



Student Handbook

School Year 2021-2022

“A Community of Education since
1975”

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Changes/Updates

Page Number	Heading	Comments
1	Pickaway-Ross JVSD Board of Education Members	Updated
1	Pickaway-Ross Administrative Staff	Updated
2	Pickaway-Ross Secondary Instructional and Support Staff	Updated
8	PRCTC School Calendar for 2021-2022	Updated
11	Student Enrollment/Transfers	Updated
12	Student Vehicles on School Properties	Updated
13	School Supplies/Student Dues	Updated
14	Counseling Office	Updated
19	College Credit Plus	Updated
19	Diplomas, Career Passports, and Senior Ceremony	Updated
19	Consequences for a Morning Tardy	Updated
20	Absences	Updated
20	Excused Absences – Personal Illness/Injury	Updated
22	Early Dismissals – Main Campus	Updated
23	Make Up Work	Updated
30	Tobacco/eCigarette/Vapor Pen Use by Students	Updated
31	Anti-Harassment – Board Policy 5517	Updated
53	Uniform Policy	Updated
54	Family Educational Rights and Privacy Act (FERPA)	Added

Table of Contents

Pickaway-Ross JVSD Board of Education and Administrative Staff 1

Pickaway-Ross Instructional and Support Staff 2

PRJVSD Vision, Mission, Core Values 7

PRCTC 2020-2021 School Calendar and Other Important Dates 8

Equal Education Opportunity..... 10

Student Information 11

 Student Enrollment/Transfers 11

 Extra-Curricular Activities 11

 Transportation 11

 Bus Days 11

 Student Vehicles on School Properties..... 12

 Student Use of Motor Vehicles – Board Policy 5515 12

 Home School Closings 12

 Pickaway-Ross School Closings 13

 School Supplies/Student Dues 13

 Work Based Learning 13

 Counseling Office 14

 Breakfast/Lunch/Cafeteria – Main Campus..... 14

 PRCTC Lunch Procedures – Main Campus 14

 Free and Reduced Lunch Applications..... 14

 Lunch Charge Limitations..... 14

 Year End Lunch Procedures 15

 Hall Conduct/Passes..... 15

 Announcements..... 15

 Telephone Calls 15

 Visitors 15

 Emergency Medical Authorization 16

 Administration of Medicine 16

 Lockdown Drills 16

 Fire/Tornado Drills 16

 Lockers 16

 Searches 16

 Statement of Cooperation 17

 Student Insurance 17

Program/Academic Achievement/Credits 18

 Grading Scale 18

 Mid-term Progress Reports..... 18

 Credit Flexibility 18

 College Credit Plus 19

 Diplomas, Career Passports and Senior Ceremony 19

 Attendance Procedures & Policy 19

Tardies – Main Campus.....	19
Consequences for a Morning Tardy.....	19
Tardies – Magnet Programs.....	20
Absences.....	20
Excused Absences.....	20
Unexcused Absences.....	20
Anticipated Absences.....	20
Bus Days.....	20
Home School Closings.....	21
Student Vacation with Parents.....	21
Job Interviews or College Visitations.....	21
Deer Hunting.....	21
Habitually Truant.....	21
Excessive Absences.....	21
For students determined to be habitually truant.....	22
For students determined to be excessively absent.....	22
Absence Intervention Team.....	22
Early Dismissals – Main Campus.....	22
Early Dismissals – Magnet Programs.....	23
Make-Up Work.....	23
Blizzard Bags.....	23
Credits.....	23
Early Release for Work Based Learning.....	23
Missing Child Policy.....	24
Notice of Referral to Parent Education Program.....	24
Loss of Driving Privileges.....	25
Homeless Students – Board Policy 5111.01.....	26
Student Code of Conduct.....	27
Drug/Alcohol Policy.....	29
Drug Prevention – Board Policy 5530.....	29
Tobacco/eCigarette/Vapor Pen Use by Students.....	30
Anti-Harassment – Board Policy 5517.....	31
General Policy Statement.....	31
Other Violations of the Anti-Harassment Policy.....	31
Definitions.....	32
Complainant.....	32
Respondent.....	32
School District Community.....	32
Third Parties.....	32
Day(s).....	32
Bullying.....	32
Harassment.....	33
Sexual Harassment.....	33

Race/Color Harassment	35
Religious (Creed) Harassment.....	35
National Origin/Ancestry Harassment.....	36
Disability Harassment	36
Anti-Harassment Compliance Officers.....	36
Reports and Complaints of Harassing Conduct	37
Investigation and Complaint Procedure	38
Informal Complaint Procedure	38
Formal Complaint Procedure.....	40
Privacy/Confidentiality.....	42
Sanctions and Monitoring.....	43
Retaliation.....	43
Allegations Constituting Criminal Conduct: Child Abuse/Sexual Misconduct...	44
Allegations Involving Conduct Unbecoming the Teaching Profession/Suspension	44
Education and Training	44
Retention of Investigatory Records and Materials.....	45
Bullying & Other Forms of Aggressive Behavior – Board Policy 5517.01.....	47
Complaints	49
Privacy/Confidentiality.....	50
Reporting Requirement	50
Immunity.....	50
Notification	50
Education and Training	51
Wireless Communication Devices.....	52
Uniform Policy.....	53
Family Educational Rights and Privacy Act (FERPA).....	54

Pickaway-Ross Career & Technology Center
895 Crouse Chapel Road
Chillicothe, OH 45601

Chillicothe: 740-642-1200 Circleville: 740-474-3331
Fax: 740-642-1399

www.pickawayross.com

Pickaway-Ross Joint Vocational School District Board of Education Members

Ms. Michelle Bowdle	Mr. Jon Saxton
Mr. Jeff S. Hartmus, Vice-President	Mr. Todd N. Stevens
Mrs. Sue Hopkins	Mr. Michael Throne
Mr. Matthew Kim	Mr. Greg Tipping
Mr. Byron M. Lloyd, President	Mr. Andrew T. Vitatoe
Mr. Tony Reeser	Mr. Todd M. Stahr, Treasurer

Pickaway-Ross Administrative Staff

Mr. Jonathan Davis, Superintendent
Mrs. Carrie Fife, Director Adult Education
Mr. Jason Vesey, Director Secondary Education
Mrs. Dana Anderson, Supervisor Career & Technical and Student Support Services
Mr. Allen Kiger, Supervisor Career & Technical Programs and Expansion
Mr. Joshua Younge, Principal
Mrs. Lisa Corcoran-Deety, Assistant Principal

Secondary Instructional and Support Staff

Administrative Support Staff

Communications & Marketing Coordinator	Britany Freeman/Erika Konowalow
Executive Assistant to Superintendent/ Office Manager	Laura VanCuren
Financial Operations Analyst	Tyleah Alley
Office Technician, Secondary Director’s Office	Beth Tackett
Payroll/Human Resources Manager	Tracey Eyre
Secondary Administrative Office Manager	Polly Compher
Senior Financial Operations Analyst	Susan Buchanan

Agriculture & Environmental Academy

Agriculture and Environmental Systems-Adena	Joshua Bluck
Agriculture and Environmental Systems-Huntington	Karlie Gill
Agriculture and Environmental Systems- Logan Elm	Tieana Stonerock
Agriculture and Environmental Systems-Southeastern	Scott Patrick
Agriculture and Environmental Systems-Westfall	Megan Moorman
Agriculture and Environmental Systems-Westfall	*Rachel Scior
Agriculture and Environmental Systems- Zane Trace	Callen Ett
Agriculture and Environmental Systems- Zane Trace	Jennifer Johnston
Agriculture and Natural Resource Management-Unioto	Mark Misita
Veterinary Assisting- PRCTC Circleville Campus	Rebecca Hopkins
*Lead Teacher	

Apprenticeship/Job Placement/McKinney Vento

CBI Apprenticeship Coordinator	Kim Graves
CBI Apprenticeship Coordinator	Allen Koker
McKinney Vento Liaison	Kathy Marriottatt Marriott

Attendance/Accountability/Discipline/Health/Security

Attendance and Accounting Technician	Tammy Sutherland
Attendance and Reception Desk	Michele Tisdale
In-school Restriction	Dave Costilow
Resource Officer	Zachary Ray
School Nurse	Mindy Frejkowski

Business & Information Technologies Academy

Business/Marketing Education – Chillicothe	Bridget Black
Cyber Security & Networking 1 & 2	C. J. Davis
General Merchandising & Warehousing 1 & 2	Nick Anderson
Information Technologies-Adena	Erica Cormany
Information Technologies-Chillicothe	Brian Lewis
Information Technologies-Unioto	Stacia Skaggs
Information Technologies-Zane Trace	Sarah Thornton
Interactive Media Design-Westfall	Chris Norris
Marketing Education- Circleville	Monica Lombardo
Video Broadcasting and Production-Chillicothe	Vanessa George
Visual Communication & Design 1 & 2	*Tony Eallonardo
Visual Communication & Design 1 & 2	Holly Smith
*Lead Teacher	

Cafeteria Staff

Cafeteria Manager	Angela Bell
Cook Assistant A	Pam McNichols

Career Readiness Academy

Career Based Intervention/English	Amy Ervin
Career Based Intervention-Chillicothe	Patrick Laughlin
Career Based Intervention-Circleville Middle School	Eddie Sims
Career Based Intervention-Logan Elm	Doug Stiverson
Career Based Intervention-Logan Elm Middle School	Jeff Holbert
Career Based Intervention-Unioto	*Jeff Metzler
Career Based Intervention-Westfall	Amy Noltemeyer
Career Based Intervention-Chillicothe MS	Cory Black
Educational Aide – Special Services	Deb Leasure
Options for Transition	Michelle Bochard
Options for Transition	Jody French
Project Search	Andrea Pettit-Bee
*Lead Teacher	

Construction Academy

Carpentry 1 & 2	Aaron McManes
Construction Technologies – Pickaway County ESC	Seth Kellenberger
Electrical Technologies 1 & 2	Kirk Hewitt
*Lead Teacher	

Counseling/Recruitment/College Readiness

Academic Specialist
Counselor
Counselor
Counselor
Project Coordinator/Registrar

Susan Schwalbauch
Ashlee Cockrell
Seth Moore
Toby Walls-Waller
Judy Semancik

Custodial and Maintenance Staff

Clerk Typist, Maintenance/Facilities & IT
Custodial Supervisor
Custodian – Main Campus
Custodian
Custodian
Custodian
Custodian (part-time) – Chillicothe Campus
Custodian (part-time) – Chillicothe Campus
Custodian (part-time) – Circleville Campus
Facilities Manager
Maintenance Worker
Maintenance Worker
Maintenance Worker/Bus Driver

Lorie Bethel
David Riehle
Bryan Bowdle
Jeff Delong
T. J. Leasure
Gary McCloud
Wesley Leasure
Dawn Robison
Bob Bellar
Craig Jones
Matt Clifton
Josh Hines
Kelly Duarte

Commercial Food Careers 1 & 2
Early Childhood Education 1
Early Childhood Education 2
Family and Consumer Sciences – Chillicothe
Family and Consumer Sciences – Circleville
Family and Consumer Sciences – Huntington

