

Comprehensive School Safety Plan

2015-2016

North Monterey County Middle School

10301 Seymour Street
Castroville, CA 95012

Approval Date: January 26, 2016

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School Safety Planning Committee Roster
CA Ed. Code Section 32281

Name	Role
Marisa Martinez	Principal
Matt Linton	Assistant Principal
Martha Lambertson	Teacher
Mike Gutierrez	Teacher
Rose Gonzalez	PTG President
Frank Rodriguez	Classified Employee
Alejandra Gonzalez	Classified Employee
Chief Humberto Arista	North County Fire Department
Officer Kevin Monahan	Representative from Law Enforcement Agency

Approval Process

Approval Process Step	Date
Plan is shared at a public meeting located at the school site	January 26, 2016
The School Site Council approves the Plan	January 26, 2016
The Plan is submitted to the NMCUSD District Office	January 29, 2016
The NMCUSD Superintendent approves the Plan	
The NMCUSD School Board approves the Plan	

North Monterey County Middle School Safety Plan Approval

The School Safety Plan for North Monterey County Middle School has been reviewed and approved.

 _____ Kimberly McKinnon, President, School Site Council	<u>1/26/2016</u> Date
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Kari Yeater, Superintendent

Date

Linda Lines, School Board President

Date

Assessment of the Current Status of School Crime

CA Ed. Code Section 32282

Summary of Data:

Source: The School Safety Plan is based on an assessment of the current status of school crime at North Monterey County Middle School. Data sources used for this assessment include: 1. CALPADS Data Reporting 2013-14, 2014-15 for Suspensions and Expulsions and 2. The California Healthy Kids Survey Data Reporting for 2014-15.

Comprehensive School Safety Plan (Year 2014-2015) DATA SUMMARY North Monterey County Middle School

Data Source	2014-2015 School Year
Suspensions: Total Number:	156
% of a Violent Nature:	43.5% (68)
% of Drugs/Alcohol Related	16% (25)
Expulsions: Total Number:	0

North Monterey County Middle School

Ed Code	Offense Description	Total Number of Offenses Involved in Expulsions		Total Number of Offenses Involved in Suspensions		Total Number of Offenses Involved in Other Actions	
		2013-2014	2014-2015	2013-2014	2014-2015	2013-2014	2014-2015
48900(a)(1)	Caused, Attempted, or Threatened Physical Injury	0	0	89	58	0	0
48900(a)(2)	Used Force or Violence	0	0	3	4	0	0
48900(b)	Possession, Sale, Furnishing a Firearm or Knife	0	0	4	0	0	0
48900(c)	Possession, Use, Sale, or Furnishing a Controlled Substance, Alcohol, Intoxicant	0	0	9	17	0	0
48900(d)	Offering, Arranging, or Negotiating Sale of Controlled Substances, Alcohol, Intoxicants	0	0	0	1	0	0
48900(f)	Property Damage	0	0	7	4	0	0
48900(g)	Property Theft	0	0	21	10	0	0
48900(h)	Possession or Use of Tobacco Products	0	0	11	6	0	0
48900(i)	Obscene Acts, Profanity, and Vulgarity	0	0	6	6	1	0
48900(j)	Offering, Arranging, or Negotiating Sale of Drug Paraphernalia	0	0	0	0	0	0
48900(k)	Disruption, Defiance	1	0	439	37	1	0
48900(l)	Received Stolen Property	0	0	5	3	0	0
48900(m)	Possession of an Imitation Firearm	0	0	0	0	0	0
48900(o)	Harassment, Intimidation of a Witness	0	0	0	0	0	0
48900(q)	Hazing	0	0	0	0	0	0
48900(r)	Bullying	0	0	0	0	0	0
48900.2	Sexual Harassment	0	0	0	2	0	0
48900.4	Harassment or Intimidation	0	0	0	0	0	0
48900.7	Made Terrorist Threats	0	0	1	0	0	0
48915(a)(1)	Caused Physical Injury	0	0	0	2	0	0
48915(a)(2)	Possession of a Knife or Dangerous Object	0	0	0	2	0	0
48915(a)(3)	Possession of Controlled Substance	0	0	0	1	0	0
48915(a)(4)	Robbery or Extortion	0	0	0	3	0	0
48915(a)(5)	Committed Assault or Battery on a School Employee	0	0	0	0	0	0
48915(c)(2)	Brandishing a Knife	0	0	0	0	0	0
48915(c)(3)	Sale of Controlled Substance	0	0	0	0	0	0
48915(c)(4)	Sexual Assault	0	0	0	0	0	0
Total		1	0	595	156	2	0

