscal & Operational Excellence*
- IV. Engage in clear, consistent, and timely communication with our community. *Core Value: Communication*
- V. During the 2021-2022 school year, Springfield Public Schools will work to address the academic, social, emotional, and mental health needs of all students, with specific attention to the impacts of the pandemic and interrupted schooling. *Core Value: Social-Emotional Learning*

Jonathan Dayton High School Mission Statement

We, the members of Jonathan Dayton High School's educational community, are dedicated to developing a body of knowledge and high ethical standards that will enable our students to thrive in a rapidly changing and increasingly diverse society. We will achieve our mission by offering a comprehensive, rigorous set of courses and activities while demonstrating the highest degree of mutual respect, commitment and professionalism.

Jonathan Dayton High School Belief Statements

We believe that...

- Students are entitled to an intellectually, emotionally and physically safe environment.
- All students can learn and are capable of succeeding at a high level.
- Teachers embrace each student's individual learning style.
- It is important to embrace the cultural heritage of every individual.
- A commitment to life-long learning is critical to success in high school.
- Helping students develop strong character is an important responsibility of high school teachers and administrators.
- Personal development encompasses respect and self-worth.
- Academic integrity is the foundation on which any learning institution is founded.
- The development of self-reliance and independence is essential.
- Talent can be expressed through academics, the arts and athletics.
- Good citizenship in the school, community, nation and world is necessary components in complete character development.

Jonathan Dayton High School Profile of a Graduate

Graduates of Jonathan Dayton High School are...

- Owners of a well-rounded education
- Lifelong learners who are in possession of a solid foundation for future learning
- Critical and independent thinkers, proficient writers and confident speakers
- Mathematically literate, logical, analytical problem solvers who are able to make informed decisions
- Prepared intellectually, physically and emotionally for entrance into college, the workforce, or the military
- Ethical, involved, productive, responsible citizens
- Equipped with life skills, varied interests, and a desire for wellness
- Technologically capable and efficient
- Respectful and respected individuals
- Able to collaborate and work well with others
- Proud of their alma mater and continue to maintain a strong relationship with the school community

Daily Schedules

PERIOD	REGULAR SCHEDULE	DELAYED OPENING	EARLY DISMISSAL	PEP RALLY
1	7:40 – 8:22	9:10 - 9:43	7:40 - 8:05	7:40 – 8:10
Announcements**	8:25 - 8:34		8:08 - 8:18	8:13 - 8:23
2	8:34 - 9:16	9:46 - 10:19	8:18 - 8:44	8:23 – 9:00
3	9:19 – 10:01	10:22 - 10:55	8:47 - 9:13	9:03 - 9:40
4	10:04 – 10:46	10:58 - 11:31	9:16 - 9:42	9:43 – 10:20
Activity Period*	10:49 – 11:31	11:34 - 12:07	9:45 - 10:11	10:23 – 11:00
5 (Lunch)	11:34 – 12:16	12:10 - 12:43	10:14 - 10:40	11:03 – 11:40
6 (Lunch)	12:19 – 1:01	12:46 - 1:19	10:43 - 11:09	11:43 – 12:20
7 (Lunch)	1:04 – 1:46	1:22 - 1:55	11:12 - 11:38	12:23 – 1:00
8	1:49 – 2:31	1:58 - 2:31	11:41 - 12:07	1:03 – 1:40
Pep Rally				1:43 – 2:31

**Activity Period will take place between periods 4 and 5.*

*** Students receive announcements in their second period classroom.*

1. Attendance

- 1.1. **Calling out a Student** - Anytime a student is absent from JDHS, a parent/guardian must phone in the absence to **973-376-1025** and follow the prompts to reach the attendance office. Repeated failure to phone in student absences may result in contact with the proper authorities which may include Springfield Police Department or the Division of Child Protection and Permanency.
- 1.2. **Daily Attendance** – When students miss a class, for any reason, they are considered absent from that class and an absence is recorded toward their total allowable absences for the year. Students are permitted a maximum of **9 absences** per course for a one semester course, **18 absences** per course in a full year course and **5 absences** per course in a quarter course. Remember there are **NO EXCUSED ABSENCES**. Parents may request (excusal for cause) by writing to the principal, per BOE policy 5230 (refer to the policy for specifics). If your child exceeds the maximum allowable absences, he or she will automatically lose credit for the course. Students with extenuating medical absences may appeal per the appeal process. Loss of Credit will be applied on:
 - 1.2.1. **5th absence in a quarter year course (Health Education)**
 - 1.2.2. **10th absence in a ½ year course**
 - 1.2.3. **19th absence in a full year course**
- 1.3. **Notes for Absences** – A note does **NOT** automatically result in an “excused” or “non-chargeable” absence. All notes regarding student absences are due to the main office within **5 school days** of the return of the student to school.
 - 1.3.1 Per NJDOE code, Students in **Grade 11** and **Grade 12** are allowed up to **3** absences for college visits, per school year. Notes from College Admissions or Registrar’s office are due to the main office within **5 school days** of the return of the student to school.
- 1.4. **Appeal of Loss of Credit due to Attendance Issues** – Should a student receive notification of loss of credit, his/her parent/guardian may file an appeal in writing to the Principal or his/her designee within **10 school days** of the student exceeding the absences indicated in 1.2 above. The letter must indicate the name of the student, the name of the course, and should include a copy of the notification of loss of credit to which the letter refers. Parents will receive notification of the outcome of the appeal.
- 1.5. **Religious Holidays** – Religious Holidays as approved by the State Board of Education will be recorded as “R” and may not count for the purposes of loss of credit. A note, as indicated in 1.3 above, is required specifying that a particular student was out for a Religious Holiday. See the official site for the State of NJ at the following link: <https://www.nj.gov/education/holidays.shtml>

- 1.6. **Truancy** – shall be defined as a cut from school not excused by the school administration or verified by a parent. Additionally, proper authorities may be notified, such as, but not limited to: Springfield Police Department or the Division of Child Protection and Permanency.
- 1.7. **Cutting Class** – a student with an unauthorized absence from a class will be referred to the Assistant Principal for disciplinary action. A student who has accumulated tardies (see section 2.0 regarding tardy policy) to a class will also be referred to the Assistant Principal as a cut. Three (3) cuts for a single class will result in Loss of Credit.
- 1.8. **Absences and Extracurricular/Athletic Participation** - When a student is absent from school for unauthorized reasons, he or she is **excluded** from all school activities, including but not limited to: class activities, student council, school trips, band or chorus rehearsals, practices, performances, club activities, dances, proms, and athletic games or practices on the day of the absence.
 - 1.9.1. The student is ineligible for extra-curricular participation until he or she has been in attendance at school for one full school day. **Friday absences will also negate participation in Saturday and Sunday activities.**
 - 1.9.2. All students must be in school for a minimum of four hours to be considered present in school for the day. This means that a student must sign in to school in the Main Office **before 10:30 a.m.** in order to receive credit for being in attendance. Students who request early dismissals **prior to 11:40** will be recorded as absent for the day for the purposes of participation.
 - 1.9.3. Per NJDOE code up to **3 days** for college visits per school year, **ONLY** for students in grades 11 and 12. Notes from College Admissions or Registrar’s office are due to the main office within **5 school days** of the return of the student to school.
- 1.9. **Absences for Vacation Purpose**
 - 1.9.1. Absences for vacations are neither “excused” nor “non-chargeable” and thus will count towards the absences allotted in section 1.2 above.
 - 1.9.2. Parents **must notify the school** for such absences as far as possible in advance in writing to the Principal. In order for such an absence to be considered should an attendance appeal occur, such a request must be made **BEFORE** the absences for vacation to occur.
 - 1.9.3. The Principal will reply to such a request in writing.
 - 1.9.4. It is the student’s responsibility to seek out work in advance of the absences and to make up work upon his/her return.
 - 1.9.5. Make Up Work for Absences – it is the student’s responsibility to seek out the teacher to determine what work has been missed and what the deadlines will be for completing said work.
- 1.10. **Unauthorized Student Cut Days** – “Senior Cut Day(s)”, cut days immediately before or after vacations or long weekends, cut days after the Prom, etc. are **NOT**

authorized by the school and students will be counted as truant (see 1.6) for such absences.

2. Tardiness

- 2.1. A student who is late to any class is responsible for the work missed.
- 2.2. Tardiness will result in disciplinary action including, but not limited to: after school detentions, Saturday detention, loss of credit for the assignment, potential loss of course credit.
- 2.3. Students who are tardy to school must sign in at the designated location in order to be counted as present in school for the day. Failure to sign in will result in disciplinary action.
- 2.4. Students will be marked tardy within the first 21 minutes of a class period, for late arrival. Students that miss more than 50% of a class period will be marked absent, unless a legitimate reason for the late arrival can be determined.
- 2.5. The 5th tardy = Extended School Day detention (ESD). If a student persists with being tardy, they will be subject to additional disciplinary action.

3. Athletes and Physical Education

- 3.1. Physical Education is required of all students each year in attendance. Athletes are not exempted from this requirement.
- 3.2. All athletes, in season, are required to dress and participate each day, including the day of an athletic contest.
- 3.3. Failure to participate in PE shall exclude a student from participation in athletics for that day. Failure to participate on a Friday shall exclude that student for Saturday and Sunday as well.
- 3.4. Any student with medical clearance from physical education class will be ineligible to participate in extracurricular activities such as practice and/or athletic contests as well.

4. Leaving the School Building/Grounds

- 4.1. Students seeking authorization to leave the school building during the school day must do so through the Main Office only.
- 4.2. Students who leave the school building/grounds without proper authorization, regardless of the reason, will be subject to disciplinary action and at the discretion of the Principal or his/her designee, and **may be subject to a drug test**.

- 4.3. Students under the age of 18 and those 18 or older who are not emancipated (see section 4.0) cannot leave the building unless they are released via the main office into the custody of a parent/guardian. **It is the parent/guardian's responsibility to notify the school in writing of those adults who are authorized to take custody of their child.** This information will be recorded in the student's record under Emergency Contacts. Persons designated as emergency contacts should be prepared to show identification when requested.