Kevin Krebs
Melissa Brown
Constance Page
*Amy Groff
Kathryn Ream
Kelly Barnett

Engineering & Manufacturing Academy

Engineering Technologies 1 & 2
Industrial Tech Foundations-Logan Elm
Machining & Manufacturing Technologies 1 & 2
Pre-Engineering -Logan Elm Middle School
Precision Welding Technologies 1 & 2
RAMTEC- PRCTC Chillicothe Campus
*Lead Teacher

Mark Johnston
Gary Mitchel
Brent Ebert
Heather Holzschuh
Tommy Collier
Joshua Kinnison

English Academy

English
 English/College Credit Plus
 English
 English
 English
 English

Katrina Hewitt
 Bobby Lombardo
 Teawanna McCaulla
 * Angela Saxton
 Steve Semancik
 *Lead Teacher

Health Science Academy

Allied Health-PRCTC Chillicothe Campus
 Allied Health- PRCTC Circleville Campus/Logan Elm HS
 Health Administration 1 & 2
 Health Science Technologies 1 & 2
 Health Science Technologies 1 & 2
 Health Science Technologies 1
 Sports Medicine Technologies-Chillicothe Athletic Complex HS
 Sports Medicine Technologies-PRCTC Circleville Campus/Circleville HS
 *Lead Teacher

Libby McVicker
 Tammy Tipton
 Darcie Scott
 Adrienne Davis
 Jennifer Payne
 Kristi Tway
 *Matt Wilson
 Jan Altier

Human Services Academy

Cosmetology 1 & 2
 Law and Public Safety 1 & 2
 *Lead Teacher – Matthew Wilson

Donna Patrick
 Rex Cockrell

Math Academy

Mathematics
 Mathematics
 Mathematics
 Mathematics
 Mathematics
 Mathematics/College Credit Plus
 *Lead Teacher

Bruce Hurst
 Jessica Liddle
 Frances Matthews
 Jeff Metzler
 Cara Peecher
 *Verdie Williams

Science Academy

Science
 Science
 Science/College Credit Plus
 Science
 Science
 *Lead Teacher

Callen Ett
 Katie Hamel
 Ryan Holbrook
 *David Pentecost
 Jennifer Widdig

Social Studies Academy

American History & Government
American History & Government
American History & Government
American History & Government
American History & Government
*Lead Teacher

William Anderson
Alexandra Deaton
Elizabeth Kolb
Darren Plessinger
*Katie Siers

Student Support Services Academy

Clerk Typist, Special Services
Educational Aide
Educational Aide
Educational Aide
Educational Aide/Library & Media Center Aide
Intervention Specialist
Library/Media Center Technician
VOSE/Special Education/Tutoring Services
VOSE/Special Education/Tutoring Services
VOSE/Intervention Specialist/Special Education/Tutoring Services
*Lead Teacher

Linda Atwood
Beth Hunt
Kaylor Stemen
Renee Trout
Annette Clemons
Todd Jean
Roberta Morrison
Brian Cooper
*Scott Snyder
Kimberly Taylor

Transportation Academy

Auto Collision Repair Technologies 1 & 2
Automotive Technologies 1 & 2
Diesel & Heavy Truck Mechanics 1 & 2
Outdoor Power Technologies 1 & 2
*Lead Teacher

Brian Morrison
*Roger Page
Michael Shepherd
Danny Morris

**PICKAWAY-ROSS COUNTY JOINT VOCATIONAL
SCHOOL DISTRICT**

Vision

Pickaway-Ross Career and Technology Center is an innovative professional educational community delivering quality services.

Mission

The Pickaway-Ross Career and Technology Center delivers unique and progressive academic and career educational opportunities that empower individuals to achieve their goals.

Core Values

We realize our vision and accomplish our mission by:

- Providing career-oriented services responsive to community needs;
- Maintaining a highly qualified staff engaged in student needs and success;
- Offering flexible and hands-on training opportunities;
- Accepting individual differences through personalized attention;
- Creating safe, positive and nurturing learning environments.

PRCTC 2021-2022 School Calendar and Other Important Dates

August 2021

- 6 – New Staff In-service
- 16 – Staff In-service Day
- 16 – Career Tech Kick Off/New Student Orientation
- 17 – First Day for juniors
- 18 – First Day for seniors
- 26 – School Picture Day
- 31 – Program Lock-in Date

September 2021

- 6 – Labor Day Holiday – No School
- 17 – First Nine-Week Progress Reports given to students upon request

October 2021

- 15 – School Picture Make-up Day
- 15 – End of First Nine Weeks
- 20 – Evening Parent/Teacher Conferences – 5:00-8:00 p.m.
- 21 – Morning Parent/Teacher Conferences – 8:00 a.m.-12:00 p.m.
No School for Students
- 22 – No School for Teachers & Students

November 2021

- 8, 9 & 10 – Sophomore Tours – No School for PRCTC Main Campus Students
(Students will have assignments to be completed outside of school.)
- 10 – Open House – 5:00-7:00 p.m.
- 11 – Veterans’ Day Holiday – No School
- 12 – Second Nine-Week Progress Reports given to students upon request
- 24-26 – Thanksgiving Holiday Break – No School
- 29 & 30 – State Testing Begins

December 2021

- 1-10 - State Testing
- 13-15 First Semester Exams
- 22 – End of Second Nine-weeks/First Semester
- 23-31 - Christmas Holiday Break – No School for Teachers & Students

January 2022

- 3-5 – Christmas Holiday Break Continues – No School
- 6 – Teacher Workday – No School for Students
- 7 – Staff In-service – No School for Students
- 10 – School Resumes
- 17 – Martin Luther King Day Holiday – No School

February 2022

- 11 – Third Nine-Week Progress Reports – given to students upon request
- 21 – Presidents’ Day Holiday – No School

March 2022

- 17 – Evening Parent/Teacher Conferences – 5:00-8:00 p.m.
- 18 – Morning Parent/Teacher Conferences – 8 a.m.-12 p.m.
No School for Students
- 18 – End of Third Nine-Weeks
- 28 & 29- New Student Welcome – No School for PRCTC Main Campus Students
(Students will have assignments to be completed outside of school.)

April 2022

- 13 – Fourth Nine-Week Progress Reports – given to students upon request
- 14-18 – Easter Holiday Break – No School
- 25-29 – State Testing

May 2022

- 2-6 – State Testing
- 9-12 – Senior Exams
- 16-19 – Junior Exams
- 19 – Senior Ceremony – 7:30 p.m.
- 26 – Last Day for Students
- 27 – Last Day for Teachers

EQUAL EDUCATION OPPORTUNITY

Any form of discrimination or harassment can be devastating to an individual's academic progress, social relationship and/or personal sense of self-worth. As such, the Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or transgender), disability, age (except as authorized by law), religion, military status, ancestry, or genetic information (collectively, "Protected Classes") in its educational programs or activities.

The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students and does not tolerate harassment of any kind.

Equal educational opportunities shall be available to all students without regard to the Protected Classes, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the District, or social or economic background, to learn through the curriculum offered in this District. Educational program shall be designed to meet the varying needs of all students.

Any person who believes that they have been discriminated against on the basis of race, color, disability, religion, gender or national origin while at school or a school activity should immediately contact the school district's compliance officer:

Director of Secondary Education
895 Crouse Chapel Road
Chillicothe, Ohio 45601
740-642-1200

Complaints will be investigated in accordance with the procedures described in this handbook. Any student making a complaint or participating in a school investigation will be protected from retaliation. The compliance officer can provide additional information concerning equal access to educational opportunity.

STUDENT INFORMATION

STUDENT ENROLLMENT/TRANSFERS

Once a student is enrolled at Pickaway-Ross, the student commits to attend during a ten (10) day trial/probationary period. Transfers between programs will take place during the second week of school, though August 31, 2021

Students will be permitted to return to their home high schools during the second week of school. Students wishing to return to their home schools must have a personal conference with one of the Career & Technology Center counselors and/or administrator.

Main Campus students must also meet with the Director of Secondary Education prior to returning to their home school.

EXTRA-CURRICULAR ACTIVITIES

Individual students are encouraged to participate in extra-curricular activities whenever their schedule permits. At the request of the home school principal, students may be released as a group to attend events at the home school. Please see the Early Dismissals section of this handbook for the appropriate procedures.

TRANSPORTATION

Each home school provides bus transportation for students attending PRCTC Main Campus. Students who have parental permission and register their vehicle may drive to school.

Magnet Program students will provide own transportation to their program site unless other transportation has been arranged through the home school.

BUS DAYS

Considering overall fairness and the safety of our students, there will be no bus student recorded as absent when transportation is not provided by respective home schools. In all cases, students will have the opportunity to make up missed work and should contact their teachers for assignments immediately upon returning to school. **Students who have a parking pass, job placement students, or other students who normally drive will not be excused when transportation is not provided by respective home schools.**

STUDENT VEHICLES ON SCHOOL PROPERTIES

Parents/guardians who grant permission to students to drive to school and students who drive to school must be aware that violation of rules and regulations governing parking and driving on school property will result in revocation of the right to park on school property.

Students are required to register their vehicle and display the parking permit on the rear-view mirror of their vehicle. To obtain and keep a student-parking permit, students must provide a copy of their valid Ohio driver's license and show proof of car insurance at random and meet all other legal requirements as established by the State of Ohio. Students and parents must also complete the on-line form and students will sign the driving form acknowledgement.

Students are to enter the student parking lot upon arrival to school and must park in their assigned parking space and enter the building immediately. The student parking lot is a restricted area and students are not to enter it during the school day.

At the end of the day, students are required to exit the parking lot safely and through the direction of the guard. Driving on school property is a privilege and can be revoked at the discretion of Administration for violating any rules or policies in the Student Code of Conduct. Students must obey all traffic laws on school property by following the posted **5 MPH** speed limit, carefully crossing the speed bumps and remembering that pedestrians always have the right of way. No loitering, students must leave immediately.

Vehicles parked on school property are subject to search by school administration, canine units of local and/or state law enforcement agencies.

STUDENT USE OF MOTOR VEHICLES – Board Policy 5515

The Board of Education regards the use of motor vehicles for travel to and from school by students as an assumption of responsibility on the part of those students -- a responsibility in the care of property, in the observation of safety rules, and in the display of courtesy and consideration toward others – and an assumption of liability on the part of those students and their parent(s).

The Superintendent shall develop administrative guidelines for the operation and parking of motor vehicles by students which shall include the requirement that students are licensed drivers.

The Board shall not be responsible for motor vehicles which are lost, stolen, or damaged while on school property.

HOME SCHOOL CLOSINGS

When the home school closes because of weather conditions, the students from that district including co-op and other students who drive to Pickaway-Ross, will not be required to attend Pickaway-Ross. Students should be in school all other days when we are open. **Home school closings, except for bad weather, do not excuse the student from school attendance at PRCTC if the student drives. Pickaway-Ross students MUST follow their PRJVSD calendar for attendance.**

PICKAWAY-ROSS SCHOOL CLOSINGS

The Career & Technology Center will close when, in the judgement of the Superintendent, weather conditions in the area are such that they pose a clear danger to the welfare and safety of both staff and students of Pickaway-Ross. Announcements of the Career & Technology Center closing will be made on local radio stations and social media sites.

All PRCTC magnet programs will close according to the program closing matrix distributed to students at the beginning of the year.

All PRCTC magnet programs will close when the main campus closes with the exception of the Allied Health Program located at Chillicothe High School which will follow the Chillicothe High School calamity day procedure.