**California Healthy Kids Survey
2014-15**

Summary of Key Indicators of School Climate and Student Well Being

1. School Engagement and Supports

School connectedness (high)	60%
Academic motivation (high)	47%
Truant more than a few times	3%
Caring adult relationships (high)	30%
High expectations (high)	48%
Meaningful participation (high)	17%

2. School Safety and Substance Use

School perceived as very safe or safe	63%
Experienced any harassment or bullying	34%
Had mean rumors or lies spread about you	43%
Been afraid of being beaten up	24%
Been in a physical fight	17%
Seen a weapon on campus	16%
Been drunk or "high" on drugs at school, ever	3%

3. Mental and Physical Health

Current alcohol or drug use	13%
Current binge drinking	2%
Very drunk or "high" 7 or more times	2%
Current cigarette smoking	1%
Experienced chronic sadness/hopelessness	27%

Data Analysis

Areas of accomplishments as perceived by students, staff, and parents:

1. 60% of students feel connected to the school.
2. 73% of students report feeling safe at our school, and have not been involved in a physical fight.
3. 48% of students feel that adults at school have high expectations of them.
4. 47% of students feel highly motivated.
5. 99% of all students report that cigarette or smokeless tobacco is not a part of their personal experience, and most students disapprove of tobacco use.
6. 97% of students have regular attendance, and do not consider themselves truant.
7. 87% of students stated that they do not use alcohol or drugs.

Areas of concern as perceived by students, parents, and staff:

1. 70% of students feel that they do not have caring adults at school.
2. 27% of students have experienced chronic sadness/hopelessness.
3. There were 156 suspensions during the 2014 – 2015 school year. 16% of these suspensions were drug/alcohol related.
4. 34% of students experienced harassment and bullying.

Appropriate Programs and Strategies that Provide School Safety

North Monterey County Middle School's Safe School Mission Statement:

“North Monterey County Middle School’s mission is to provide a safe learning environment where staff, students, parents, and community accept the responsibility of preparing, empowering, and aspiring all students to apply knowledge, skills and attitudes necessary to become creative problem solvers, to achieve personal success and to contribute responsibly to our diverse and dynamic world. North Monterey County Middle School’s environment of trust and mutual respect for all people reflects our belief that all students can learn.”

1. Attendance Policies

When a student is absent, his/her parent notifies the school office about the reason for the absence. If the parent doesn’t notify the office, the Attendance Clerk calls the parent or guardian to verify the absence.

The school uses an auto-dial system to contact the parents/guardians of all students whose absence from school is not cleared by the end of the school day. The automated phone call is made by 6:30 p.m. on the day of the absence.

2. Campus Supervisors

Five campus supervisors and 2 additional staff members/administrators are present during recess and lunch to supervise student activities.

Campus supervisors carry 2-way radios so that they can communicate easily with each other, the school office, and school administrators. They invite any visitors to the school to report to the school office, and alert the office to the presence of any unwanted intruder.

3. Closed Campus Policy

The campus is surrounded by cyclone fencing, and access to the campus is limited to the main parking area only during school hours. Signs are prominently posted to remind all visitors to report to the office.

Students may not leave campus before the end of the school day, unless the school office personnel have officially released them to an authorized adult. The responsible adult must sign the student out and indicate the reason for the early release.

4. Communication Tools

The school maintains 2-way radios that are charged overnight and distributed every school day to the custodians, office personnel, administrators, counselor, P.E. teachers, Intervention specialist, and campus supervisors.

Every classroom has an intercom system and a telephone. The intercom and/or phone can be used in any emergency to contact the office. The office can contact any specific classroom, or all classrooms simultaneously to send alert messages.

5. *Other Staff*

There are three Custodians who help supervise the presence of intruders on campus. They carry 2-way radios with which they can contact the office and administrators to alert them to any danger.

The school office personnel, including the Administrative Assistant to the Principal and the Attendance Clerk, monitor the sign-in and sign-out of visitors and students. If an adult comes to the office to request that a student leave the campus in their custody, the office staff must ensure that the adult is listed as one of the student's Emergency Contacts. If the adult is not a known relative of the child, the student will not be released.