NOTE: STUDENTS WILL NOT BE RELEASED TO AN ADULT WHO IS NOT ON RECORD AS AN EMERGENCY CONTACT.

- 4.4. Students who are emancipated 18+ year olds may sign themselves out of school via the Main Office only. Students are reminded that such absences are neither excused nor non-chargeable.

5. Activity Period

- 5.1. The aim of Activity Period is to provide students with an opportunity to access academic and social emotional support. Teachers will be available for academic assistance. Counselors will be available for program planning, academic guidance and SEL support. Additional programming will be facilitated by club advisors, peer leaders and student support staff. Students may also use Activity Period as a study hall session.
- 5.2. All students will be assigned a reporting classroom or area, supervised by teachers serving as Activity Period Proctors.
- 5.3. Attendance will be taken during Activity Period. All students are expected to report by 10:49am. Absences and tardiness will be recorded. This is not a credit bearing course, however students will be held accountable for tardies and cutting.
- 5.4. Students may be assigned to Subject Area Resource Centers (SARC) during Activity Period, based on academic and/or SEL needs. Parents and students will be notified if a student is assigned.
- 5.5. Students may make arrangements with a teacher to meet for academic assistance during Activity Period. Students must present a pass to their Activity Period proctor, from their teacher, and sign-out from Activity Period.

6. Promotion Policy

- 6.1. For a student to be promoted to the next grade level, he/she must earn the following credits:

- Sophomore Status Minimum of 30 credits
- Junior Status Minimum of 65 credits
- Senior Status Minimum of 95 credits

***Approved summer school recovery credits are included towards grade level advancement.

7. Graduation Requirements

7.1. All courses completed count toward graduation requirements. Certain required subjects must be included. Regardless of post-high school objectives, all students in the district are required to complete a core curriculum of academic courses that develop the skills and knowledge essential to all citizens. Students are required to complete a minimum of 130 credits in order to graduate. In accordance with the State of New Jersey graduation requirements (N.J.A.C.6 A:8-5.1) and Springfield District High School Graduation Policy No. 5460, the requirements to attain a Jonathan Dayton High School diploma are as follows:

7.1.1. COURSES MINIMUM CREDITS

- 7.1.1.1. English 20 credits
- 7.1.1.2. English 1/Writing & Research 5 credits
- 7.1.1.3. United States History 10 credits
- 7.1.1.4. Western Civilization (World History) 5 credits
- 7.1.1.5. Physical Education and Health 15 credits
- 7.1.1.6. Mathematics 20 credits
- 7.1.1.7. Laboratory Science 18 credits (Biology, Chemistry, Physics)
- 7.1.1.8. World Languages 10 credits
- 7.1.1.9. Economic and Financial Literacy 2.5 credits
- 7.1.1.10. Visual and Performing Arts 5 credits
- 7.1.1.11. 21st Century Life and Career/Practical Arts 5 credits
- 7.1.1.12. Additional Electives 14.5 credits

7.2. High School Graduation Testing Requirements: The State of New Jersey will test students in English Language Arts, Mathematics, and Science through the New Jersey Student Learning Assessments (NJSLA). Please refer to the NJDOE website for updates and specific regarding the assessment graduation requirements : <https://www.nj.gov/education/assessment/>

7.3. *Note:* Special Education students, whose Individualized Education Plans (IEPs) specify an alternative way to demonstrate proficiencies, will continue to follow the graduation assessment requirements set forth in their IEP.

7.4. Volunteer Hours: Students at JDHS are required to complete **30 hours of community service** and/or volunteer work **each year**. The Springfield Public School district has mandated this requirement. Freshman and Sophomores are **REQUIRED** to submit their documentation of hours served **NO LATER THAN JUNE 1ST** of the academic year. Juniors and Seniors are **REQUIRED** to submit their documentation of hours served **NO LATER THAN MARCH 15TH** of the academic year. For forms and additional information, please visit the volunteer hours page of the JDHS website: <https://www.springfieldschools.com/1/Content2/106>

8. Grading Procedures

8.1. Marking Periods - There will be two marking periods for a one-semester course and four marking periods for a full-year course. Each marking period grade is to receive equal weight in computing the final average for the course. One Mid-term grade will be recorded for Health Education. For each marking period, the lowest average that a student can earn is a 50%.

8.2. Mid-term, Final Exam, Product or Project

8.2.1. A midterm examination as well as a final examination, product or project is required in all subjects offered on a full year basis. If either is not completed a grade of I = incomplete will be recorded for both the exam/project and course.

8.2.2. The examination product or project will be weighted one-tenth in computing the course average. In a full-year course each marking period grade is multiplied by 2; the mid-term examination and final examination product or project grade is multiplied each by 1; the total is divided by 10.

8.3. Final Average

8.3.1. A student must earn a minimum grade of "D" the last marking period of each course in order to pass that course, regardless of his or her average in that course. (Note: This applies to the second marking period of a one-semester course, the third marking period of physical education, and the fourth marking period of a full-year course.

8.3.2. Before an "F" may be recorded for the last marking period grade, the teacher must indicate in writing to the parent that the student is in danger of failing the entire course. The Academic Intervention Form must be countersigned by the supervisor and the principal to indicate awareness of the problem. This document will be mailed as soon as failure is evident.

8.4. Final Examination Exemption For Senior Year Students: Exemptions for seniors will be at THE DISCRETION OF THE CLASSROOM TEACHER. Senior year students only may be exempt from final examinations.

8.4.1. A senior is defined, for the purpose of this policy, as a student who has earned at least 95 credits.

8.4.2. Exemptions will be based on a cumulative average of "A" or greater achieved during the third and fourth marking periods of a full-year course or both marking periods of a half-year course. The cumulative average shall be the average of the report card grades given each marking period.

8.4.3. Students who qualify for an exemption may elect to take the examination if they wish; however, the final examination will be used in calculating the final average in the course in all such cases.

8.4.4. The exemption applies only to final examinations; no student is exempt from completing a final project, regardless of grades in the course.

8.4.5. For students exempt from a final examination, the final average will be computed on the basis of the marking period grades and the mid-term examination.

- 8.4.6. Advanced Placement Exemption - All students in AP classes are eligible for a final examination exemption regardless of grade level provided that they take the AP Test and have an “A” average in the final two marking periods of the class.
- 8.4.7. Students that achieve a score of “5” on their AP exam, may receive an adjustment to their final average, at the discretion of the teacher.

9. Discipline

- 9.1. Jonathan Dayton High School has the following two principles as the cornerstone to its expectations of conduct: 1. Do the right thing; simply because it is the right thing to do, and 2. Respect Yourself, Respect Others, Respect Your School. Growing and maturing adolescents will make mistakes or poor decisions that may result in disciplinary consequences. While students will be held accountable, they will also be counseled, supported and encouraged to learn from their mistakes.

9.1.1. Misconduct/Consequences

- 9.1.2. Instances of Code of Conduct violations will result in disciplinary consequences.

Examples of conduct violations could include, but are not limited to:

- Disruptive behavior
- Dress code violations
- Unauthorized use of electronic devices
- Inappropriate display of affection
- Loitering
- Not carrying a student ID
- Presence in off limits areas
- Sharing lockers
- Conduct unbecoming a student (such as “horse-play,” running in halls, etc.)
- H.I.B. offenses
- Unwanted Physical Contact
- Tardiness: class / lunch / activity period / detentions / assemblies, etc.
- Gambling/unauthorized sale of tickets/raffles
- Cutting: class / lunch / activity period / detentions / assemblies, etc.
- Insubordination
- Profanity or obscene gestures
- Failure to follow instructions during fire / evacuation drills / emergencies
- Conduct disruptive to the school environment
- Assault
- Aggressive Physical Conduct (such as fighting, hitting, shoving, etc.)
- Leaving school without permission
- Possession of dangerous instruments / volatile substances
- Smoking: including e-cigarettes or vaping
- Stealing
- Threatening behavior
- Truancy
- Vandalism
- Violation of Computer Acceptable Use Policy (AUP)
- Illegal Acts
- Academic Dishonesty (Sharing work, Forging, Plagiarism, Cheating, etc.)
- Profanity or obscene gestures directed at school personnel

- Breaking/entering
- Jeopardizing the safety of students or school order
- Possession of controlled, dangerous substances / weapons
- Under the influence of a controlled, dangerous substance

9.2. Consequences Defined

AM/PM Office Detention	OD	30 minutes of detention before school (AM: 7:05-7:35) or after school (PM: 2:45-3:15 PM) in a designated area on a specified day to be determined by the administration.
Extended School Day	ESD	60 minutes (2:45-3:45) of detention after school in a designated area on a specified day to be determined by the administration. Personal, Athletic or Extra Curricular schedules are NOT taken into consideration when assigning ESD.
Sunset School	SUN	2 hours and 30 minutes (2:45-5:15) of detention after school in a designated area on a specified day to be determined by the administration. Personal, Athletic or Extra Curricular schedules are NOT taken into consideration when assigning SUN. A student is PRECLUDED ON THE DAY OF THE SUN from attending or participating in all school related/sponsored activities including but not limited to: athletic competitions (as a fan or participant), the play, academic clubs, prom, field trips, etc.
In School Suspension	ISS	Temporary exclusion from class and all school related activities. Those who are suspended in school will stay in an assigned area under supervision. Students are PRECLUDED ON THE DAY(S) OF THE OSS from attending school and all school related/sponsored activities including but not limited to: athletic competitions (as a fan or participant), the play, academic clubs, prom, field trips, etc. Additionally, the student is precluded from participating in co-curricular activities for 5 days following his/her return from ISS. The number of preclusion days may increase for repeated offenses.
Out of School Suspension	OSS	The student is PRECLUDED ON THE DAY(S) OF THE OSS from attending school and all school related/sponsored activities including but not limited to: athletic competitions (as a fan or participant), the play, academic clubs, prom, field trips, etc. Multi-day suspension – the number of days a student is suspended applies to school days only. Additionally, the student is precluded from participating in co-curricular activities for 10 days following his/her return from OSS. The number of preclusion days may increase for repeated offenses.