In the event Pickaway-Ross closes for a full calamity day, students will be instructed to access “Blizzard Bag” assignments to cover the missed day. Up to three “Blizzard Bag” assignments are allowed per school year. “Blizzard Bag” assignments are online lessons that take the place of missed school days. Students will be given further information to access their assignments for each class at that time.

SCHOOL SUPPLIES/STUDENT DUES

Tools will be furnished for all students to use at no cost to the student. Upon completion of a student’s career and technical program, the student will have the option to purchase the tool kit as long as all outstanding balances are paid-in-full. Students will receive an invoice for the cost to be paid to the Pickaway-Ross Treasurer before taking possession of the tool kit. If a student is eligible, student assistance may be available to purchase the tools. The student must apply for this assistance.

Student organization membership dues must be paid by all students. These dues are \$50. Payments may be made by cash or money order directly to our Cashier. Payments made by credit/debit cards may be made through the links on the high school website. Grades/credits and passports will be withheld until all outstanding balances are paid. **Students who have not paid their student dues may not be permitted to participate in CTSO activities.** You may make payments to your student’s balance in the manner that is convenient for you by contacting our Treasurer’s Office at 740-642-11266 . Parents may make payments in person with the Treasurer’s Office staff between the hours of 7:30 a.m. and 4:00 p.m. Student payments made during the school day will be accepted between the hours of 8:00 a.m. at the Cashier’s Desk in the Director’s Complex. We encourage the use of the on-line payment system. This can be accessed through the district website.

WORK BASED LEARNING

The Job Placement Office will assist instructors, students, and administrators to help students make a smooth transition from school to work. Job training and job interview early dismissals must be initiated in the Job Placement Office. **Students on full-day job placement will surrender their student vehicle parking pass.**

COUNSELING OFFICE

The Guidance Office offers a variety of student services including maintaining student records, assisting in meeting academic requirements, testing, counseling services, and arranging military testing, and physical exams. Student credit checks are handled in the fall and again at the end of the year and are scheduled by the counselor. Any student wishing to make an appointment with their PRCTC counselor must complete a Guidance Services request form available on-line. Emergencies will be handled as quickly as possible.

BREAKFAST/LUNCH/CAFETERIA – MAIN CAMPUS

The Career & Technology Center operates a cafeteria that provides balanced, nutritious meals. Lunch periods are closed, and students enrolled in full-day programs cannot leave the campus. Students may purchase lunch or bring it, but all food and drink may be consumed in the cafeteria. Students/parents may prepay for lunch using cash or money order by making a payment directly to the Cafeteria Manager at the Career & Technology Center's cafeteria. Debit/credit card payments may through the links on the high school website. Free or reduced-price lunches are available to students who qualify. Breakfast is provided each day free to all students.

PRCTC LUNCH PROCEDURES - MAIN CAMPUS

Free and Reduced Lunch Applications: students returning to Pickaway-Ross Career & Technology Center who were approved for free or reduced lunch at the end of the previous school year will be temporarily qualified for the same status for the first thirty (30) days of the new school year. Returning students must submit a new free or reduced lunch application within the first thirty (30) days of school to avoid changing to paid status.

New students must immediately complete a free or reduced lunch application for PRCTC as their previous year's status at their home school WILL NOT qualify them at PRCTC. Applications are to be turned in to the PRCTC cafeteria. New students, regardless of previous year's status at their home school, will be permitted to charge up to the maximum limit (\$30) until an application is processed. **Approval of free or reduced status MAY NOT forgive any charges incurred before or during the approval process.**

Lunch Charge Limitations: Students qualifying for free lunch will not be permitted to charge additional items unless permission is given from a parent/guardian or if the student is **and** an independent student. Reduced and paid status students' charge limit will be set at \$30 maximum. Once the maximum is reached, the student will receive a standard "Type A" lunch, which contents will be determined by the dining services team, theme meals will not be made available. Students assigned to In-school Restriction (ISR) may choose from the daily cafeteria menu.

Year End Lunch Procedures: Students who qualify may charge lunch items up until the last two weeks before their last day of school. These dates will differ for juniors and seniors since the last day of school is not the same. Students are required to have all lunch charges paid before the last day of school or grade cards will be held. Seniors are required to have all fees, including lunch charges, paid before the completion ceremony to receive their career passport.

HALL CONDUCT/PASSES

Students outside of their assigned areas **must** have a hall pass and have been signed out of class. Students are expected to complete their business and return to class in a timely fashion. ***No passes will be issued during lunch times.*** Students will not be issued passes to the parking lot; report to the Attendance Office for an escort to your car. **No passes will be issued after 2:00 p.m.**

ANNOUNCEMENTS

A bulletin board is provided for each participating school. Home school announcements will be posted when received only after having been cleared through the Director's Office. Any Career & Technology Center announcements that are to be made over the public address system must be given to the Director's secretary before 8:15 a.m. Announcements will only be made in the morning and for schools that have an early dismissal.

TELEPHONE CALLS

Students will not be permitted to use office telephones except in emergencies and with permission of office staff.

In-coming calls to students will be forwarded only in emergency situations. Parents are requested to co-operate in the control of telephone calls directly to students during school hours.

Students are permitted to make outside calls from laboratory office phones only when authorized by the instructor. ***All main campus telephone calls pertaining to student illness and other related matters must be placed from the School Nurse and Attendance Office.***

VISITORS

All visitors must check-in with the Receptionist before seeing any one in the building. Due to safety concerns, **young children and babies are not permitted** in some areas of the school building without special permission of the appropriate supervisor or school administrator.

INDIVIDUAL STUDENT VISITORS FROM OTHER SCHOOLS WILL NOT BE PERMITTED unless prior permission has been granted by both the home school administration and the Director of the Career & Technology Center or his/her designee. All student visitors must go through the Guidance Office to arrange program visits on an individual basis.

ALL visitors must wear a visible visitor's pass attained at the Receptionist Desk. All visitors must sign in with the receptionist.

EMERGENCY MEDICAL AUTHORIZATION

An Emergency Medical Authorization Form is required for every Pickaway-Ross student. An on-line form will be provided to each student during n his or her first week of attendance that is to be completed and returned for filing during the second week of attendance. Students not fulfilling this responsibility will not be permitted to participate in shop or lab activities.

ADMINISTRATION OF MEDICINE

A student under a doctor's care and required to take prescribed medication during school must notify the Director or his/her designee and provide written documentation from the parent/guardian. Over the counter oral and topical medications may be administered if authorized by the parent/guardian on the Emergency Medical form. Students not following this procedure may be considered in violation of the drug/alcohol policy. Medicine must be submitted and will be stored in a secure location to be administered by a person designated by the Director of Secondary Education.

LOCKDOWN DRILLS

When notification is made, gather students and go to the nearest room supervised by a staff member. Procedures for practice are established as part of the school safety plan.

FIRE/TORNADO DRILLS

Fire and tornado drills will be held at irregular intervals throughout the school year. Students should follow the directions of their instructor or other school employee during a drill or an actual emergency. Procedures are posted in every classroom and laboratory.

LOCKERS

Student lockers may be provided for student convenience. Pickaway-Ross is not responsible for any lost or stolen articles. Protect your combination and do not leave valuables in the lockers. Lockers are the property of Pickaway-Ross and may be inspected or searched at the discretion of the Career & Technology Center Administration.

SEARCHES

Pickaway-Ross has the right and duty to conduct searches of person and/or personal property, lockers, or vehicles when the administration receives information or evidence that a student may be in possession or control of any of the following:

1. any substance dangerous to persons or property
2. a weapon
3. an item believed to be stolen
4. drugs, drug paraphernalia or drug related items
5. other contraband, controlled or prohibited item

In all cases the search will be witnessed by another staff member and will be conducted within the guidelines of the Ohio Revised Code and court rulings. Searches of vehicles and/or lockers may also be conducted by the Sheriff's Department canine units unannounced.

STATEMENT OF COOPERATION

All students and their parent(s) are required to sign the handbook acknowledgement stating they have read/reviewed the student handbook and understand the school rules.

STUDENT/INSURANCE

It is mandatory that each student furnish evidence of enrollment in accident insurance through the Career & Technology Center's insurance program or evidence by parental signature that the student's parents already have accident coverage and will be responsible for all costs for any accident or injury incurred at the Center.

PROGRAM/ACADEMIC ACHIEVEMENT/CREDITS

As determined by the student's specific program, up to seven credits may be earned by students who successfully completing the course of study. **A student who drastically fails the second semester shall fail the subject for the year.** In the case of academics (block scheduling/semester credits), a last nine-week failure may be considered a drastic failure. First year students who fail laboratory requirements shall not continue instruction in the same program the second year and may re-apply in another program.

GRADING SCALE

- 93% to 100% - A – Outstanding work
- 85% to 92% - B – Above average work
- 77% to 84% - C – Average work
- 70% to 76% - D – Below average work
- 60% to 69 % - F – Failing work
- I – Incomplete

(Attendance will be a factor in calculating grades.)

MID-TERM PROGRESS REPORTS

Parents may view their student's grades via Progress Book through the Pickaway-Ross website at any time. Parents are requested to contact the instructor and discuss the student's progress. Printed mid-term progress reports will be given to the student to take home upon request. Individuals on Student Success Plans will be reviewed according to their plan agreement.

CREDIT FLEXIBILITY

The credit flexibility initiative is part of a state-wide effort to increase learning and engagement and help students graduate ready for success in college and careers. In addition to earning credit by successfully completing traditional courses, the credit flexibility program provides new options for students including:

- Earning credit by demonstrating mastery of the essential content of a traditional course by "testing out", presenting a portfolio documenting mastery, or a combination of these.
- Successfully completing a mentorship, internship, educational travel, or service-learning program aligned to the academic curriculum.
- Successfully completing an online course or academic summer or after-school program aligned to the school curriculum.
- Successfully combining any of the options above as well as units of traditional courses.

Students must obtain prior approval of student-proposed educational options plans to be eligible for credit. Students considering this option should obtain a Credit by Educational Options Proposal packet from the high school Guidance Office. Students' families may be asked to contribute to the cost of educational options plans.

Credit flexibility is another example of how our district is working to prepare students for the 21st century by striving to address their unique needs and talents.

COLLEGE CREDIT PLUS

Students participating in College Credit Plus will need to work with the PRCTC Counseling Office.

DIPLOMAS, CAREER PASSPORTS AND SENIOR CEREMONY

Diplomas are awarded by the home school to Pickaway-Ross students who have completed the home school's requirements.

Career Passports will be awarded to students who have completed their **program** of study with at least a 70% grade point average. A Career Passport contains information that will assist potential employers in assessing a student's skills. A ceremony honoring senior students receiving passports will be held at the end of each school year.

ATTENDANCE PROCEDURES & POLICY

Tardies – Main Campus

Students reporting to school late will report directly to the Attendance Office/front desk building receptionist to sign-in and secure a pass admitting them to class. Written validation of an excusable reason from a parent/guardian is required for a tardy to be excused.

Consequences for a Morning Tardy

Students arriving to the Career & Technology Center after 8:25 a.m. must enter through the front entrance.