When a teacher becomes aware or is informed of a dangerous situation involving students or school personnel, they will immediately notify the school administrator or office personnel.

6. *Visitor Policy*

Visitors to the campus must sign in at the school office and indicate the time and purpose of their visit. They are given a visitor sticker to wear while on campus so that any school personnel can determine that the non-employee has been checked in by the office.

7. *School Administration*

The school Principal and Assistant Principal are actively involved with student supervision and discipline. They interview all students who participate in behavior that requires disciplinary action and make all determinations regarding consequences for misbehavior, including suspension and recommendation for expulsion. The school administrators help supervise student arrival, dismissal, recess, and classroom participation. When there are issues of concern, the school administrators interview the student and contact the student's parent.

8. *Law Enforcement Presence*

The Monterey County Sheriff's Department maintains a field office in the town of Castroville. The Department responds as quickly as possible when called to a school site. There are seven deputies on duty at any time. They serve the large unincorporated area of north Monterey County.

9. *After-School Activity Programs*

The school operates the After School Education and Safety (ASES) Program. Students are scheduled into classes and move throughout campus under the supervision of the Staff and student volunteers from North Monterey County High School. The staff also monitors visitors on campus and strictly adheres to student-

release policies. Students may only be released to adults who are listed as emergency contacts.

10. *Community-Parent Partnerships*

The Parent-Teacher Group is very active in providing supplemental activities for students at the school. The high visibility of parents on campus increases the capacity of the school to supervise activities and ensure that intruders are quickly identified.

Child Abuse Reporting Procedures

A mandated reporter who knows or reasonably suspects that a minor is the victim of child abuse must report immediately by telephone and in writing by follow-up report within 36 hours to a law enforcement agency. The law penalizes the failure to report by imposing a jail sentence on the defaulting mandated reporter. On the other hand, the law rewards the reporter who meets the reporting obligation by granting absolute immunity from civil or criminal prosecution. (Penal Code Section 11166)

Mandated Reporter: a “Child care custodian”; includes teachers, administrators, supervisors of child welfare and attendance, certificated pupil personnel staff. If specifically trained in child abuse detection, also includes instructional aides, teacher’s aides, and teacher assistants. District employed child care workers and health practitioners (doctors, nurses and psychologists) are also mandated reporters.

Knowledge of or Reasonably Suspects Abuse: When a mandated reporter observes a child with physical “injuries which appear to have been inflicted...by other than accidental means by any other person...” Whether or not there are visible physical injuries, all suspected sexual abuse must be reported.

To Whom the Report is Made: An oral report to designated law enforcement agencies must be made immediately. The observing employee must contact:

- a. The Child Protective Services (CPS) Hotline: (800) 606-6618
or
- b. Monterey County Sheriffs Department (non-emergency) (831) 755-3752
Emergency Number 911

A follow up written report must be submitted within 36 hours.

School Interview Law:

Law enforcement or Child Protective Services may interview suspected victims of child abuse on school premises during school hours concerning child abuse in the home. The child may choose to be interviewed in private or may select an adult staff member to be present “to lend support”.

Step One – The investigator comes to school.

All investigations begin in the school office. The staff member “in charge” should ask for identification and the purpose of the proposed interview. When it is made clear that the interview will focus on allegation of abuse in the home, the staff member in charge should be present with the child before the interview begins.

Step Two - The investigator must advise the child of the right to choose a staff member to be present during the interview.

What the school employee should do if:

1. The child chooses not to have a staff member present?
The staff member should leave the room.
2. The child asks for either the mother or father to be present?
School employees do not grant or deny such requests. This responsibility lies with the investigator.
3. The child changes their mind during the interview?
The law gives the child a continuous option to ask for an adult staff member or to send the staff member away.

Step Three – The child asks for an adult staff member to be present

What can the selected staff member do:

- a. The staff member, by law, may decline to sit in the interview
- b. The school administrator should inform the selected staff member of their duties during the interview. A copy of Penal Code 11174.3 should be supplied to the staff member who has agreed to be present.
- c. The staff member's role is one of a "comforter" during the interview. There is no questioning by the staff member and no discussion of the child abuse incident with the child. There must be no prompting by the staff member. Investigators should not attempt to ask or direct the staff member to coerce, suggest or elicit a response from the child.
- d. The law forbids disclosure of what the staff member hears or learns during the interview. This confidentiality disappears when a court orders testimony. No written report is required by the staff member.