Saturday School	SAT	4 Hours (8am to 12pm) A student is PRECLUDED ON THE SATURDAY OF THE SAT from attending or participating in all school related/sponsored activities including but not limited to: athletic competitions (as a fan or participant), the play, academic clubs, prom, field trips, etc.
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9.2.1. Cutting Detention – Cutting an assigned detention will result in escalating consequences:

- 9.2.1.1.1. Cutting OD = ESD
- 9.2.1.1.2. Cutting ESD = SUN
- 9.2.1.1.3. Cutting SUN = SAT
- 9.2.1.1.4. Cutting SAT = ISS
- 9.2.1.1.5. Cutting ISS = OSS

9.2.2. Additional penalties may be assigned for students that repeatedly cut assigned detentions. Legitimate absences from assigned detentions (medical appointments, court dates, etc.) must be supported by documentation in order for the detention to be rescheduled and not elevated to the next level. The assistant principal should be contacted as soon as possible prior to such absences.

9.2.3. Seniors

- 9.2.3.1. Any senior that has accrued three or more disciplinary consequences may be subject to: a parental conference; being placed on behavior contract; and may be precluded from athletic / extracurricular activities, including but not limited to: prom, senior class trip and Commencement exercises.
- 9.2.3.2. Any senior that has accrued a disciplinary consequence in the Fourth Quarter may be subject to: a parental conference; being placed on behavior contract; and may be precluded from athletic / extracurricular activities, including but not limited to: prom, senior class trip and Commencement exercises

10. Academic Integrity

10.1. Any incidence of sharing work, copying, cheating, plagiarism or act deemed as such by the administration that could potentially give a student(s) an unfair advantage is considered a serious infraction against the code of conduct and will not be tolerated.

The following guidelines have been established to deal with academic dishonesty:

- 10.1.1. Students will receive a grade of zero on the assignment. The work may be made up for educational purposes only at the discretion of the teacher.
- 10.1.2. The teacher will contact Parents/guardians and notify the administration regarding each incidence of academic dishonesty. This information will be maintained in the student file for the duration of the student's high school career.
- 10.1.3. Academic dishonesty may affect student admission and/or continued standing in groups such as National Honor Society, Student Council, etc.
- 10.1.4. Disciplinary consequences:
 - 10.1.4.1. First offense = Saturday School (SAT)
 - 10.1.4.2. Second offense = In-school suspension (ISS)

11. **Dress Code:** Our dress code encourages the wearing of clothing that is comfortable, safe, and acceptable for the school setting. Students should be aware that certain logos, pictures, and/or sayings are not considered appropriate. What is deemed appropriate or inappropriate is left to the discretion of the Principal or his/her designee. Use the following as some guidelines:

- 11.1. Clothing that is too revealing; obscene; contains offensive or vulgar language or that refers to, through graphic images or lettering, contraband that is prohibited on school grounds, such as drugs, tobacco products, weapons & firearms, or alcohol; any depiction of sexual activity; profanity, shall be deemed disruptive and shall not be permitted.
- 11.2. Shirts with cut off sleeves, tank tops, spaghetti straps or strapless, exposed midriff, and those which have a deep v-neck are not acceptable.
- 11.3. Flip Flops, shower shoes, and the like are unsafe and not acceptable.
- 11.4. Head coverings of any sort are not permitted unless they are for religious purposes in which case it must be supported by documentation. See the Principal or his/her designee if this applies.
- 11.5. Non-safety masks, sunglasses, disguises, or anything else that may conceal the student's identity are not acceptable.
- 11.6. Sagging or low-rising pants/shorts are not acceptable. No undergarments shall be visible.
- 11.7. Violations: Students who violate the dress code will be required to remedy the situation immediately. Any student who is unable or unwilling to comply will receive a disciplinary consequence.

12. Health and Safety

- 12.1. As per district policy #1648, the following guidelines have been put in place for the safety and well being of all of the staff and students. Please find these guidelines on the following link: [District Policy #1648](#)
- 12.2. **Mask:** Pursuant to Executive Order 251, the District will require all students, staff and visitors to wear face masks in the indoor portions of all District premises
- 12.3. **Shields:** Shields are optional in the classroom. However, they must be used during lunch.
- 12.4. **Lunch:** Students will be required to maintain established social distance requirements in accordance with State guidelines. As a result, students must be seated four to a table. They will not be permitted to move around the cafeteria unless they are buying lunch, throwing out garbage, or using the bathroom. Students will be assigned tables/seats for the purpose of contact tracing.
- 12.5. **Visitors:** Visitors are to sign in noting the time, date, and destination of their visit, on the sign-in sheet. Visitors must submit their photo ID and car keys if applicable. Staff will provide visitors with a lanyard and visitor pass.

- 12.5.1. Visitors should be aware of the following:
 - 12.5.1.1. Regular visitors (i.e. PTA parent volunteers) may provide proof of their vaccination to the school nurse and the vaccination will be noted for the duration of this requirement.
 - 12.5.1.2. Single day/time visitors may be required to bring their vaccine card or evidence of a negative test in order to participate in indoor school events during the school day.
 - 12.5.1.3. All visitors will be required to submit the specific locations and times they are in the building and must maintain fidelity to said schedule.
 - 12.5.1.4. Schools may limit the ability for outside items to be brought into the school.
 - 12.5.1.5. Parents/Guardians picking up students during the school day may be required to remain outside the building, with the exception of emergency situations.

13. Student Identification Cards

- 13.1. All students will be issued an identification card at the beginning of the school term. These cards must be **attached to a district issued, orange lanyard. Students must wear the lanyard around their neck at all times.**
- 13.2. Students are to use their identification card to enter the building by swiping the card over access panels located on selected doors.
- 13.3. Students who fail to follow Student ID protocols will receive disciplinary consequences.
- 13.4. Replacement identification cards are available in the Guidance office located on the 1st floor of JDHS. A fee of \$5.00 will be charged for a replacement.
- 13.5. Students will be required to produce their identification cards in order to check out materials from the Instructional Media Center or to print at one of the printer locations in the building.
- 13.6. Students must be able to produce their identification cards in order to attend any athletic or co-curricular functions.

14. Evacuation/Emergency Drills or Other Crisis

- 14.1. Our Crisis Management Plan has outlined effective, efficient, and safe methods of handling a crisis situation. In order for those plans to work, they must be practiced.
- 14.2. Students are required to follow the directions of any staff member in such situations.
- 14.3. Students must pass through the halls or any other designated area in a silent and orderly fashion. It is imperative that students be able to hear and follow directions as they may change moment to moment.
- 14.4. Student use of electronic devices during fire/evacuation drills is not permitted.
- 14.5. Students who are unruly or who fail to follow the directions of a staff member in any crisis or drill will receive disciplinary consequences. The consequence will be given a **SUNSET detention** or greater.

15. Electronic Devices

- 15.1. Definition of Electronic Device – electronic devices include, but are not limited to: i-Pads, tablets, smart phones, cell phones, texting devices, video players, radios, and cameras (still or video).
- 15.2. Personal electronic devices may only be used during authorized times. Authorized areas and times include:
 - 15.2.1. Activity Period- assigned areas / classrooms
 - 15.2.2. Lunch Period – Cafeteria
 - 15.2.3. In the classroom for instructional purposes with teacher’s approval.
- 15.3. Students are not permitted to use personal electronic devices for audio, texting, video, still pictures and/or making calls in the hallway.
- 15.4. Personal electronic devices **WILL NOT** be permitted to join the school and/or district network
- 15.5. **ALL** personal electronic devices must remain **OFF and OUT OF SIGHT** during classroom instruction, during unauthorized times, in unauthorized areas during the school day. Explicit consent from the classroom teacher may be granted for use of such devices in a particular classroom setting. Substitutes **WILL NOT** have the authority to grant permission.
- 15.6. Students using electronic devices during unauthorized times will be asked to surrender the device and a disciplinary consequence will be issued. Confiscated electronic devices will be returned to the student’s parent/guardian or emergency contact (emergency contact’s name must be indicated in the student’s record), only. Repeated violations of this policy will result in escalating disciplinary consequences.
- 15.7. Students who fail to surrender such a device upon request from a staff member shall be considered insubordinate and will be subject to the appropriate disciplinary consequence. Consequences will escalate for repeated refusal to surrender banded devices.
- 15.8. The school and the staff will not be responsible for lost, damaged or stolen electronic devices.
- 15.9. Students are not to use personal cell phones to call or text parents during school hours. Phones are available in the main office, guidance office, and the nurse’s office for students to call home when necessary.
- 15.10. Personal electronic devices are not permitted in any standardized testing rooms including, before, during and after the testing. This applies to cell phones, smart watches and other smart devices. In the event a student mistakenly brings such a device into the testing room, it will be collected by the testing proctor and secured until the end of the testing session.
- 15.11. Should a device activate during testing while still in a student’s possession, it may result in the disqualification of that student’s test as well as disciplinary actions being enforced.

16. Lockers

- 16.1. Each student is assigned a locker in the corridor for the purpose of storage. Schoolbooks, school issued laptop computers, other school materials, and clothing & garments are the only items to be placed in a locker.
- 16.2. Lockers are the property of the Board of Education. Lockers may be subject to periodic inspections without notification and thus students should have no expectation of privacy within their assigned locker.

- 16.3. **Lockers are NOT to be shared.** Empty lockers are NOT to be used. A student must use ONLY the locker that he/she is assigned.
- 16.4. Lockers should remain LOCKED. The school **WILL NOT BE RESPONSIBLE** for lost, stolen, or damaged items placed/stored in an unlocked locker.
- 16.5. Lockers must be used to store laptops and other school issued materials and supplies when not in use by the student.