- Consequences for tardies will be as follows:
 - 1st – 3rd tardy – automated phone call
 - 4th tardy – phone call from attendance personnel
 - 5th tardy – meeting with administrative personnel
 - 6th tardy and beyond subject to discipline

****tardies count toward attendance and may result in truancy****
- Excused Tardiness: will require a note from the parent or guardian and may be given for the following reasons:
 - Doctor or dental appointment
 - Legal appointment – court, etc.
 - Hazardous road conditions as determined by home school closings.

Tardies – MAGNET PROGRAMS

Students should report directly to their instructor. Students who have habitual tardies may be considered for removal from the program. Written validation of an excusable reason from a parent/guardian is required for a tardy to be excused.

Absences

Positive attendance is critical to school success. Thus, attending school every day is strongly emphasized. Written validation must be provided for absences. When a student is absent because of parental or self-discretion, the absence will be determined by the Principal or his Designee as "excused" or "unexcused" in compliance with attendance policies. Ordinarily, students will have one school day after the absence to fulfill the requirements for receiving an excused absence; however, under appropriate circumstances, the Principal may extend this time limitation. Proper documentation can be submitted to the front desk or emailed to michele.tisdale@pickawayross.com

Excused Absences*: To be classified as an excused absence, the student must present a written excuse signed by the parent/guardian when returning to school following an absence. **(*An excused absence means work may be made up.)** Excuses must be received within one school week of the day that the student was absent.

- Personal Illness/Injury. Ten (10) or more consecutive days of absence may require written medical verification.
- Death in Immediate Family
- Family Illness
- Quarantine of the home
- Medical or Dental Appointment.
- Court Appearance
- Emergency situations, which in the judgment of the Superintendent or his/her designee constitutes a good and sufficient reason for absence from school.
- Observance of Religious Holiday. Requires prior approval.

Unexcused Absences*: Absence from school for any reason other than the foregoing enumerated excused absences will be considered UNEXCUSED. Appropriate action will be taken against offenders of the compulsory school attendance law. **(*An unexcused absence means work cannot be made up except for major tests and quizzes.)**

Anticipated Absences: If a student is to be absent due to circumstances other than those listed above, a parent or guardian must make a request prior to the absence.

Bus Days: Considering overall fairness and the safety of our students, there will be no bus student recorded as absent when transportation is not provided by respective home schools. In all cases, students will have the opportunity to make up missed work and should contact their teachers for assignments immediately upon returning to school. **Students who**

have a parking pass, job placement, or other students who normally drive will not be excused when transportation is not provided by their respective home schools.

Home School Closings: When the home school closes because of weather conditions, the students from that district including job placement and other students who drive to Pickaway-Ross, will not be required to attend Pickaway-Ross. Students should be in school all other days when we are open. **Home school closings, except for bad weather, do not excuse the student from school attendance here if they drive. Pickaway-Ross students MUST follow the PRJVSD calendar for attendance.**

Student Vacation with Parents: Students going on a family vacation will receive an excused absence provided the student and/or his/her parent have obtained prior administrative approval for such absence. Family vacations may total no more than five (5) days. The academic and career & technical teacher will make arrangements for the student to make up written tests or quizzes that have a direct bearing on the student's grade. Only one vacation will be approved per year and never during scheduled testing such as Ohio Graduation Testing (OGT). If a student has missed over 12 days, the request will be denied.

Job Interviews or College Visitations: Job interviews and college visitations are considered curricular in nature, similar to a field trip. Pre-approval and documentation upon return are required. This will be limited to three (3) days of college visits. Student attendance shall be a factor in determining final grades. Credit may be withheld for poor attendance based on item II criteria of this section, and item XV definition.

Deer Hunting: **Student absences for deer hunting may be excused as long as the student has maintained 93% attendance and must have prior approval from the Attendance Office and .**

As defined by Ohio law:

Habitually Truant: a student who is absent 30 or more consecutive hours without a legitimate excuse, 42 or more hours in one month without a legitimate excuse, or 72 or more hours in one year without a legitimate excuse.

Excessive Absences: a student who is absent WITH OR WITHOUT LEGITIMATE EXCUSE 38 or more hours in one school month, 65 or more hours in one school year.

	Consecutive Hours	Hours per School Month	Hours per School Year
Habitual Truancy	30 without legitimate excuse	42 without legitimate excuse	72 without legitimate excuse
Excessive Absences	-----	38 with or without legitimate excuse	65 with or without legitimate excuse

For students determined to be habitually truant:

1. Written notice will be given to the parent/guardian
2. Student will be assigned to an absence intervention team
3. If the child fails to make progress after 61 days on the personalized absence intervention plan, the district will file a complaint in juvenile court
4. Counseling will be provided
5. The student's parent or guardian will be asked to attend parental involvement programs or truancy prevention mediation programs
6. As applicable, the registrar of motor vehicles will be notified
7. Children Services will be notified as deemed necessary

For students determined to be excessively absent:

1. Written notice will be provided to the parent/guardian
2. The student will follow the district's plan for absence intervention
3. The student and family may be referred to community resources

Absence Intervention Team

The school-based absence intervention team will establish a student-centered absence intervention plan by identifying specific barriers and solutions to attendance problems.

Membership of each team should vary based on the needs of each individual student, but each team is required to include: 1. A representative of the school or district; 2. Another representative from the school or district who has a relationship with the child; and 3. The child's parent/guardian.

The Absence Intervention Team may also include: 1. School psychologist, counselor or social worker; 2. Representatives from a public or non-profit agency; 3. A case worker from Children Services if there is an open case or if the child is in foster care.

*NOTE – excused absences are defined as medical, legal or parental excuses with documentation.

After 38 hours in one school month or 65 hours in one school year of absences, all other absences from school will require additional information and/or documentation in order for the absence to be considered excused. Documentation, other than parent notes provided for the purpose of excused absences from school, is reviewed by the principal or designee. Out-of-School-Suspension days may be counted when determining withholding course credit due to attendance at the end of first semester and at the end of the school year. Total days out of class/labs must not exceed the maximum listed amount, or credit may be withheld.

EARLY DISMISSALS – MAIN CAMPUS

Written verification of a justifiable reason must be presented to the Attendance Office or designee for an early dismissal. Students who become ill will be sent home only when a parent or designated adult has been notified by a person designated by the Director of Secondary Education or Attendance Office personnel. No student may leave the building without reporting to the Attendance Office and receiving an early dismissal pass as they leave. Last period early

dismissals will be treated as a tardy when the student submits a written medical or legal excuse the following day otherwise the student will be counted one-half (1/2) day absent.

Students enrolled in active extracurricular activities can receive an early dismissal pass with the appropriate documentation (parent permission, active schedule and note from the appropriate coach or advisor) and must sign out at the front desk.

EARLY DISMISSALS – MAGNET PROGRAMS

Students should receive permission from their instructor upon providing written verification for an early dismissal.

MAKE-UP WORK

It will be the student's responsibility to request make-up work for days absent. Make-up work is only allowed for excused/medical-legal absences and during in-school restriction or suspension. Students will be allotted the same timeline to make up the work as the number of days absent. Special projects may be assigned in lieu of laboratory work. Assignments may be completed during in-school restriction or suspension.

BLIZZARD BAGS

In the event Pickaway-Ross closes for a full calamity day, students will be instructed to access "Blizzard Bag" assignments to cover the missed day. Up to three "Blizzard Bag" assignments are allowed per school year. "Blizzard Bag" assignments are online lessons that take the place of missed school days. Students will be given further information to access their assignments for each class at that time.

CREDITS

To receive credit, a student's attendance must be above the 85% attendance threshold for the school year. Absences during the school year must be validated by a written medical excuse from medical personnel or court document. Absences during the school year must be validated by a written medical excuse from medical personnel or court document.

EARLY RELEASE FOR WORK BASED LEARNING

Students who have met all the following requirements may be released for work during the school year:

- 1 –the student has met or is on track with a plan to meet home school graduation requirements, including state testing, correspondence total credits, and state department standards.
- 2 – have completed and has an approved training or learning plan into either an apprenticeship position or work-based learning for a minimum of 15 hours per week in the field of current program placement.
- 3 – have received a recommendation from the following:
 - parent
 - program instructor
 - employer

PRCTC counselor
PRCTC school administrator

MISSING CHILD POLICY

The Pickaway-Ross Career & Technology Center requests that a parent/guardian call the school when his/her child is known to be absent. When notification is not received the school will attempt to contact the parents/guardians by our automated phone system within two hours of the beginning of the school day.

NOTICE OF REFERRAL TO PARENT EDUCATION PROGRAM

Parents of a truant student may be assigned to the Parent Project in Pickaway or Ross County for a period of 10-weeks for failing to comply with compulsory Ohio attendance laws. Attendance in the Parent Project is mandatory. Failure of the parent to attend this program may result in a complaint of Parental Education Neglect being filed in the Juvenile Court that has jurisdiction based upon the location of the school. A parent found guilty of this charge may be fined up to \$250.00 and may be incarcerated up to 30 days in the Pickaway or Ross County Jail. A truant student as used in this section is a habitually truant student as defined in the Ohio Revised Code [2151.011 (A) (18)] which states, “any child of compulsory school age who is absent without legitimate excuse for absence from the public school the child is supposed to attend for thirty or more consecutive hours, forty-two or more hours in one school month, or seventy-two or more hours in a school year.”

Parents are requested to call the Attendance Office between 8:00 a.m. and 9:30 a.m. when they know their child will be absent.

In accordance with Section 3321.13 of the Ohio Revised Code and the Pickaway-Ross Joint Vocational School District’s Board of Education Policy, any student who:

1. is a child of compulsory school age and has withdrawn from school for a reason other than a change of residence and is not enrolled in and attending an approved program to obtain a diploma or its equivalent;
2. is a child of compulsory school age and has been absent without legitimate excuse for more than ten consecutive school days or at least fifteen total school days;
3. is suspended or expelled from school pursuant to Ohio Revised Code 3313.66 and the reason for the suspension or expulsion is the use or possession of alcohol, a drug of abuse, or alcohol and a drug of abuse;

may be recommended for suspension of his/her driver’s license.

LOSS OF DRIVING PRIVILEGES

When the Superintendent of the Pickaway-Ross JVSD (or designee) receives information that a student of compulsory school age has been absent without legitimate excuse for more than 60 consecutive hours or for at least 90 hours in a school year. In any term or semester the following procedure will apply:

- The Superintendent (or designee) will notify, in writing, the student and his/her parent, guardian or custodian and state that information regarding the student's absences has been provided, and as a result of that information, the student's driving privileges will be denied. Such notification will also state that the student and his/her parent, guardian or custodian may appear before the Superintendent or designee to challenge the information provided.
- The notice from the Superintendent (or designee) to the student must include the scheduled time, place and date of the hearing, which must be scheduled between three and five days after the notification is given. An extension may be granted by the Superintendent (or designee) upon the request of the student, parent, guardian or custodian. The Superintendent (or designee) must then notify the student, and the parent, guardian or custodian of the new hearing time, place and date.
- At the hearing, the student will have an opportunity to present evidence that he has not been habitually absent without legitimate excuse. Ohio law defines "legitimate excuses" for absence from school to include, but not be limited to: 1) enrollment in another school or school district in Ohio or another state, 2) possession of an age and schooling certificate, 3) a bodily or mental condition that prohibits attendance under O.R.C. 3321.04 or 4) participation in a home instruction program under O.R.C. 3321.04.
- If a habitually absent student does not appear at a hearing before the Superintendent (or designee), or if the student does not convince the Superintendent or designee that the absences were legitimate, the Superintendent or designee must notify the registrar of motor vehicles and the juvenile judge of the county. Such notification must be given to the registrar and the juvenile judge within two weeks of the receipt of the information regarding habitual absences, or, if a hearing for the student is held, within two weeks after the hearing.