North Monterey Co USD | BP 5141.4 Students **Child Abuse Prevention And Reporting**

Child Abuse Prevention

The Governing Board recognizes the district's responsibility to educate students about the dangers of child abuse so that they will acquire the skills and techniques needed to identify unsafe situations and to react appropriately and promptly.

The district's instructional program shall include age-appropriate and culturally sensitive child abuse prevention curriculum. This curriculum shall explain students' right to live free of abuse, inform them of available support resources, and teach them how to obtain help and disclose incidents of abuse. The curriculum also shall include training in self-protection techniques.

The Superintendent or designee shall seek to incorporate community resources into the district's child abuse prevention programs. To the extent feasible, the Superintendent or designee shall use these community resources to provide parents/guardians with instruction in parenting skills and child abuse prevention.

Child Abuse Reporting

The Board recognizes that child abuse has severe consequences and that the district has a responsibility to protect students by facilitating the prompt reporting of known and suspected incidents of child abuse. The Superintendent or designee shall establish procedures for the identification and reporting of such incidents in accordance with law.

Employees who are mandated reporters, as defined by law and administrative regulation, are obligated to report all known or suspected incidents of child abuse and neglect. Mandated reporters shall not investigate any suspected incidents but rather shall cooperate with agencies responsible for investigating and prosecuting cases of child abuse and neglect.

The Superintendent or designee shall provide training regarding the reporting duties of mandated reporters.

In the event that training is not provided to mandated reporters, the Superintendent or designee shall report to the California Department of Education the reasons that such training is not provided. (Penal Code 11165.7)

Policy adopted: May 17, 2012 Moss Landing, California

California Penal Code 11174.3., known as the School Interview Law, describes the regulations governing the interview at school of students who are suspected victims of child abuse or neglect.

CA Penal Code 11174.3.
School Interview Law

1174.3. (a) Whenever a representative of a government agency investigating suspected child abuse or neglect or the State Department of Social Services deems it necessary, a suspected victim of child abuse or neglect may be interviewed during school hours, on school premises, concerning a report of suspected child abuse or neglect that occurred within the child's home or out-of-home care facility. The child shall be afforded the option of being interviewed in private or selecting any adult who is a member of the staff of the school, including any certificated or classified employee or volunteer aide, to be present at the interview. A representative of the agency investigating suspected child abuse or neglect or the State Department of Social Services shall inform the child of that right prior to the interview.

The purpose of the staff person's presence at the interview is to lend support to the child and enable him or her to be as comfortable as possible. However, the member of the staff so elected shall not participate in the interview. The member of the staff so present shall not discuss the facts or circumstances of the case with the child. The member of the staff so present, including, but not limited to, a volunteer aide, is subject to the confidentiality requirements of this article, a violation of which is punishable as specified in Section 11167.5. A representative of the school shall inform a member of the staff so selected by a child of the requirements of this section prior to the interview. A staff member selected by a child may decline the request to be present at the interview. If the staff person selected agrees to be present, the interview shall be held at a time during the school hours when it does not involve an expense to the school. Failure to comply with the requirements of this section does not affect the admissibility of evidence in a criminal or civil proceeding.

SUSPECTED CHILD ABUSE REPORTTo Be Completed by **Mandated Child Abuse Reporters**
Pursuant to Penal Code Section 11166