17. Parent Deliveries

- 17.1. Parents dropping off items (lunch, laptops, homework, etc.) to their child during the school day must leave the items with staff on duty at the main entrance desk. If the desk is vacant, items must be brought to the main office.
- 17.2. Dropping off items to a student in the cafeteria, or at any entrance to the school, is not permitted.
- 17.3. Parent deliveries must be kept to a minimum. Daily parent deliveries are discouraged.

18. Emancipated Students

- 18.1. In order to have school officials recognize a student's emancipation, a student must be 18 years old or older and complete the emancipation form, which can be obtained in the main office.
- 18.2. Once the emancipation form is completed AND reviewed by the Principal or his/her designee, that student is emancipated and all communications will be directed to him/her and no longer to the parent/guardian. A letter will be sent to the parent/guardian indicating such.
- 18.3. Signing out of school – An emancipated student may sign himself / herself out of school for emergency reasons only. The sign-out is not to be used casually or for recreation. The sign-out book is located in the main office. The student must indicate the date, time and reason for leaving school.

19. School Property

- 19.1. Students are entrusted with and are responsible for valuable school property, which includes textbooks, library books, calculators, furniture, laboratory equipment, athletic equipment, laptop/desktop computers, etc. At the end of the period of use, these items must be returned with nor more wear than would be expected from ordinary use. Students will be held financially liable for damaged or lost school property entrusted to their care.

20. Laptop Care

- 20.1. Laptops that are not being monitored by the student should be stored in the school locker with the locker securely locked. Under no circumstances should students leave their laptop unattended. Unsupervised laptops will be confiscated by staff and taken to the appropriate office.
- 20.2. Laptops should always be carried in the protective carrying case or school issued protective cover. The carrying case should only be used to carry the laptop and power supply cables. No books, papers or other items should be placed in the carrying case or between the keyboard and screen of the computer.
- 20.3. Students are to report damaged or malfunctioning laptops to the technology department immediately. A loaner laptop will be issued.

- 20.4. Insurance - It is recommended that students and parents choose an insurance policy to cover the cost of laptop damage or loss.
- 20.5. Parents/students are responsible for damage and/or replacement cost.

21. Pupil Grievance Procedure (Pupil/Parent Grievance)

- 21.1. Any student/parent with a grievance must adhere to the following procedures. These steps are sequential and no step shall be skipped.
- 21.2. Pupil-Teacher Conference – the student calmly and respectfully explains what he/she is grieving and the teacher gives consideration to the students point(s).
- 21.3. Pupil & Parent Contact with Teacher– the pupil and his/her parent conference (via meeting, call or email) with the teacher and attempt to resolve the situation. Contact the school counselor to make an appointment. The teacher, supervisor and school counselor will be included.
- 21.4. Pupil & Parent Contact with Supervisor - the pupil and his/her parent conference (via meeting, call or email) with the supervisor and attempt to resolve the situation. At the Supervisor’s discretion, the teacher may be included.
- 21.5. If there is still no satisfactory resolution, the parent may appeal in writing to the Principal. Note: For the complete procedure, see the Appendix.

22. Search and Seizure

- 22.1. School lockers remain the property of the District even when used by pupils. Lockers are subject to administrative search in the interests of school safety, sanitation, discipline, and enforcement of school regulations and to search by law enforcement officials on presentation of a proper warrant.
- 22.2. A pupil’s person and possessions may be searched by a school official provided that the official has reasonable grounds to suspect that the search will turn up evidence that the pupil has violated or is violating either the law or the rules of the school. Under no circumstances shall a search be conducted based solely upon an anonymous tip and/or a rumor that contraband is present. The extent or scope of the search shall be reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the pupil and the nature of the infraction. A physical search may only be conducted by a staff member of the same sex as the pupil.

23. **Affirmative Action/504/ADA Compliance:** Jonathan Dayton High School complies with Affirmative Action/504/ADA regulations. **Appendix for the full policy.**

24. **Title IX:** The District is in compliance with Title IX and thus does not discriminate on the basis of gender. **See Appendix for the full policy.**

25. Drugs, Alcohol, and Tobacco Policy

- 25.1. The possession, use and/or sale of drugs, alcohol, tobacco, e-cigarettes and vaping, or other controlled dangerous substances is strictly prohibited on all school property, school transportation, and at any school sponsored activity.
- 25.2. Those found in violation of this policy shall be subject to severe disciplinary consequences and may be subject to penalties from law enforcement.
- 25.3. **See Appendix for the full policy**

25.4. Athletic Code and Eligibility

- 25.4.1. Participation in the JDHS Athletic Program is a privilege.
- 25.4.2. Participants will be required to sign an **athletic code** before participating in any sport. The code must be signed each season.
- 25.4.3. The athletic code is a fluid document and thus may change from season to season. It should be read and reviewed each time before signing it.
- 25.4.4. To be eligible for athletic competition during the first semester (September 1 to January 31) a pupil must have passed 25% of the credits (30) required by the State of New Jersey for graduation (120), during the immediately preceding academic year.
- 25.4.5. To be eligible for athletic competition during the second semester (February 1 to June 30), a pupil must have passed the equivalent of 12 ½ % of the credits (15) required by the State of New Jersey for graduation (120) at the close of the preceding semester (January 31). Full-year courses shall be equated as one-half of the total credits to be gained for the full year to determine credits passed during the immediately preceding semester.
- 25.4.6. Freshmen are automatically eligible for fall sports.
- 25.4.7. Participants are required to submit all health forms, emergency contact cards, questionnaires, etc. as instructed by the Athletic Director or his/her designee.
- 25.4.8. All forms can be downloaded from www.springfieldschools.com.
- 25.4.9. Students found in violations of school rules/policies will be subject to disciplinary consequences and may also be subject to athletic consequences.
- 25.4.10. Student spectators at all school sponsored athletic events, on or off campus, are reminded that all school rules are in effect. Violations of school rules, unruly behavior, and/or unsportsmanlike conduct will not be tolerated. Students who do so will be subject to disciplinary consequences, which may include forfeiting one's right to attend such events.

25.5. Computer Accceptable Use Policy (AUP)

- 25.5.1. Computers are provided to students to use for educational purposes only.
- 25.5.2. Parents and students must download a copy of the AUP from the JDHS website. The policy must be read and signed by parent and student.
- 25.5.3. Access to district computers will not be permitted to students who have not returned a signed copy of the AUP.
- 25.5.4. **No laptop will be issued to a student until the AUP is signed and submitted.**
- 25.5.5. Student computer use is filtered and monitored remotely.
- 25.5.6. Students found in violation of the AUP will be subject to disciplinary consequences and may have his/her use restricted and/or forfeit his/her laptop.
- 25.5.7. The AUP is a living document, the contents of which may change. Updated versions can be found on the JDHS homepage under Quick Links.
- 25.5.8. Printing – a limited number of school printers are available for student use. However, homework assignments that require printing should be printed the day prior to the due date. Printing assignments at home is highly recommended. At times, the district network and printers may be unavailable. The status of the school printers cannot be used as an excuse for late assignments.

26. Student Parking and Traffic Regulations:

- 26.1. Jonathan Dayton High School has designated reserved parking areas for students, teachers and other school employees. Parking is a **SENIOR** privilege that must be earned. Empty parking spaces do not warrant a student parking on campus without permission.
- 26.2. In order to park on campus, students must secure a reserved parking space tag. Students must present license, registration, and insurance documents when applying for a parking permit. Registration forms may be obtained from the Vice Principal's office or downloaded from www.springfieldschools.com. **ADMINISTRATION RESERVES THE RIGHT TO SUSPEND/REVOKE PARKING PRIVILEGES AT ANY TIME FOR ANY REASON.**
- 26.3. Students are required to park in the numbered space corresponding to the number on the tag.
- 26.4. Jonathan Dayton High School and the Springfield Board of Education assume no responsibility for vehicles or personal property. Students with Jonathan Dayton High School issued parking tags are permitted to park at their own risk. Any incidents of vandalism or physical damage and/or theft must be handled through the student and/or parent's personal auto or homeowner's insurance. Jonathan Dayton High School and the Springfield Board of Education DO NOT provide secure parking at any time.
- 26.5. Observe and practice the 15 M.P.H. speed limit on school grounds.
- 26.6. Park only in your assigned space.
- 26.7. Parking tags must be placed on the rear driver's side window with the number clearly visible.
- 26.8. Parking tags are not transferable from one student to another.
- 26.9. Parking off campus in surrounding neighborhoods or business establishments is prohibited. Cars parked in these areas are towed at the owner's expense.
- 26.10. Seniors who lose privileges may also lose parking.
- 26.11. Cars illegally parked will be towed from the parking area at the owner's expense.
- 26.12. Students are not to loiter in or use parking lot areas for any purpose and are not to sit in their cars during school hours.
- 26.13. Failure to abide by these requests will result in the withdrawal of the privilege of parking or driving on school property.
- 26.14. No car may leave school grounds until school is dismissed.
- 26.15. Emancipated student-drivers must notify the office before leaving.
- 26.16. Students cannot drive their vehicles from Dayton to any school sponsored activities i.e.: vo-tech, field trips, athletic events, etc.
- 26.17. Park cars head-in only.
- 26.18. Any student parking in the Board of Education parking spaces or a staff parking space will be subject to disciplinary action.

Appendix

Pupil Parent Grievance

The Board of Education recognizes the right of students and parents/ guardians to grieve educational and/or administrative issues arising within the District and to seek relief via orderly and equitable procedures. In addition, they may grieve issues dealing with equality in education, affirmative action, discrimination or sexual harassment. Discrimination is defined operationally as an act based upon bias as related to race, color, creed, religion, sex, ancestry, national origin, social or economic status or handicapping condition. The Board of Education also recognizes the responsibility of the school administration to develop and implement an orderly and equitable pupil/parent grievance procedure.