Notification to the registrar of motor vehicles and the county judge must comply with O.R.C. 3319.321 and with the U.S. Family Education Rights and Privacy Act of 1974 (FERPA) and accompanying regulations.

The registrar of motor vehicles is required to suspend the temporary instruction permit or driver's license of the student who is the subject of the notice. If a temporary permit or license has not been issued for that student, the registrar is prohibited from issuing a temporary permit or a license.

Denial of privileges will remain in effect until the student reaches age 18 or until the denial is terminated for another reason allowed by Ohio law. In accordance with Ohio law, a student whose driving privileges have been denied can file a petition with the juvenile court in whose jurisdiction he resides.

HOMELESS STUDENTS – Board Policy 5111.01

Children who meet the Federal definition of "homeless" will be provided a free appropriate public education in the same manner as all other students of the District. To that end, homeless students will not be stigmatized or segregated on the basis of their status as homeless and will be assigned to the school serving those non-homeless students residing in the area in which the homeless child is actually living. The District shall establish safeguards that protect homeless students from discrimination on the basis of their homelessness.

The Superintendent will appoint a Liaison for Homeless Children who will perform the duties as assigned by the Superintendent. Additionally, the Liaison will coordinate and collaborate with the State Coordinator for the Education of Homeless Children and Youth as well as with community and school personnel responsible for the provision of education and related services to homeless children and youths.

The homeless liaison will assist, to the extent feasible, the homeless students and their parent(s) or guardian(s) or unaccompanied homeless students in their efforts to provide documentation to meet State and local requirements for entry into school.

The school district's Liaison for Homeless Children is:

Mrs. Kathy Marriott
Mckinney-Vento Homeless Liaison
740-642-1300

All records for homeless students shall be maintained so that they are available in a timely fashion and can be transferred promptly as necessary.

No Board policy, administrative procedure, or practice will be interpreted or applied in such a way as to inhibit the enrollment, attendance, or school success of homeless children.

42 U.S.C. 11431 et seq. (McKinney - Vento Homeless Act)

Adopted 3/17/11

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STUDENT CODE OF CONDUCT

The matter of student conduct and discipline is one that directly affects the total mission and achievement of the school. A well-ordered atmosphere in the school is essential if students are to learn to the maximum of their capacity.

To protect each student's rights to an education, the Ohio Legislature has given each Board of Education the authority to "make such rules and regulations as are necessary for its government and the government of its employees, pupils of its schools, and all other persons entering upon its school grounds or premises."

The Pickaway-Ross Board of Education has established the following regulations in the interest of maintaining order at the Career & Technology Center: (ZERO TOLERANCE)
Students shall not:

1. possess, handle, transmit, or control any object that can be reasonably or legally considered a weapon. *
 - a. weapons may include guns, knives, fireworks, spray irritants, explosives, detonating devices, look a-likes, counterfeits, or tools used to cause or threaten physical harm.
 - b. **weapons may include lab tools possessed outside of the laboratory setting. Above mentioned weapons will be confiscated.**
2. physical assault or threaten to cause personal harm to or damage the property of any Pickaway-Ross employee or visitor at the Pickaway-Ross Career & Technology Center or school authorized function. *
3. repeated bullying, harassment, intimidation and other forms of aggressive behavior toward another student or staff member. *
4. be in a fight, confrontation, assault, threaten, coerce, intimidate, haze, or harass another student or staff member. *
5. steal, attempt to steal, or be in possession of stolen property, in possession of school tools without permission, or damage personal or school property. *
6. sexually harass or impose upon another student or staff member. *
7. incite a riot in school or any school authorized function. *
8. create a school disruption or act in such a manner that disrupts the lawful mission of the school. This could include, but is not limited to:
 - a. blocking entrances
 - b. throwing food and/or other objects
 - c. giving false information
 - d. being insubordinate or disrespectful
 - e. displays of public affection
 - f. violating safety and dress code
 - g. being in an unauthorized area/out of assigned area
 - h. failing to comply with the reasonable requests of school personnel.
 - i. horseplay
9. truancy, tardies, tardies or leaving school without permission
10. violate the Pickaway-Ross drug or alcohol policy. *

11. violate driving rules and regulations.
12. cheat on tests, homework, or other school assignments.
13. violate the "acceptable use" policy for computer/technology.
14. repeatedly or habitually violate the rules in the student code of conduct. *
15. possess or use tobacco, in any form, including non-nicotine tobacco and ecigarettes on school property or at a school authorized function.
16. communicate abusive, profane, unwarranted language, or gestures (verbally, written, text, or some other electronic type of correspondence) on and off campus. To the extent permitted by the First Amendment, instances of cyber-bullying off school grounds that disrupt the school environment or interfere with the learning process will be considered violations of the Student Code of Conduct.
17. submit, cause to be submitted, a false fire alarm or bomb threat and or tampering with safety system such as alarms, cameras, defibrillator or eye wash stations. *
18. unauthorized possession or use of radios, cellular phones, beepers, pagers, laser pointers, or other electronic devices. (Said devices will be confiscated. Repeated violations may result in disciplinary action.) We are not responsible for lost, stolen or damaged items. Administration will NOT investigate said loss.
19. use of picture phones or other recordable devices to take pictures of students or employees (with or without their permission).
20. No food or drink will be carried outside the lunchroom/cafeteria area. No previously open outside bottles or cans are to be brought into the building.
21. fail to comply with all applicable Ohio Revised Codes and local ordinances.
22. withhold information from authorities concerning a violation or potential violation of the code of conduct.

*Students violating this rule may be recommended for expulsion. Possible criminal charges may occur depending on the severity of the offence. Penalties for violation of the student code of conduct include, but are not limited to, the following:

1. verbal or written warning
2. removal of privileges
3. detentions
4. parent/student conferences
5. counselling with guidance personnel
6. before, after, during schoolwork assignments
7. in-school restriction
8. out-of-school suspension, withholding of credit if days exceed limits at end of semester and at year end.
9. loss of driving privileges
10. emergency removal
11. expulsion
12. law enforcement/court referral
13. permanent exclusion

Students who violate the rules, policies, and/or regulations may be assigned any of the above listed consequences. Specific action depends upon the severity of the offence and

number of times the student has been involved in school disciplinary problems (progressive discipline). All suspensions or expulsions will be in accordance with the procedures outlined in the Ohio Revised Code 3313.66. Students suspended or expelled by the home school or the Pickaway-Ross Career & Technology Center are not permitted to attend classes or activities at either school during suspension or expulsion period.

DRUG/ALCOHOL POLICY

A student shall not possess, buy, sell, use, transmit, apply any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana tranquilizer, prescription drug, alcoholic beverage, intoxicant, counterfeit controlled substance, mood or behavior altering chemical of any kind, be in possession of any drug paraphernalia or drug related device, or be under the influence of any of the above mentioned substances on school property. This rule is in effect during school, at any school authorized activity, event, or program on school property, at any time when the school is being used by any school groups on or off school grounds at any school authorized activity, function, or event. **Over the counter oral and topical medications may be administered if authorized by the parent/guardian on the Emergency Medical form. Students not following this procedure may be considered in violation of the drug/alcohol policy.** Violation of this the drug/alcohol policy will result in suspension, recommendation for expulsion and/or appropriate law enforcement agencies will be notified.

Drug Prevention – Board Policy 5530

The Board of Education recognizes that the misuse of drugs is a serious problem with legal, physical, and social implications for the whole school community.

As the educational institution of this community, the schools should strive to prevent drug abuse and help drug abusers by educational, rather than punitive, means.

For purposes of this policy, "drugs" shall mean:

- A. all dangerous controlled substances as so designated and prohibited by Ohio statute;
- B. all chemicals which release toxic vapors;
- C. all alcoholic beverages;
- D. any prescription or patent drug, except those for which permission to use in school has been granted pursuant to Board policy;
- E. anabolic steroids;
- F. any substance containing betel nut (areca nut);
- G. Any substance that is a "look-alike" to any of the above.

The Board prohibits the use, possession, concealment, or distribution of any drug or any drug-related paraphernalia as the term is defined by law, or the misuse of a product containing

a substance that can provide an intoxicating or mood-altering effect, on school grounds, on school vehicles, and at any school-sponsored event.

It further establishes a drug-free zone within 1000 feet of any facility used by the District for educational purposes.

The Superintendent shall prepare guidelines for symptoms of overdose with drugs. Such guidelines may be useful in detecting drug use through observation of student behavior and physical/mental condition.

Revised December 14, 2017

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TOBACCO/eCIGARETTE/VAPOR PEN USE BY STUDENTS

Scientific evidence indicates that the use of tobacco products is detrimental to one's health. For the health and safety of the student, together with the protection of the facilities, students are not permitted to possess or use tobacco in any form anywhere on school property or at any school-related activity. The Director or his/her designee is authorized to deal with violations as deemed appropriate for the offence. Administrative staff shall develop appropriate procedures to promote good student health and welfare.

Effective in March 2001, it is now prohibited by Ohio law for a minor to "use, consume, or possess cigarettes, other tobacco products, or papers used to roll cigarettes." It is also now prohibited for a minor to assist, pay for or share in the cost of such products.

Consequences (in addition to school discipline) that could follow from a violation of this law may include:

- a. mandatory attendance at a smoking education program (if available) and/or
- b. a fine of up to \$100.

Upon any subsequent violations the court may:

- a. increase the fine
- b. impose up to 20 hours of community service
- c. suspend driving privileges for up to 30 days.

Legal Refs.: Ohio Revised Code 2151.87

Vape items will be confiscated and not returned.

ANTI-HARASSMENT – Board Policy 5517**General Policy Statement**

It is the policy of the Board of Education to maintain an education and work environment that is free from all forms of unlawful harassment, including sexual harassment. This commitment applies to all School District operations, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct occurs during an activity sponsored by the Board.

The Board will vigorously enforce its prohibition against discriminatory harassment based on race, color, national origin, sex (including sexual orientation and gender identity), disability, age (except as authorized by law), religion, ancestry, or genetic information (collectively, "Protected Classes") that are protected by Federal civil rights laws (hereinafter referred to as unlawful harassment), and encourages those within the School District community as well as Third Parties, who feel aggrieved to seek assistance to rectify such problems. The Board will investigate all allegations of unlawful harassment and in those cases where unlawful harassment is substantiated, the Board will take immediate steps to end the harassment, prevent its reoccurrence, and remedy its effects. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action.

Other Violations of the Anti-Harassment Policy

The Board will also take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

- A. Retaliating against a person who has made a report or filed a complaint alleging unlawful harassment, or who has participated as a witness in a harassment investigation.
- B. Filing a malicious or knowingly false report or complaint of unlawful harassment.
- C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of unlawful harassment, when responsibility for reporting and/or investigating harassment charges comprises part of one's supervisory duties.

Definitions

Words used in this policy shall have those meanings defined herein; words not defined herein shall be construed according to their plain and ordinary meanings.

Complainant is the individual who alleges, or is alleged, to have been subjected to unlawful harassment, regardless of whether the person files a formal complaint or is pursuing an informal resolution to the alleged harassment.

Respondent is the individual who has been alleged to have engaged in unlawful harassment, regardless of whether the Reporting Party files a formal complaint or is seeking an informal resolution to the alleged harassment.

School District community means students and Board employees (i.e., administrators, and professional and classified staff), as well as Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.

Third Parties include, but are not limited to, guests and/or visitors on School District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the Board, and other individuals who come in contact with members of the School District community at school-related events/activities (whether on or off District property).

Day(s): Unless expressly stated otherwise, the term “day” or “days” as used in this policy means business day(s) (i.e., a day(s) that the Board office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays).

Bullying

Bullying rises to the level of unlawful harassment when one (1) or more persons systematically and chronically inflict physical hurt or psychological distress on one (1) or more students or employees and that bullying is based upon one (1) or more Protected Classes, that is, characteristics that are protected by Federal civil rights laws. It is defined as any unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by an adult or student, that is severe or pervasive enough to create an intimidating, hostile, or offensive educational or work environment; cause discomfort or humiliation, or unreasonably interfere with the individual's school or work performance or participation, and may involve:

- A. teasing;
- B. threats;
- C. intimidation;

- D. stalking;
- E. cyberstalking;
- F. cyberbullying;
- G. physical violence;
- H. theft;
- I. sexual, religious, or racial harassment;
- J. public humiliation; or
- K. destruction of property.

Harassment

Harassment means any threatening, insulting, or dehumanizing gesture, use of technology, or written, verbal or physical conduct directed against a student or school employee that:

- A. places a student or school employee in reasonable fear of harm to his/her person or damage to his/her property;
- B. has the effect of substantially interfering with a student's educational performance, opportunities, or benefits, or an employee's work performance; or
- C. has the effect of substantially disrupting the orderly operation of a school.

Sexual Harassment

For purposes of this policy and consistent with Title VII of the Civil Rights Act of 1964, "sexual harassment" is defined as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- A. Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment, or status in a class, educational program, or activity.
- B. Submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual.

- C. Such conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity.

Sexual harassment may involve the behavior of a person of any gender against a person of the same or another gender.

Sexual Harassment covered by Policy 2266 - Nondiscrimination on the Basis of Sex Education Programs or Activities is not included in this policy. Allegations of such conduct shall be addressed solely by Policy 2266.

Prohibited acts that constitute sexual harassment under this policy may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

- A. Unwelcome sexual propositions, invitations, solicitations, and flirtations.
- B. Unwanted physical and/or sexual contact.
- C. Threats or insinuations that a person's employment, wages, academic grade, promotion, classroom work or assignments, academic status, participation in athletics or extra-curricular programs, activities, or events, or other conditions of employment or education may be adversely affected by not submitting to sexual advances.
- D. Unwelcome verbal expressions of a sexual nature, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, profanity, jokes or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls.
- E. Sexually suggestive objects, pictures, graffiti, videos, posters, audio recordings or literature, placed in the work or educational environment, that may reasonably embarrass or offend individuals.
- F. Unwelcome and inappropriate touching, patting, or pinching; obscene gestures.
- G. Asking about, or telling about, sexual fantasies, sexual preferences, or sexual activities.
- H. Speculations about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history.

- I. Giving unwelcome personal gifts such as lingerie that suggests the desire for a romantic relationship.
- J. Leering or staring at someone in a sexual way, such as staring at a person's breasts, buttocks, or groin.
- K. A pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliation to another.
- L. Inappropriate boundary invasions by a District employee or other adult member of the School District community into a student's personal space and personal life.
- M. Verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Not all behavior with sexual connotations constitutes unlawful sexual harassment. Sex-based or gender-based conduct must be sufficiently severe, pervasive, and persistent such that it adversely affects, limits, or denies an individual's employment or education, or such that it creates a hostile or abusive employment or educational environment, or such that it is intended to, or has the effect of, denying or limiting a student's ability to participate in or benefit from the educational program or activities.

Race/Color Harassment

Prohibited racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references relative to racial customs.

Religious (Creed) Harassment

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's religious tradition, clothing, or surnames, and/or involves religious slurs.

National Origin/Ancestry Harassment

Prohibited national origin/ancestry harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin or ancestry and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's national origin or ancestry, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

Disability Harassment

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's disability and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's disability, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like.

Anti-Harassment Compliance Officers

The following individual(s) shall serve as the District's Anti-Harassment Compliance Officer(s) (hereinafter, "the Compliance Officer(s)"):

Director of Secondary Education
895 Crouse Chapel Road
Chillicothe, Ohio 45601
740-642-1200

The names, titles, and contact information of these individuals will be published annually on the School District's website.

The Compliance Officer(s) is responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address in a prompt and equitable manner any inquiries or complaints regarding harassment.

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to unlawful harassment, to assist students, other members of the District community, and third parties who seek support or advice when informing another individual about "unwelcome" conduct or to intercede informally on behalf of the individual in those instances where concerns have not resulted in the filing of a formal complaint and where all parties are in agreement to participate in an informal process.

Compliance Officers shall accept reports of unlawful harassment directly from any member of the School District community or a Third Party or receive reports that are initially filed with an administrator, supervisor, or other District-level official. Upon receipt of a report of alleged harassment, the Compliance Officer(s) will contact the Complainant and begin either an informal or formal complaint process (depending on the request of the Complainant or the nature of the alleged harassment), or the Compliance Officer(s) will designate a specific individual to conduct such a process. The Compliance Officer(s) will provide a copy of this policy to the Complainant and Respondent. In the case of a formal complaint, the Compliance Officer(s) will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. All Board employees must report incidents of harassment that are reported to them to the Compliance Officer within two (2) days of learning of the incident.

Any Board employee who directly observes unlawful harassment is obligated, in accordance with this policy, to report such observations to the Compliance Officer(s) within two (2) days. Additionally, any Board employee who observes an act of unlawful harassment is expected to intervene to stop the harassment, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other Board employees and/or local law enforcement officials, as necessary, to stop the harassment. Thereafter, the Compliance Officer(s) or designee must contact the Complainant, if age eighteen (18) or older, or Complainant's parents/guardians if the Complainant is under the age eighteen (18), within two (2) days to advise of the Board's intent to investigate the alleged wrongdoing.

Reports and Complaints of Harassing Conduct

Students and all other members of the School District community along with Third Parties are required to report incidents of harassing conduct to a teacher, administrator, supervisor, or other District official so that the Board may address the conduct before it becomes severe, pervasive, or persistent. Any teacher, administrator, supervisor, or other District employee or official who receives such a report shall file it with the Compliance Officer within two (2) days of receiving the report of harassment.

Members of the School District community and Third Parties, which includes students, or third parties who believe they have been unlawfully harassed are entitled to utilize the Board's complaint process that is set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the Complainant's employment or participation in educational or extra-curricular programs. While there are no time limits for initiating complaints of harassment under this policy, individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known and potential witnesses are available.

If, during an investigation of alleged bullying, aggressive behavior and/or harassment in accordance with Policy 5517.01 - Bullying and Other Forms of Aggressive Behavior, the Director believes that the reported misconduct may have created a hostile work environment and may have constituted unlawful discriminatory harassment based on a Protected Class, the

Director shall report the act of bullying, aggressive behavior and/or harassment to the Compliance Officers who shall investigate the allegation in accordance with this policy. If the alleged harassment involves Sexual Harassment as defined by Policy 2266, the matter will be handled in accordance with the grievance process and procedures outlined in Policy 2266. While the Compliance Officer investigates the allegation, or the matter is being addressed pursuant to Policy 2266, the Director shall suspend the Policy 5517.01 investigation to await the Compliance Officer's written report or the determination of responsibility pursuant to Policy 2266. The Compliance Officer shall keep the Director informed of the status of the Policy 5517 investigation and provide the Director with a copy of the resulting written report. Likewise, the Title IX Coordinator will provide the Director with the determination of responsibility that results from the Policy 2266 grievance process.

Investigation and Complaint Procedure

Except for Sexual Harassment that is covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities, any student who believes that they have been subjected to unlawful harassment may seek resolution of the complaint through the procedures described below. The formal complaint process involves an investigation of the Complainant's claims of harassment or retaliation and a process for rendering a decision regarding whether the charges are substantiated.

Due to the sensitivity surrounding complaints of unlawful harassment or retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) days after the conduct occurs while the facts are known and potential witnesses are available. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within fifteen (15) business days of the complaint being received).

The procedures set forth below are not intended to interfere with the rights of a student to pursue a complaint of unlawful harassment or retaliation with the United States Department of Education Office for Civil Rights.

Informal Complaint Procedure

The goal of the informal complaint procedure is promptly to stop inappropriate behavior and to facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for a student who believes s/he has been unlawfully harassed or retaliated against. This informal procedure is not required as a precursor to the filing of a formal complaint. The informal process is only available in those circumstances where the Complainant and the Respondent mutually agree to participate in it.

Students who believe that they have been unlawfully harassed may initiate their complaint through this informal complaint process, but are not required to do so. The informal process is only available in those circumstances where the parties (alleged target of harassment and alleged harasser(s)) agree to participate in the informal process.

The Complainant may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint process.

All complainants involving a District employee, any other adult member of the School District community, or a Third Party and a student will be formally investigated.

As an initial course of action, if a Complainant feels comfortable and safe in doing so, the individual should tell or otherwise inform the Respondent that the alleged harassing conduct is inappropriate and must stop. The Complainant should address the allegedly harassing conduct as soon after it occurs as possible. The Compliance Officers are available to support and counsel individuals when taking this initial step or to intervene on behalf of the Complainant if requested to do so. A Complainant who is uncomfortable or unwilling to directly approach the Respondent about the alleged inappropriate conduct may file an informal or a formal complaint. In addition, with regard to certain types of unlawful harassment, such as sexual harassment, the Compliance Officer may advise against the use of the informal complaint process.

A Complainant may make an informal complaint, either orally or in writing: 1) to a teacher, other employee, or building administrator in the school the student attends; 2) to the Superintendent or other District-level employee; and/or 3) directly to one (1) of the Compliance Officers.

All informal complaints must be reported to one (1) of the Compliance Officers who will either facilitate an informal resolution as described below, or appoint another individual to facilitate an informal resolution.

The Board's informal complaint procedure is designed to provide students who believe they are being unlawfully harassed with a range of options designed to bring about a resolution of their concerns. Depending upon the nature of the complaint and the wishes of the Complainant, informal resolution may involve, but not be limited to, one (1) or more of the following:

- A. Advising the Complainant about how to communicate the unwelcome nature of the behavior to the Respondent.
- B. Distributing a copy of this policy as a reminder to the individuals in the school building or office where the Respondent works or attends.
- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting or mediation between the Complainant and the Respondent to work out a mutual resolution.

While there are no set time limits within which an informal complaint must be resolved, the Compliance Officer/designee is directed to attempt to resolve all informal complaints within fifteen (15) business days of receiving the informal complaint. If the Complainant is dissatisfied with the informal complaint process, the Complainant may proceed to file a formal complaint. And, as stated above, either party may request that the informal process be terminated at any time to move to the formal complaint process.