- A. Any student(s) or parents/guardians having a grievance with the educational or administrative processes of a particular school or the District or against a specific member of the faculty or administrative staff of one of the schools within the District shall make every effort to resolve such grievance in informal conferences with the staff member directly concerned within five days of the incident which caused or led to the grievance. Failure to act within that time shall constitute abandonment of such grievance.
 1. All conferences shall be carried out in an atmosphere of mutual goodwill and respect.
 2. No more than three students and/or three sets of parents/ guardians shall be involved in a single grievance conference. Grievances involving more than this number of people shall require designated representatives to attend the conference.
- B. If the grievance cannot be resolved at the informal conference level out-lined in A, the grievant(s) shall file a written statement with the school Principal setting forth the following information:
 1. A brief statement of the specific nature of the grievance;
 2. A brief statement of the relief desired;
 3. A brief statement of the reasons why the grievant believes he/she is entitled to the relief sought;
 4. Whether the grievant(s) desires the school student council officers to make a non-binding recommendation concerning the grievance. In the event that such recommendation of the student council officers is desired, the Principal shall within two days transmit a copy of the grievance to the student council and request its recommendation. The student council officers shall furnish their recommendation to the Principal within five days of receipt of the copy of the grievance. The school Principal shall furnish a copy of the grievance to the member of the faculty or administrative staff involved. Upon receipt of a grievance, the Principal shall promptly schedule a conference with the grievant(s) and the members of the faculty or administrative staff involved. The Principal shall render a written decision within five days following the conference, and shall furnish copies of such decision to the grievant(s), the staff member, and the Superintendent.
- C. If either the grievant(s) or the staff member is dissatisfied with the decision of the Principal, the grievant shall, within five days of receipt of the written decision, file a written statement with the Superintendent, with copies to the Principal and the other party, briefly stating the reasons upon which the appeal is based. Upon receipt of the grievance appeal, the Superintendent may decide the grievance upon the written statements submitted by the parties, hold a conference with the grievant(s) and the staff member involved, or take whatever other actions the Superintendent shall deem appropriate. The Superintendent shall render a written decision to the grievant(s), the staff member and the Principal within five days following the conference (if this is necessary).
- D. If either the grievant(s) or the staff member is dissatisfied with the decision of the Superintendent, the grievant may appeal such decision to the Board of Education by filing within five days of the rendering of the Superintendent's decision, a written notice of appeal with the Board Secretary/School Business Administrator of the Board of Education. The notice of appeal shall briefly state the basis of the appeal and copies shall be furnished to the other party, to the Principal, and to the Superintendent. The Board of Education may decide the grievance upon the written statements submitted or, at its option, may hold a hearing at which both parties may present testimony. The Board shall render a written decision to the grievant(s) within 15 days following the hearing (if this is necessary).
- E. The action of the Board shall be binding on all parties, subject, however, to such further review as may be available under the provisions of Title 18A. The following provisions have general application to the grievance procedure set forth above:
 1. No step of this procedure may be bypassed on the way to a higher level; except that a grievance based upon a previous grievance decision will be initiated at the level of such previous grievance decision.

2. Nothing contained in this policy shall be considered to require a grievant to follow the grievance procedure set forth herein where another method of review is provided for under the provisions of Title 18A. Where another method of review is provided for by Title 18A, the grievant(s) shall have the discretion to invoke such method of review or this grievance procedure.
 3. The invocation of the grievance procedure shall not relieve the grievant(s) of the responsibility of complying with any order which may have been issued, unless the implementation of said order shall have been stayed by the Superintendent of Schools or by the Board of Education.
 4. No punitive action of any kind shall be taken against any grievant(s) solely on account of having filed a grievance.
 5. All information elicited during any stage of the grievance procedure shall remain confidential, unless such information is specifically made accessible to the public by state or federal law or all parties involved agree to disclose such information to the public.
- F. Any student(s) or parents/guardians having a grievance dealing with Equality in Education, Affirmative Action, Title IX, Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 or discrimination or sexual harassment may grieve the matter directly to the district's Affirmative Action Office/Section 504 Officer/ADA Compliance Officer:

Affirmative Action Office	504/ADA
Director of Human Resources	Director of Student Support Services
Springfield Public Schools	Springfield Public Schools
139 Mountain Avenue	139 Mountain Avenue
Springfield, NJ 07081	Springfield, NJ 07081
(973) 376-1025 Ext. 5585	(973) 376-1025 Ext. 2595

- G. The Affirmative Action Officer will receive all complaints and carry out a thorough investigation and will protect the rights of both the person making the complaint and the alleged harasser. Findings of discrimination in the form of sexual harassment or of other affirmative action concerns or equity in education issues will result in appropriate disciplinary action.
- H. Students or parents/guardians who may be dissatisfied with the findings of the Affirmative Action Officer have the right to file a complaint with the Commissioner of Education or the Office of Civil Rights.

RIGHTS OF APPEAL FOR PARENTS/GUARDIANS AND ADULT STUDENTS

- A. Pupil records are subject to challenge by parents/guardians and adult pupils on grounds of inaccuracy, irrelevancy, impermissible disclosure, inclusion of improper information or denial of access to organizations, agencies and persons. The parent/guardian or adult pupil may seek to:
 1. Expunge inaccurate, irrelevant or otherwise improper information from the pupil record;
 2. Insert additional data as well as reasonable comments on the meaning and/or accuracy of the records;
 3. Request an immediate stay of disclosure pending final determination of the challenge procedure as described in paragraph B following.
- B. To appeal, a parent/guardian or adult pupil must notify the Superintendent in writing of the specific information in the pupil record challenged and the factual reasons upon which such challenge is based. Within 10 days of notification, the superintendent or his/her designee shall meet with the parent/guardian or adult pupil to review the issues set forth in the appeal. If the matter is not satisfactorily resolved, the parent/ guardian or adult student may appeal this decision to the Board of Education or Commissioner of Education within 10 days. If appeal is made to the Board of Education, a decision shall be rendered within 20 days. The decision of the Board of Education maybe appealed to the Commissioner pursuant to N.J.S.A. 18A:6-9 and rules adopted in accordance with such statute. At all stages of the appeal process, the parents/guardians or adult pupil shall be afforded a full and fair opportunity to present evidence relevant to the issue. A record of the appeal proceedings and outcome shall be made part of the pupil record with copies made available to the parents/guardians or adult pupil.
- C. Appeals relating to the pupil records of educationally handicapped pupils shall be processed in accordance with the requirements of N.J.A.C. 6:28.
- D. Regardless of the outcome of any appeal, a parent/guardian or adult pupil shall be permitted to place a statement in the pupil record commenting upon the information in the pupil record or setting forth any reasons for disagreement with the decision of the agency. Such statements shall be maintained as part of the pupil record as long as the contested portion of the record is maintained. If the contested portion of the record is disclosed to any party, the statement commenting upon the information must also be disclosed to the party.

Affirmative Action/Section 504 Officer/

A.D.A Compliance

The Director of Human Resources is designated as the compliance officer who coordinates and oversees all Affirmative Action policies dealing with equality in education. In addition, she is in charge of activities related to Title IX of the Education Amendments of 1972; N.J.S.A. 18A:36-20, and Federal and state statutes concerning equality in educational programs. A copy of the district's Affirmative Action plans and self-evaluation of Affirmative Action achievement is available for review in the Human Resource office. Students, parents, residents of the district or staff members who have concerns about Affirmative Action or any matter dealing with equality in education should contact the Director of Human Resources at Jonathan Dayton High School: (973) 376-1025, Ext. 5585.

The Director of Student Support Services, is in charge of activities related to Section 504 of the Rehabilitation Act of 1973, and the district's compliance with the Americans with Disabilities Act of 1990.

The approved Board of Education policy on Affirmative Action is as follows:

NONDISCRIMINATION IN EDUCATION PROGRAMS AND ACTIVITIES

The Board of Education believes that discrimination on the basis of race, color, creed, religion, sex, ancestry, national origin, social or economic status or handicapping condition, in an education program or activity of this district, is not to be permitted except in those instances where it may be necessary to accomplish a specific purpose that does not impinge upon essential equality or fundamental fairness in the treatment of pupils or employees of this district. Therefore, employees of this district are required to comply with the following:

- A. This policy for equality in education;
- B. Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; N.J.S.A. 18A:36-20; and federal and state statutes concerning equality in educational programs.

This prohibition against action by employees or other persons acting in the name and on behalf of this district which bases any exclusion from participation in, denial of benefits from, or discrimination in, any educational program or activity because of the race, color, creed, religion, sex, ancestry, national origin, social or economic status or handicapping condition of a pupil or employee applies to all education programs and activities conducted by this district, including, but not limited to, the following:

Educational Programs

1. *Course Offerings* - applies to all course offerings.
 - a. Grouping of pupils in physical education classes and activities by ability, skill and risk of harm as assessed by objective standards of individual performance and teacher judgment developed; applies without regard to race, color, creed, religion, sex, ancestry, national origin, social or economic status or handicapping condition;
 - b. Separation of persons based on vocal range or quality even though such separation may result in chorus or choruses of solely one or predominantly one sex.
2. *Athletics* - applies to all athletic programs or activities, except that separate teams for members of each sex may be operated:
 - a. Where selection for the separate teams is based upon competitive skill, provided that where there is not now and has been no such team for the excluded sex, members of the excluded sex must be allowed to tryout for the team.
 - b. Moreover, comparable athletic opportunity shall be provided for members of both sexes, including comparable provision for equipment, supplies, coaching, facilities, services and publicity.
 - c. Pupil personal services - applies to all pupil personal services including counseling and guidance activities at the elementary and secondary school levels.
 - d. Courses of study and instructional materials should be designed to promote understanding and mutual respect between students of different races, colors, creeds, religions, sexes, ancestries, national origins, social or economic status or handicapping conditions. Courses of study and instructional materials will be supplemented when they are not so designed. Nothing in this policy shall be interpreted as requiring or prohibiting or abridging in any way the use of particular textbooks, or curricular materials.

SEXUAL HARASSMENT OF PUPILS

The Board of Education shall maintain an instructional environment that is free from harassment of any kind. Administrators and supervisors will make it clear to all staff, students and vendors that harassment is prohibited. Sexual harassment shall be specifically addressed in the Affirmative Action in-service programs required by law for all staff.

Sexual harassment interferes with the learning process and will not be tolerated. Any child who has knowledge of or feels victimized by sexual harassment should immediately report his/her allegation to the Affirmative Action officer or building Principal. This policy statement will be distributed to all students and their parents/guardians.

Pupils may file a formal grievance related to harassment on any of the grounds addressed in this policy. The Affirmative Action officer will receive all complaints and carry out a thorough investigation and will protect the rights of both the persons making the complaint and the alleged harasser.

Findings of discrimination or harassment will result in appropriate disciplinary action. Per Board of Education policy #5145.4

A. Definitions

Harassment is defined as a repeated pattern of unprovoked aggressive behaviors of a physical and/or psychological nature carried out by an individual or a group against an individual or group with the effect of causing harm or hurt. All forms of harassment meet the standards of being unwelcome, unwanted, and uncomfortable in the view of the recipient. They all have the effect of creating a hostile environment.

Harassment, in addition to the more obvious forms of physical harassment: hitting, poking, punching, tripping, etc., - intimidation may also be manifest through:

1. Peer pressure
2. Name calling
3. Teasing
4. Verbal challenges
5. Dares
6. Threats
7. Verbal attacks
8. Belittlement
9. Social exclusion
10. Spreading malicious rumors

Sexual harassment, as set forth above, may include, but is not limited to, the following:

1. Unwelcome leering, staring, sexual flirtations or propositions.
2. Unwelcome sexual slurs, threats, verbal abuse, derogatory comments, sexually degrading descriptions, or remarks that imply incompetence as a characteristic of gender.
3. Unwelcome graphic comments about an individual's body or an overly personal conversation.
4. Unwelcome sexual jokes, stories, drawings, pictures, or gestures.
5. Unwelcome spreading of sexual rumors.
6. Unwelcome teasing or sexual remarks about a pupil enrolled in a predominantly single-sex class.
7. Unwelcome touching of an individual's body or clothes in a sexual way.
8. Intentionally limiting of a sexual nature of a pupil's access to educational tools.
9. Conditioning academic and/or pupil-activity privileges on submission to unwanted sexual conduct from pupils or staff.
10. Cornering or blocking of a sexual nature of normal physical movement.
11. Displaying sexually suggestive objects or materials in the school.

B. Complaint Procedure

The following have received special training in the implementation of this policy and they may be used in an advisory capacity by anyone considering the use of the procedures: building Principal, the District Affirmative Action Officers, and district level administrators.

1. If possible, the harassing individual(s) should be informed, in clear and unmistakable terms that the behavior is unacceptable by the individual feeling harassed.
2. If the behavior continues, the complainant should contact a teacher or other trusted staff member and inform him/her of the harasser's behavior, when it took place, who may have witnessed it, and what has been attempted to halt the behavior.
3. The staff member shall attempt to resolve the matter at that level unless the behavior reported was egregious, especially harmful, or where past interventions have failed to stop a pattern of harassing behavior.

4. When the matter is not resolved at the staff level, the staff member shall inform the Principal of the situation within, if possible, the day of receiving the report from the pupil. If the Principal is unavailable, the matter shall be referred immediately to the District's Affirmative Action Officer or the Superintendent.
 - a. The Principal shall then meet with the offending pupil (individually when more than one is alleged to be involved) and attempt to resolve the matter at that level.
 - b. If a complaint is reported to the Principal, a record of the matter is created, in a manner consistent with the first stage of a formal complaint investigation. If the complaint is substantiated and the matter is resolved at this level, the documentation is maintained by the Principal in a locked confidential file for a period not to exceed five years. The individual against whom the complaint was lodged shall be informed of this record and procedure.
 - c. When a harassment charge reaches the Principal's level, the parents of affected students shall be informed by the Principal. The parents shall be provided a copy of the district's policy and this procedure.
 - d. If the accusation was found to be false or otherwise lacking in substance, the documentation shall be destroyed by the Principal.
 5. If the matter cannot be resolved at the Principal's level, or if it should not be resolved at this level due to the nature or seriousness of the offense, the matter shall be referred to the District's Affirmative Action Officer, with the documentation, in an expeditious manner.
 - a. An informal complaint becomes formal when the complainant submits a written Complaint Report to the Affirmative Action Officer. Upon the receipt of a formal complaint, the Affirmative Action Officer shall complete the investigative process. The due process rights of all shall be respected during the investigation. Information shall only be imparted on a need-to-know basis.
 - b. The Principal or the district's Affirmative Action Officer shall inform the Superintendent.
 - c. Under no circumstances shall the Affirmative Action Officer interview a student without the parent/guardian receiving prior notification.
 - d. The Affirmative Action Officer shall meet with the pupil(s) who has allegedly been harassed and the pupil's parents.
 - e. The Affirmative Action Officer shall then meet with the alleged harasser(s) and that pupil's parents in an attempt to resolve the matter.
 - f. All involved pupils shall be apprised that any retaliatory behavior, or threat of same, shall result in disciplinary action.
 - g. The Affirmative Action Officer shall advise the Superintendent and Principal of the outcome of these two conferences.
 - h. The Principal and the Affirmative Action Officer may determine that all the directly involved pupils and their parents should be brought together, or in any other subdivision, to resolve the matter.
 - i. The Affirmative Action Officer shall inform the pupil alleging harassment and the pupil's parents that the pupil has the right to file a formal grievance with the state's Civil Rights Commission.
 - j. The alleged harasser(s) and the harassed are guaranteed that their due process rights shall be respected at each stage of the procedure.
 - k. The documentation of substantiated complaints shall be maintained in locked confidential files by the Affirmative Action Officer and by the Superintendent for a period not to exceed five years. The documentation of unsubstantiated or false complaints shall be destroyed upon final determination.
 - l. The police or any other appropriate agency (e.g. the state's Division of Youth and Family Services, the Office of Civil Rights) shall be informed if the accusation meets their criteria for reporting.
- C. Sanctions
1. Any pupil who engages in the harassment of anyone in the school setting may be subject to disciplinary action up to and including expulsion. Disciplinary action shall be administered with complete equity and fairness to all students.
 2. The sanctions imposed shall relate to the seriousness of the offense and/or whether there is a pattern of substantiated offenses.
 3. A substantiated charge could result in any of the following consequences or combinations of consequences:

- a. In-school suspension.
- b. Out-of-school suspension.
- c. Loss of campus or extracurricular privileges.
- d. Assignment to a harassment prevention program.
- e. Community service.
- f. In-school counseling.
- g. Referral for out-of-school counseling.

D. Notification

Notification of this policy and procedures shall be circulated to all staff and incorporated into staff handbooks. All pupils shall be informed of the policy and procedures in age-appropriate terms. It shall also be printed in parent and pupil handbooks annually. All new staff shall be briefed and provided a copy of the policy and procedures as part of their orientation program.

E. Prevention of Sexual Harassment

The Superintendent shall insure that appropriate educational programs shall be conducted annually for the staff regarding the nature of sexual harassment, its prevention, appropriate informed intervention strategies, and the criteria to be used in forwarding the complaint to a formal level. All Principals, school administrators, Affirmative Action Officers, guidance counselors and the Superintendent shall have appropriate training in conducting complaint investigations and in the implementation of follow-up procedures. Special educational programs shall also be conducted for pupils, with consideration of age and maturity, on an annual basis.

District Compliance With Title IX

The District adheres to a policy of non-discrimination, on the basis of sex, in its educational programs and activities which it operates, and in its employment opportunities. The Board of Education ensures that all students receive equal educational opportunities regardless of their sex and that all personnel are guaranteed equal employment opportunities regardless of their sex.

Sexual harassment interferes with the learning process and will not be tolerated in the High School. Any child who has knowledge of or feels victimized by sexual harassment should immediately report his/her allegation to the Affirmative Action Officer or building Principal.

The Director of Human Resources serves as Affirmative Action Officer and Title IX Director. They are responsible for carrying out all responsibilities under these regulations. They may be contacted at:

Jonathan Dayton High School
139 Mountain Avenue
Springfield, NJ 07081
(973) 376-1025, Ext. 5585

Drugs, Alcohol, Tobacco Policy

The following policy is adopted by the Springfield School District Board of Education for the evaluation and treatment of pupils who have alcohol and/or drug-related problems in the school setting, as required by New Jersey Administrative Code, Title 6, Chapter 29, Subchapter 6.

DEFINITIONS

The following words and terms, when used in this policy, have the following meanings unless the content indicates otherwise:

A. "Evaluation" includes, but is not limited to, the following:

- 1. Procedures used to determine a pupil's need for an educational program which extends beyond the regular school program.
- 2. Examination by a physician for the purpose of diagnosing whether the pupil is under the influence of alcohol and/or other drugs.
- 3. Evaluation by the child study team to determine a pupil's eligibility or need for a special education program and/or related services due to involvement or consumption of alcohol or other drugs

4. Assessment by a teaching staff member or district board of education service provider appropriately certified by the New Jersey State Board of Examiners and trained in alcoholism or substance abuse to determine the extent of the pupil's drug or alcohol use and dependency. Such assessment may be made through the use of trained service providers, certified alcoholism or substance abuse counselors who are acting as resource person(s) or in conjunction with a certified teacher or guidance counselor.
- B. "Treatment" includes, but is not limited to, the following:
1. Provisions for program instruction, counseling and related services provided by the Board of Education or its service providers while a pupil is receiving medical or therapeutic care for a diagnosed drug or alcohol dependency problem. Treatment shall be provided by individuals who are appropriately certified by the New Jersey State Board of Examiners and trained in alcohol and substance abuse or individuals acting as resource person(s) or in conjunction with a certified teacher or guidance counselor.
 2. Referral to a community agency recommended by the county alcoholism authority or the state department of health.
 3. Providing support services for pupils who are in care or returning from care for drug or alcohol dependency.
 4. A special class or course designed to meet the needs of pupils with drug or alcohol use problems.