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one (1) of the parties has requested that the informal complaint process be terminated to move to the formal complaint process, or the Complainant, from the outset, elects to file a formal complaint, or the CO determines the allegations are not appropriate for resolution through the informal process, the formal complaint process shall be implemented.

The Complainant may file a formal complaint, either orally or in writing, with a teacher, Director, or other District employee at the student's school, the Compliance Officer, Superintendent, or another District official who works at another school or at the district level. Due to the sensitivity surrounding complaints of unlawful harassment, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a formal complaint within thirty (30) days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a teacher, Director, or other District employee at the student's school, Superintendent, or other District official, either orally or in writing, about any complaint of harassment, that employee must report such information to the Compliance Officer within two (2) business days.

Throughout the course of the process, the Compliance Officer should keep the parties reasonably informed of the status of the investigation and the decision-making process.

All formal complaints must include the following information to the extent known: the identity of the Respondent; a detailed description of the facts upon which the complaint is based (i.e., when, where, and what occurred); a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported charge by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the Respondent. In making such a determination, the Compliance Officer

should consult the Complainant to assess whether the individual agrees with the proposed action. If the Complainant is unwilling to consent to the proposed change, the Compliance Officer may still take whatever actions deemed appropriate in consultation with the Superintendent.

Within two (2) business days of receiving the complaint, the Compliance Officer/designee will initiate a formal investigation to determine whether the Complainant has been subjected to offensive conduct/harassment/retaliation. The Director will not conduct an investigation unless directed to do so by the Compliance Officer.

Simultaneously, the Compliance Officer will inform the Respondent that a formal complaint has been received. The Respondent will be informed about the nature of the allegations and provided with a copy of any relevant policies and/or administrative guidelines, including the Board's Anti-Harassment policy. The Respondent must also be informed of the opportunity to submit a written response to the complaint within five (5) business days.

Although certain cases may require additional time, the Compliance Officer/designee will attempt to complete an investigation into the allegations of harassment/retaliation within fifteen (15) business days of receiving the formal complaint. The investigation will include:

- A. interviews with the Complainant;
- B. interviews with the Respondent;
- C. interviews with any other witnesses who may reasonably be expected to have any information relevant to the allegations;
- D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer or the designee shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment. The Compliance Officer's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of evidence standard will be used. The Compliance Officer may consult with the Board's legal counsel before finalizing the report to the Superintendent.

Absent extenuating circumstances, within ten (10) school days of receiving the report of the Compliance Officer/designee, the Superintendent must either issue a written decision regarding whether the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's final decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within ten (10) school days. At the conclusion of the additional investigation, the Superintendent shall issue a written decision as described above.

The decision of the Superintendent shall be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful harassment/retaliation regardless of whether the student alleging the unlawful harassment/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The parties may be represented, at their own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, the filing of charges with local law enforcement, or the filing of a civil action in court. Use of this internal complaint process is not a prerequisite to the pursuit of other remedies.

Privacy/Confidentiality

The District will employ all reasonable efforts to protect the rights of the Complainant, the Respondent, and the witnesses as much as possible, consistent with the Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations. All records generated under the terms of this policy and related administrative guidelines shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed. Additionally, the Respondent must be provided the Complainant's identity.

During the course of a formal investigation, the Compliance Officer/designee will instruct all members of the School District community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that is learned or provided during the course of the investigation.

Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful harassment/retaliation by taking appropriate action reasonably calculated to stop the harassment and prevent further such harassment. While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee or the suspension/expulsion of a student. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s). When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter, including the ages and maturity levels of those involved. In those cases where unlawful harassment is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s).

Where the Board becomes aware that a prior remedial action has been taken against a member of the School District community, all subsequent sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its reoccurrence, and remedy its effects.

Retaliation

Retaliation against a person who makes a report or files a complaint alleging unlawful harassment/retaliation or participates as a witness in an investigation is prohibited. Neither the Board nor any other person may intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice made unlawful by any Federal or State civil rights law, or because that individual made a report, formal complaint testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws and/or this policy, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person from making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in imposition of disciplinary sanction/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

Allegations Constituting Criminal Conduct: Child Abuse/Sexual Misconduct

State law requires any school teacher or school employee who knows or suspects that a child with a disability under the age of twenty-one (21) or that a child under the age of eighteen (18) has suffered or faces a threat of suffering a physical or mental wound, disability or condition of a nature that reasonably indicates abuse or neglect of a child to immediately report that knowledge or suspicion to the county children's services agency. If, during the course of a harassment investigation, the Compliance Officer or a designee has reason to believe or suspect that the alleged conduct reasonably indicates abuse or neglect of the Complainant, a report of such knowledge must be made in accordance with State law and Board Policy.

State law defines certain contact between a teacher and a student as "sexual battery." If the Compliance Officer or a designee has reason to believe that the Complainant has been the victim of criminal conduct as defined in Ohio's Criminal Code, such knowledge should be immediately reported to local law enforcement.

Any reports made to a county children's services agency or to local law enforcement shall not terminate the Compliance Officer or a designee's obligation and responsibility to continue to investigate a complaint of harassment. While the Compliance Officer or a designee may work cooperatively with outside agencies to conduct concurrent investigations, in no event shall the harassment investigation be inhibited by the involvement of outside agencies without good cause after consultation with the Superintendent.

Allegations Involving Conduct Unbecoming the Teaching Profession/Suspension

The Superintendent will report to the Ohio Department of Education, on forms provided for that purpose, matters of misconduct on the part of licensed professional staff members convicted of sexual battery, and will, in accordance with Policy 8141, suspend such employee from all duties that concern or involve the care, custody, or control of a child during the pendency of any criminal action for which that person has been arrested, summoned and/or indicted in that regard.

Education and Training

In support of this Anti-Harassment Policy, the Board promotes preventative educational measures to create greater awareness of unlawful discriminatory practices. The Superintendent shall provide appropriate information to all members of the School District community related to the implementation of this policy and shall provide training for District students and staff where appropriate. All training, as well as all information, provided regarding the Board's policy and harassment in general, will be age and content appropriate.

Retention of Investigatory Records and Materials

The Compliance Officer(s) is responsible for overseeing retention of all records that must be maintained pursuant to this policy. All individuals charged with conducting investigations under this policy shall retain all documents, electronically stored information ("ESI"), and electronic media (as defined in Policy 8315) created and/or received as part of an investigation, which may include but not be limited to:

- A. all written reports/allegations/complaints/grievances/statements/responses pertaining to an alleged violation of this policy;
- B. any narratives that memorialize oral reports/allegations/complaints/grievances/statements/responses pertaining to an alleged violation of this policy;
- C. any documentation that memorializes the actions taken by District personnel or individuals contracted or appointed by the Board to fulfill its responsibilities related to the investigation and/or the District's response to the alleged violation of this policy;
- D. written witness statements;
- E. narratives, notes from, or audio, video, or digital recordings of witness interviews/statements;
- F. e-mails, texts, or social media posts that directly relate to or constitute evidence pertaining to an alleged violation of this policy (i.e., not after-the-fact commentary about or media coverage of the incident);
- G. notes or summaries prepared contemporaneously by the investigator in whatever form made (e.g., handwritten, keyed into a computer or tablet, etc.), but not including transitory notes whose content is otherwise memorialized in other documents;
- H. written disciplinary sanctions issued to students or employees and other documentation that memorializes oral disciplinary sanctions issued to students or employees for violations of this policy;
- I. dated written determinations/reports (including summaries of relevant exculpatory and inculpatory evidence) and other documentation that memorializes oral notifications to the parties concerning the outcome of the investigation, including any consequences imposed as a result of a violation of this policy;
- J. documentation of any supportive measures offered and/or provided to the Complainant and/or the Respondent, including no contact orders issued to both parties, the dates the no contact orders were issued, and the dates the parties acknowledged receipt of the

no contact orders;

- K. documentation of all actions taken, both individual and systemic, to stop the discrimination or harassment, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects;
- L. copies of the Board policy and/or procedures/guidelines used by the District to conduct the investigation, and any documents used by the District at the time of the alleged violation to communicate the Board's expectations to students and staff with respect to the subject of this policy (e.g., Student Code of Conduct and/or Employee Handbooks);
- M. copies of any documentation that memorializes any formal or informal resolutions to the alleged discrimination or harassment.

The documents, ESI, and electronic media (as defined in Policy 8315) retained may include public records and records exempt from disclosure under Federal (e.g., FERPA, ADA) and/or State law (e.g., R.C. 3319.321) – e.g., student records and confidential medical records.

The documents, ESI, and electronic media (as defined in Policy 8315) created or received as part of an investigation shall be retained in accordance with Policy 8310, Policy 8315, Policy 8320, and Policy 8330 for not less than three (3) years, but longer if required by the District's records retention schedule.

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BULLYING AND OTHER FORMS OF AGGRESSIVE BEHAVIOR – Board Policy 5517.01

The Board of Education is committed to providing a safe, positive, productive, and nurturing educational environment for all of its students. The Board encourages the promotion of positive interpersonal relations between members of the school community.

Harassment, intimidation, or bullying toward a student, whether by other students, staff, or third parties is strictly prohibited and will not be tolerated. This prohibition includes aggressive behavior, physical, verbal, and psychological abuse, and violence within a dating relationship. The Board will not tolerate any gestures, comments, threats, or actions which cause or threaten to cause bodily harm or personal degradation. This policy applies to all activities in the District, including activities on school property, on a school bus, or while enroute to or from school, and those occurring off school property if the student or employee is at any school-sponsored, school-approved or school-related activity or function, such as field trips or athletic events where students are under the school's control, in a school vehicle, or where an employee is engaged in school business.

This policy has been developed in consultation with parents, District employees, volunteers, students, and community members as prescribed in R.C. 3313.666 and the State Board of Education's Model Policy.

Harassment, intimidation, or bullying means:

- A. any intentional written, verbal, electronic, or physical act that a student or group of students exhibits toward another particular student(s) more than once and the behavior both causes mental or physical harm to the other student(s) and is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student(s); or
- B. violence within a dating relationship.

"Electronic act" means an act committed through the use of a cellular telephone, computer, pager, personal communication device, or other electronic communication device.

Aggressive behavior is defined as inappropriate conduct that is repeated enough, or serious enough, to negatively impact a student's educational, physical, or emotional well being. This type of behavior is a form of intimidation and harassment, although it need not be based on any of the legally protected characteristics, such as sex, race, color, national origin, marital status, or disability. It would include, but not be limited to, such behaviors as stalking, bullying/cyberbullying, intimidating, menacing, coercion, name calling, taunting, making threats, and hazing.

Harassment, intimidation, or bullying also means cyberbullying through electronically transmitted acts (i.e., internet, e-mail, cellular telephone, personal digital assistance (PDA), or wireless hand-held device) that a student(s) or a group of students exhibits toward another

particular student(s) more than once and the behavior both causes mental and physical harm to the other student and is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student(s).

Any student or student's parent/guardian who believes s/he has been or is the victim of aggressive behavior should immediately report the situation to the building director or assistant director, or the Superintendent. The student may also report concerns to teachers and other school staff who will be responsible for notifying the appropriate administrator or Board official. Complaints against the building director should be filed with the Superintendent. Complaints against the Superintendent should be filed with the Board President.