PROCEDURES

- A. The high school shall designate certified staff members who shall be responsible for the evaluation of all pupils who are found, or are reasonably suspected of, possessing, using, consuming or being under the influence of alcoholic beverages; any controlled dangerous substance as identified in N.J.S.A. 24:21-2; and/or any chemical or chemical compound as defined in N.J.S.A. 2A:170-25.9 on property owned by the district or at any other place where such pupil is under the supervision and control of employees of the district or at any other place where there is reasonable cause to believe such pupil's conduct presents a danger to himself/herself or to other students. Referrals may be received from pupils, parents/guardians, or staff members.
- B. If the committee's evaluation concludes that reasonable grounds exist that a pupil is or has been involved with alcoholic beverages, controlled dangerous substances or chemical compounds as described above, the Principal shall hold a conference with the pupil and his/her parents/guardians for the purpose of deciding upon a course of treatment.
- C. The Principal may require a urine test of a student referred by the committee when the pupil denies drug involvement. (See administrative procedures for urine testing.)
- D. Refusal or failure by a parent/guardian to comply with the provisions of N.J.S.A.18A:40A-12 shall be deemed a violation of the compulsory education N.J.S.A. 9:6-1 *et. seq.* laws.

POSSESSION OR USE OF CONTROLLED DANGEROUS SUBSTANCES - SANCTIONS

Any pupil of the district possessing, using, consuming or being under the influence of a controlled dangerous substance as defined in N.J.S.A. 24:21-2 or alcoholic beverages; and/or any chemical or chemical compound as identified in N.J.S.A. 2A:170-25.9 at any time on property owned by the District, or at any other place where such pupil is under the supervision and control of employees of the District or at any other place where there is reasonable cause to believe such pupil's conduct presents a danger to himself/herself or to other students, shall be punished as follows:

- A. For the first offense, suspension from school for a period not to exceed 10 school days.
- B. For the second offense, permanent expulsion from school or suspension from school for a term fixed by the Board of Education after a due process hearing before the Board of Education.

If, in the judgment of the Principal, the student's conduct warrants a penalty of suspension in excess of 10 days or warrants a penalty of expulsion, the Principal shall immediately refer the matter to the superintendent of schools. If the Superintendent agrees that a suspension in excess of 10 school days or permanent expulsion is warranted, he/she shall initiate the necessary procedures for a due process hearing before the Board of Education. Pending such a due process hearing, the student may be placed under short-term suspension in accordance with lawful procedures. The Superintendent may extend such short-term suspension pending the due process hearing which shall take place not later than 91 calendar days from the date of the initial short-term suspension unless a reasonable delay is requested and/or agreed to by the student and/or his/her parents/guardians.

In addition all facts regarding the incident will be immediately reported to the local law enforcement authorities and the student will be referred to the key committee for evaluation.

SELLING OF ALCOHOLIC BEVERAGES AND DRUGS - SANCTIONS

Any pupil of the District found selling or possessing with intent to sell a controlled dangerous substance as defined in N.J.S.A. 24:21-2; alcoholic beverages; and/or any chemical or chemical compound as identified in N.J.S.A. 2A:170-25.9; at any time on property owned by the district or at any other place where such pupil is under the supervision and control of employees of the District or at any other place where there is reasonable cause to believe such pupils conduct presents a danger to himself/herself or to other students, shall be punished as follows:

- A. For the first offense, permanent expulsion from school or suspension from school for a term fixed by the Board of Education after a due process hearing before the Board of Education.
- B. For the second offense, permanent expulsion from school after a due process hearing before the Board of Education. If, in the judgment of the Principal, the student's conduct warrants a penalty of suspension in excess of 10 days or warrants a penalty of expulsion, the Principal shall immediately refer the matter to the Superintendent of schools. If the Superintendent agrees that a suspension in excess of 10 school days or permanent expulsion is warranted, he/she shall initiate the necessary procedures for a due process hearing before the Board of Education. Pending such a due process hearing, the student may be placed under short-term suspension in accordance with lawful procedures. The Superintendent may extend such short-term suspension pending the due process hearing which shall take place not later than 21 calendar days from the date of the initial short-term suspension unless a reasonable delay is requested and/or agreed to by the student and/or his/her parents/guardians. In addition, all facts regarding the incident will be immediately reported to the local law enforcement authorities and the student will be referred to the key committee for evaluation.

IMMEDIATE ACTION FOR STUDENTS UNDER THE INFLUENCE OF ALCOHOLIC BEVERAGES

- A. Professional staff members having reason to believe that a pupil is under the influence of alcoholic beverages on school property or at a school function shall report the matter as soon as possible to the school nurse, the Principal (or his/her designee) and the staff member responsible for the school function.
- B. The pupil shall be removed to a protective environment for observation and care by the school nurse or medical inspector or staff member until his/her parents/guardians can be contacted to take the pupil home. The Principal shall request the assistance of the school nurse or medical inspector in assessing the physical state of the pupil. This shall not be construed to limit or condition the right of a district Board of Education to seek emergency medical assistance for a pupil when acting *in loco parentis* and as an agent of the parents/guardians and for the welfare of the pupil. In the event that the parents/guardians cannot be contacted, the pupil should be placed in the protective custody of the police.
- C. Transportation of the student to the emergency room of the hospital, if necessary, shall be by the parent/guardian, community rescue squad or the police.
- D. When the Principal has completed his/her investigation, the student will be referred to the key committee and a conference shall be arranged with the pupil and his/her parents/guardians. In addition, all facts regarding the incident will be reported to the local law enforcement authorities. A plan to address those specific needs which the pupil may have will be developed following the parent/guardian conference.

IMMEDIATE ACTION FOR STUDENTS UNDER THE INFLUENCE OF CONTROLLED DANGEROUS SUBSTANCES OR UNKNOWN SUBSTANCES

- A. Professional staff members having reason to believe that a pupil is under the influence of controlled dangerous substances; any chemical compound as identified in N.J.S.A. 12A:170-25.9; or where there is any doubt regarding the nature of the substances affecting the pupil on school property or at a school function, shall report the matter as soon as possible to the school nurse, the Principal (or his/her designee) and the staff member responsible for the school function.
- B. The Principal (or his/her designee) shall immediately notify the parent/guardian and the Superintendent and arrange for an immediate examination of the pupil. The examination may be performed by a physician selected by the parent/guardian or by the medical inspector. If the chosen physician is not immediately available, the examination shall be conducted by the medical inspector or if the medical inspector is not available, the pupil shall be transported by parents/guardians and/or community rescue squad to the emergency room of the nearest hospital for examination. If available, a parent/guardian should also accompany the pupil. In the event that the parents/guardians cannot be contacted, the pupil shall be placed in the protective custody of the police.

- C. Transportation of the student to the emergency room of the hospital, if necessary, shall be by the parent/guardian, the community rescue squad or the police.
- D. If, at the request of the parent/guardian, the medical examination is conducted by a physician other than the medical inspector, such examination shall not be at the expense of the district Board of Education.
- E. A written report of the medical examination shall be furnished to the parent/guardian of the pupil, the Principal and the Superintendent by the examining physician within 24 hours. If a report has not been received within 24 hours, the pupil will return to school until the report is received.
- F. If there is a positive diagnosis from the medical examination indicating that the pupil is under the influence of intoxicating drugs, the pupil shall be returned to the care of a parent/guardian as soon as possible. Attendance at school shall not resume until a written report has been submitted to the parent/guardian of the pupil, the Principal and Superintendent from a physician who has examined the pupil to diagnose drug use. The escort shall certify that the pupil is physically and mentally able to return to school.
- G. The school Principal will require additional evaluation by the key committee for the purpose of determining the extent of the pupil's drug use and its effect on his/her school performance. In addition, all facts regarding the incident will be reported to the local law enforcement authorities.

INSTANCES INVOLVING ANABOLIC STEROID USE

- A. Whenever any professional staff member shall have reason to believe that a pupil has used or may be using anabolic steroids, that teaching staff member, school nurse or other educational personnel shall report the matter as soon as possible to the school nurse or medical inspector, as the case may be, or to a substance awareness coordinator, and to the Principal or, in his/her absence, to his/her designee.
- B. The Principal, or his/her designee, shall immediately notify the parent/ guardian and the Superintendent of schools, or the Administrative Principal and shall arrange for an examination of the pupil by a doctor selected by the parent/guardian or by the medical inspector. The pupil shall be examined as soon as possible for the purpose of diagnosing whether or not the pupil has been using anabolic steroids.
- C. A written report of that examination shall be furnished by the examining physician to the parent/guardian of the pupil and to the Superintendent of schools or Administrative Principal.
- D. If it is determined that the pupil has been using anabolic steroids, the pupil shall be interviewed by a substance awareness coordinator or another appropriately trained teaching staff member for the purpose of determining the extent of the pupil's involvement with these substances and possible need for treatment. In order to make this determination, the coordinator or other teaching staff member may conduct a reasonable investigation which may include interviews with the pupil's teachers and parents/guardians. The coordinator or other teaching staff member may also consult with such experts in field of substance abuse as may be necessary and appropriate.
- E. If it is determined that the pupil's involvement with and use of these substances represents a danger to the pupil' health and well-being, the coordinator or other teaching staff member shall refer the pupil to an appropriate treatment program which has been approved by the commissioner of health.
- F. Any staff member who reports a pupil to the Principal or his/her designee in compliance with the provisions of this subsection shall not be libel in civil damages as a result of making such a report as specified in N.J.S.A. 18A:40A-13 and N.J.S.A. 18A:40A-14.

REPORTING

- A. All instances of alcohol and drug use shall be included in the Violence, Vandalism and Substance Abuse Incident Report.
- B. No teaching staff member, school nurse or other educational personnel, medical inspector or any other officer or agent of the Board of Education who takes any action pursuant to the provisions of this policy provided the skill and care given is that ordinarily required and exercised by such other person shall be liable in civil damages as specified by N.J.S.A. 2A:62A-4 and as provided for under N.J.S.A. 18A:40A-4.2.

INSTRUCTION

- A. Drugs, anabolic steroids and alcohol education shall be incorporated into the health classes for a minimum of 10 hours each year.
- B. Home instruction may be provided to students unable to attend school for an extended period of time due to substance abuse.

C. Substance abuse information for parents/guardians is part of the "Back to School" program presentation by the health class teachers in the fall of each school year. Other informational programs are offered to parents/guardians during the school year.

SUPPORT SERVICES UPON RETURN TO SCHOOL

A. A pupil returning to school following hospitalization for alcohol or drug use and his/her parents/guardians shall meet with the designated counselor for the purpose of facilitating the pupil's return to school in a manner that will enable the student to be successful in his/her rehabilitative program and school achievement.

B. Facilitation may include but is not limited to the following:

1. Arrangements for make-up work in courses;
2. Adjustments to pupil's scheduled courses;
3. Conferences with pupil's teachers to alert them to pupil's special needs;
4. Identification of credits earned during hospitalization;
5. Review of other educational options (if applicable).

ANNUAL REVIEW

The Board of Education shall annually review the effectiveness of the foregoing alcohol and drug policy.

At the beginning of each school year, a copy of this policy shall be included in the student handbook.

ENFORCEMENT OF DRUG-FREE SCHOOL ZONES

The Board of Education recognizes its responsibility to ensure continuing cooperation between school staff and law enforcement authorities in all matters relating to the use, possession, and distribution of controlled dangerous substances and drug paraphernalia on school property. The Board further recognizes its responsibility to cooperate with law enforcement authorities in planning and conducting law enforcement activities and operations on school property. The Board shall therefore, establish a formal memorandum of agreement with the appropriate law enforcement authorities and set forth the following policies and procedures after consultation with the county prosecutor and approval by the county superintendent of schools. The memorandum of agreement shall be consistent with the school zone enforcement code (N.J.A.C. 6:3-6.1.6.6), statewide action plan for narcotic enforcement and the attorney general's executive directive 1988-1.

LAW ENFORCEMENT LIAISON

In order to ensure that such cooperation continues, the Board directs the Superintendent to designate a school district liaison(s) to law enforcement agencies and to prescribe the roles and responsibilities of the school liaison(s). Such assignment shall be in accordance with the district's collective bargaining agreement, if applicable.

UNDERCOVER OPERATION

The Board hereby recognizes that the Superintendent may request that law enforcement authorities conduct an undercover operation in the school if he/she has reason to believe that drug use and/or drug trafficking is occurring in the school and that a less intrusive means of law enforcement intervention would be ineffective. The Board hereby authorizes the superintendent to request such intervention under these circumstances. The Board recognizes that the Superintendent is not permitted to ask the Board's approval for his/her action and is not permitted to discuss any aspect of the undercover operation until authorized to do so by law enforcement authorities.

The Board recognizes that law enforcement authorities may contact the Superintendent to request that an undercover operation be established in a district school. The Board recognizes that the Superintendent is prohibited from discussing the request with the Board. The Board hereby authorizes the Superintendent to act upon any such request in the manner that he/she determines is in conformity with the law and the attorney general's executive directive 1988-1 and that is in the best interests of the students and the school district.

The Board directs the Superintendent and school Principal to cooperate with law enforcement authorities in the planning and conduct of undercover school operations. The Superintendent, Principal, or any other school staff or district Board member who may have been informed about the undercover operation is required to immediately communicate information to the county prosecutor or designee if the integrity of the undercover school operation has been compromised in any way

At the completion of an undercover operation in a school, and with the consent of the appropriate law enforcement authority, the Superintendent shall report to the Board regarding the nature of the operation, the result of the operation, and any serious problems encountered during the operation.

SUMMONING LAW ENFORCEMENT AUTHORITIES ONTO SCHOOL PROPERTY FOR THE PURPOSE OF CONDUCTING INVESTIGATIONS, SEARCHES, SEIZURES AND ARRESTS

Any school employee who has reason to believe a student(s) or a staff member(s) is using or distributing controlled dangerous substances or drug paraphernalia on school premises shall bring that information to the school Principal who, in turn, shall report same to the Superintendent. The Superintendent shall immediately report that information to the appropriate law enforcement agency as required by Board policy.

If an arrest is necessary, and no exigent circumstances exist, the Superintendent and staff will cooperate with the law enforcement officials and provide them access to the office of a school administrator of some other area away from the general student population. Every effort shall be made to enable law enforcement personnel to carry out the arrest in a manner that is least disruptive to the educational environment. The Superintendent or the Principal shall immediately notify the student's parent/guardian whenever a pupil is arrested for violating any laws prohibiting the possession, use, sale, or distribution of any controlled substance or drug paraphernalia.

Whenever the police have been summoned to a school building by the Superintendent, the Superintendent shall report the reason the police were summoned and any pertinent information to the Board at its next regular meeting. If confidentiality is required, the report shall be made in executive session.

STUDENT SEARCHES AND SECURING PHYSICAL EVIDENCE

The Principal or his/her designee may conduct a search of a student's person or belongings if the search is necessary to maintain discipline and order in the school, and the school official has a reasonable suspicion that the student is concealing contraband. All searches and seizures conducted by designated school staff shall comply with the standards prescribed by the United States Supreme Court in *New Jersey v. T.L.O., U.S. 325 (1985)*, as set forth in Appendix C of the Attorney General's statewide action plan for narcotics enforcement.

If, as a result of the search, a controlled dangerous substance or drug paraphernalia is found, or if a controlled dangerous substance or drug paraphernalia is by any means found on school property, the individual discovering the item or substance shall immediately notify the building Principal; the Principal shall notify the Superintendent who shall immediately, in turn, notify the appropriate law enforcement agency. The Principal shall ensure that the controlled or dangerous substance and/or drug paraphernalia is labeled and secured in a locked cabinet or desk until law enforcement officials pick it up. The Principal shall then contact the student's parents/guardians to inform them of the occurrence.

Whenever law enforcement officials have been called into the school, and a search of a student's person or belongings is necessary, or an interrogation is to be conducted, the Superintendent shall request that the law enforcement officials conduct the search, seizure or interrogation.

POLICE PRESENCE AT EXTRACURRICULAR ACTIVITIES

The Superintendent is hereby authorized to contact the appropriate law enforcement agency and arrange for the presence of an officer(s) in the event of an emergency or when the Superintendent believes that uniformed police presence is necessary to deter illegal drug use or trafficking or to maintain order or crowd or traffic control at a school function.

RESOLVING DISPUTES CONCERNING LAW ENFORCEMENT ACTIVITIES

The Board authorizes the Superintendent to contact the chief executive officer of the law enforcement agency involved with any dispute or objection to any proposed or ongoing law enforcement operation or activity on school property. If for any reason the dispute or objection is not satisfactorily resolved with the chief executive officer of the agency, the Superintendent shall work in conjunction with the county prosecutor and, where appropriate, the division of criminal justice to take appropriate steps to resolve the matter. Any dispute that cannot be resolved at the county level shall be reported to the board and shall be resolved by the attorney general whose decision will be binding.

CONFIDENTIALITY OF PUPIL INVOLVEMENT IN INTERVENTION AND TREATMENT PROGRAMS

Nothing in this policy shall be construed in any way to authorize or require the transmittal of any information or records that are in the possession of a substance-abuse counseling or treatment program including, but not limited to, the school district's own substance abuse programs. All information concerning a pupil's or staff member's involvement in a school intervention or treatment program shall be kept strictly confidential. See 42 C.F.R. 2 and N.J.A.C. 6:3-6.6.

INSERVICE TRAINING

The Superintendent will ensure that all district employees receive minimal in service training to make them aware of their responsibilities in accordance with Board policies and N.J.A.C. 6:3.-6.3 *et. seq.*

ANNUAL REVIEW

The Board will review annually the effectiveness of these policies and the memorandum of agreement entered into with the appropriate law enforcement agency. If additional policy and/or procedures are required or changes advocated as a result of this annual review, these will be developed in consultation with the county prosecutor.

AVAILABILITY OF POLICY

The policies and procedures contained herein will be included in the student/parent handbook published annually and disseminated to students and parents/guardians. In addition, it will be included in teachers' manuals which are disseminated annually to the staff.

TOBACCO

A BAN ON SMOKING

Smoking is considered a medically-unacceptable practice. It has been linked to the acquisition of a number of serious health problems which may be life threatening. In order to discourage students from acquiring or continuing the habit of smoking, to provide an improved health environment in the schools and promote general wellness of staff in the workplace, all smoking is banned within the buildings of the district high schools. If smoking is harmful, as the Surgeon General of the United States so indicates, it is harmful to all, regardless of age. Therefore, the district determines to enforce a similar policy for all students and staff alike as well as citizens within our buildings. Smoking in any form, will not be permitted by anyone; i.e., citizens, students or staff members, within the buildings of the high school or in its vehicles. Smoke-free school buildings and vehicles are the desired goals of this policy.

The following provisions will be enforced to maintain this policy:

- A. A smoking ban for students will continue in all buildings of the high school and in vehicles when students are being transported.
- B. No smoking will be permitted by any staff member, at any time-not just during the school day-in all buildings of the high school and in school-owned or contracted vehicles. The ban pertains to teachers, teacher aides, administrators, supervisors, interpreters, secretaries, clerks, custodians, maintenance staff, cafeteria employees, bus drivers, and all other employees of the district as well as vendors, consultants, or anyone who enters school buildings.
- C. All prospective employees will be informed of this policy prior to employment.
- D. All announcements will be made requesting the public to voluntarily refrain from smoking at outdoor school activities and events.
- E. Board of Education members and visitors will observe the ban on smoking when in school buildings.
- F. Signs will be posted at school entrances announcing a ban on smoking within the buildings.
- G. Staff members will be periodically reminded of the ban on smoking within the buildings.