Every student is encouraged, and every staff member is required, to report any situation that they believe to be aggressive behavior directed toward a student. Reports may be made to those identified above.

All complaints about aggressive behavior that may violate this policy shall be promptly investigated. The building director or appropriate administrator shall prepare a written report of the investigation upon completion. Such report shall include findings of fact, a determination of whether acts of harassment, intimidation, and/or bullying were verified, and, when prohibited acts are verified, a recommendation for intervention, including disciplinary action shall be included in the report. Where appropriate, written witness statements shall be attached to the report.

If the investigation finds an instance of harassment, intimidation, and/or bullying/cyberbullying by an electronic act or otherwise, has occurred, it will result in prompt and appropriate remedial and/or disciplinary action. This may include suspension or up to expulsion for students, up to discharge for employees, exclusion for parents, guests, volunteers, and contractors, and removal from any official position and/or a request to resign for Board members. Individuals may also be referred to law enforcement officials.

If, during an investigation of a reported act of harassment, intimidation and/or bullying/cyberbullying, the Director or appropriate administrator believes that the reported misconduct may have created a hostile learning environment and may have constituted unlawful discriminatory harassment based on a Protected Class, the Director will report the act of bullying and/or harassment to one of the Anti-Harassment Compliance Officers so that it may be investigated in accordance with the procedures set forth in Policy [5517](#) - Anti-Harassment.

Retaliation against any person, who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry concerning allegations of aggressive behavior is prohibited and will not be tolerated. Such retaliation shall be considered a serious violation of Board policy and independent of whether a complaint is substantiated. Suspected retaliation should be reported in the same manner as aggressive behavior. Retaliation may result in disciplinary action as indicated above.

Deliberately making false reports about harassment, intimidation, bullying and/or other aggressive behavior for the purpose of getting someone in trouble is similarly prohibited and will not be tolerated. Deliberately making false reports may result in disciplinary action as indicated above.

If a student or other individual believes there has been aggressive behavior, regardless of whether it fits a particular definition, s/he should report it and allow the administration to determine the appropriate course of action.

The District shall implement intervention strategies (AG 5517.01) to protect a victim or other person from new or additional harassment, intimidation, or bullying and from retaliation following such a report.

This policy shall not be interpreted to infringe upon the First Amendment rights of students (i.e., to prohibit a reasoned and civil exchange of opinions, or debate, that is conducted at appropriate times and places during the school day and is protected by State or Federal law).

The complainant shall be notified of the findings of the investigation, and as appropriate, that remedial action has been taken. If after investigation, acts of bullying against a specific student are verified, the building director or appropriate administrator shall notify the custodial parent/guardian of the victim of such finding. In providing such notification care shall be taken to respect the statutory privacy rights of the perpetrator of such harassment, intimidation, and/or bullying.

If after investigation, acts of harassment, intimidation, and/or bullying by a specific student are verified, the building director or appropriate administrator shall notify in writing the custodial parent/guardian of the perpetrator of that finding. If disciplinary consequences are imposed against such student, a description of such discipline shall be included in the notification.

Complaints

Students and/or their parents/guardians may file reports regarding suspected harassment, intimidation, or bullying. Such reports shall be reasonably specific including person(s) involved, number of times and places of the alleged conduct, the target of suspected harassment, intimidation, and/or bullying, and the names of any potential student or staff witnesses. Such reports may be filed with any school staff member or administrator, and they shall be promptly forwarded to the building director for review, investigation, and action.

Students, parents/guardians, and school personnel may make informal or anonymous complaints of conduct that they consider to be harassment, intimidation, and/or bullying by verbal report to a teacher, school administrator, or other school personnel. Such complaints shall be reasonably specific including person(s) involved, number of times and places of the alleged conduct, the target of suspected harassment, intimidation, and/or bullying, and the names of any potential student or staff witnesses. A school staff member or administrator who receives an informal or anonymous complaint shall promptly document the complaint in writing, including the information provided. This written report shall be promptly forwarded by the school staff member and/or administrator to the building director for review, investigation, and appropriate action.

Individuals who make informal complaints as provided above may request that their name be maintained in confidence by the school staff member(s) and administrator(s) who receive the complaint. Anonymous complaints shall be reviewed and reasonable action shall be taken to address the situation, to the extent such action may be taken that (1) does not disclose the

source of the complaint, and (2) is consistent with the due process rights of the student(s) alleged to have committed acts of harassment, intimidation, and/or bullying.

When an individual making an informal complaint has requested anonymity, the investigation of such complaint shall be limited as is appropriate in view of the anonymity of the complaint. Such limitation of investigation may include restricting action to a simple review of the complaint subject to receipt of further information and/or the withdrawal by the complaining student of the condition that his/her report be anonymous.

Privacy/Confidentiality

The School District will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations. All records generated under this policy and its related administrative guidelines shall be maintained as confidential to the extent permitted by law.

Reporting Requirement

At least semi-annually, the Superintendent shall provide to the President of the Board a written summary of all reported incidents and post the summary on the District web site (if one exists). The list shall be limited to the number of verified acts of harassment, intimidation, and/or bullying, whether in the classroom, on school property, to and from school, or at school-sponsored events.

Allegations of criminal misconduct and suspected child abuse will be reported to the appropriate law enforcement agency and/or to Child Protective Services in accordance with statute. District personnel shall cooperate with investigations by such agencies.

Immunity

A School District employee, student, or volunteer shall be individually immune from liability in a civil action for damages arising from reporting an incident in accordance with this policy and R.C. 3313.666 if that person reports an incident of harassment, intimidation, and/or bullying promptly, in good faith, and in compliance with the procedures specified in this policy. Such immunity from liability shall not apply to an employee, student, or volunteer determined to have made an intentionally false report about harassment, intimidation, and/or bullying.

Notification

Notice of this policy will be **annually** circulated to and posted in conspicuous locations in all school buildings and departments within the District and discussed with students, as well as incorporated into the teacher, student, and parent/guardian handbooks. At least once each school year a written statement describing the policy and consequences for violations of the policy shall be sent to each student's custodial parent or guardian.

The policy and an explanation of the seriousness of bullying by electronic means shall be made available to students in the District and to their custodial parents or guardians.

State and Federal rights posters on discrimination and harassment shall also be posted at each building. All new hires will be required to review and sign off on this policy and the related complaint procedures.

Education and Training

In support of this policy, the Board promotes preventative educational measures to create greater awareness of aggressive behavior, including bullying and violence within a dating relationship. The Superintendent or designee shall provide appropriate training to all members of the School District community related to the implementation of this policy and its accompanying administrative guidelines. All training regarding the Board's policy and administrative guidelines and aggressive behavior and bullying in general, will be age and content appropriate.

Annually, the District shall provide all students enrolled in the District with age-appropriate instruction regarding the Board's policy, including a written or verbal discussion of the consequences for violations of the policy to the extent that State or Federal funds are appropriated for this purpose.

Students in grades seven (7) through twelve (12) shall receive age-appropriate instruction in dating violence prevention education, including instruction in recognizing dating violence warning signs and characteristics of healthy relationships. Parents, who submit a written request to the building director to examine the dating violence prevention instruction materials used in the school, will be afforded an opportunity to review the materials within a reasonable period of time.

The District shall provide training, workshops, and/or courses on this policy for school employees and volunteers who have direct contact with students, to the extent that State or Federal funds are appropriated for these purposes. Time spent by school staff in these training programs shall apply toward mandated continuing education requirements.

In accordance with Board Policy [8462](#), the Superintendent shall include a review of this policy on bullying and other forms of harassment in the required training in the prevention of child abuse, violence, and substance abuse and the promotion of positive youth development.

The Superintendent shall develop administrative guidelines to implement this policy. Guidelines shall include reporting and investigative procedures, as needed. The complaint procedure established by the Superintendent shall be followed.

R.C. 3313.666, 3313.667
State Board of Education Model Policy (2007)

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WIRELESS COMMUNICATION DEVICES

1. Definition: a “wireless communication device” (WCD) is a device that emits an audible signal, vibrates, displays a message, or otherwise summons or delivers a communication to the possessor. The following devices are examples of WCDs: cellular and wireless telephones, Smart phones, WiFi-enabled or broadband access devices, two-way radios or video broadcasting devices, laptops, and other devices that allow a person to record and/or transmit, on either a real time or delayed basis, sound, video or still images, text, or other information.
2. Students may use personal communication devices (PCDs) before and after school, during their lunch break, and at school-related functions. Use of PCDs, except those approved by a teacher or administrator, at any other time is prohibited and they must be powered completely off (i.e., not just placed on vibrate or silent mode) and stored out of sight.
3. Students may not use wireless communication devices on school property or at a school sponsored activity to access and/or view internet web sites that are otherwise blocked to students at school.
4. Any student in violation of the Wireless Communication Devices policy may be sent to the office. **The device may be confiscated until redeemed by a parent or guardian.**

UNIFORM POLICY

Pickaway-Ross Career and Technology Center delivers unique and progressive academic and career educational opportunities that empower individuals to achieve their goals. The Pickaway-Ross CTC administration will make the final determination of what constitutes acceptable attire and may make changes to the requirements at any time.

Uniforms will conform to safety standards dictated by the educational setting, as enforced by the person in charge of the activity, in accordance with board policies, industry standards, and common sense. In order to establish and maintain a school environment that is conducive to and appropriate for learning, as well as promote a development of pride, Pickaway-Ross CTC has established the following uniform policies:

- School issued program shirts/sweatshirts are to be visible at all times.
- Hoodies and/or jackets of any kind are not permitted to be worn over program shirts but may be worn underneath program shirts.
- ID cards are to be with the student at all times and should be provided when asked to do so by a staff member.
- Uniforms may not be altered or defaced or personally marked in any fashion.
- Jewelry may not be worn in labs, except with permission from the instructor when it does not pose a safety hazard.
- Attire must comply with the lab safety rules established by the instructor.
- Hats, caps and headbands are permitted to be worn in common areas. Teachers may prohibit hat, caps and headbands within their classroom.
- Hoods are not permitted to be worn at any time in the building.
- Unacceptable attire includes any item of clothing that distracts and interrupts the education process, calls for undue attention to oneself, ill-fitting clothing, no attire may be worn more than 3 ½" above the knee, items of clothing with symbols or words or pictures that are sexually suggestive, any items that are drug or alcohol or tobacco related, clothing that contains profane, obscene, racist, sexist, threatening, harassing or intimidating content, and fish hooks.

Staff will manage student compliance with uniform policies. Students in violation of the uniform code will be asked to comply by staff members. If a student refuses to comply, this may result in a minor or major discipline by the staff member. The administration will make the final decision on violations pertaining to uniform code violations.

If a student changes programs or chooses to withdraw from Pickaway-Ross, the school uniforms/shirts must be returned to the Attendance Office to avoid being billed replacement costs.

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

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

1. The right to inspect and review the student's education records within 45 days after the day Pickaway-Ross JVSD ("School") receives a request for access.

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

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

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

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

One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. The criteria for determining who constitutes a school official and what constitutes a legitimate educational interest must be set forth in the school's or school district's annual notification for FERPA rights. A school official typically includes a person employed by the school or school district as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer, contractor, or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor,

medical consultant, or therapist; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

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

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

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