CASE NAME: _____

PLEASE PRINT OR TYPE

CASE NUMBER: _____

A. REPORTING PARTY	NAME OF MANDATED REPORTER		TITLE		MANDATED REPORTER CATEGORY	
	REPORTER'S BUSINESS/AGENCY NAME AND ADDRESS		Street	City	Zip	DID MANDATED REPORTER WITNESS THE INCIDENT? <input type="checkbox"/> YES <input type="checkbox"/> NO
	REPORTER'S TELEPHONE (DAYTIME) ()		SIGNATURE		TODAY'S DATE	
B. REPORT NOTIFICATION	<input type="checkbox"/> LAW ENFORCEMENT <input type="checkbox"/> COUNTY PROBATION		AGENCY			
	<input type="checkbox"/> COUNTY WELFARE / CPS (Child Protective Services)					
	ADDRESS		Street	City	Zip	DATE/TIME OF PHONE CALL
C. VICTIM One report per victim	NAME (LAST, FIRST, MIDDLE)			BIRTHDATE OR APPROX. AGE		SEX
	ADDRESS			Street	City	Zip
	PRESENT LOCATION OF VICTIM			SCHOOL		TELEPHONE ()
	PHYSICALLY DISABLED? <input type="checkbox"/> YES <input type="checkbox"/> NO		DEVELOPMENTALLY DISABLED? <input type="checkbox"/> YES <input type="checkbox"/> NO		OTHER DISABILITY (SPECIFY)	
	IN FOSTER CARE? <input type="checkbox"/> YES <input type="checkbox"/> NO		IF VICTIM WAS IN OUT-OF-HOME CARE AT TIME OF INCIDENT, CHECK TYPE OF CARE: <input type="checkbox"/> DAY CARE <input type="checkbox"/> CHILD CARE CENTER <input type="checkbox"/> FOSTER FAMILY HOME <input type="checkbox"/> FAMILY FRIEND <input type="checkbox"/> GROUP HOME OR INSTITUTION <input type="checkbox"/> RELATIVE'S HOME		PRIMARY LANGUAGE SPOKEN IN HOME	
					TYPE OF ABUSE (CHECK ONE OR MORE) <input type="checkbox"/> PHYSICAL <input type="checkbox"/> MENTAL <input type="checkbox"/> SEXUAL <input type="checkbox"/> NEGLECT <input type="checkbox"/> OTHER (SPECIFY)	
	RELATIONSHIP TO SUSPECT			PHOTOS TAKEN? <input type="checkbox"/> YES <input type="checkbox"/> NO		DID THE INCIDENT RESULT IN THIS VICTIM'S DEATH? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> JUNK
D. INVOLVED PARTIES	VICTIM'S SIBLINGS					
	NAME		BIRTHDATE	SEX	ETHNICITY	
	1. _____		3. _____			
	2. _____		4. _____			
	VICTIM'S PARENTS/GUARDIANS					
	NAME (LAST, FIRST, MIDDLE)			BIRTHDATE OR APPROX. AGE		SEX
	ADDRESS			Street	City	Zip
	HOME PHONE ()			BUSINESS PHONE ()		
	NAME (LAST, FIRST, MIDDLE)			BIRTHDATE OR APPROX. AGE		SEX
	ADDRESS			Street	City	Zip
HOME PHONE ()			BUSINESS PHONE ()			
SUSPECT	SUSPECT'S NAME (LAST, FIRST, MIDDLE)			BIRTHDATE OR APPROX. AGE		SEX
	ADDRESS			Street	City	Zip
	TELEPHONE ()					
	OTHER RELEVANT INFORMATION					
E. INCIDENT INFORMATION	IF NECESSARY, ATTACH EXTRA SHEET(S) OR OTHER FORM(S) AND CHECK THIS BOX <input type="checkbox"/> IF MULTIPLE VICTIMS, INDICATE NUMBER: _____					
	DATE / TIME OF INCIDENT		PLACE OF INCIDENT			
	NARRATIVE DESCRIPTION (What victim(s) said/what the mandated reporter observed/what person accompanying the victim(s) said/similar or past incidents involving the victim(s) or suspect)					

SS 8572 (Rev. 12/02)

DEFINITIONS AND INSTRUCTIONS ON REVERSE

DO NOT submit a copy of this form to the Department of Justice (DOJ). The investigating agency is required under Penal Code Section 11169 to submit to DOJ a Child Abuse Investigation Report Form SS 8583 if (1) an active investigation was conducted and (2) the incident was not determined to be unfounded.

WHITE COPY-Police or Sheriff's Department; BLUE COPY-County Welfare or Probation; GREEN COPY- District Attorney's Office; YELLOW COPY-Reporting Party

DEFINITIONS AND GENERAL INSTRUCTIONS FOR COMPLETION OF FORM SS 8572

All Penal Code (PC) references are located in Article 2.5 of the PC. This article is known as the Child Abuse and Neglect Reporting Act, also known as CANRA. The Internet site is: <http://www.leginfo.ca.gov/calaw.html> (specify Penal Code and search for Sections 11164-11174.3). A mandated reporter must complete and submit the form SS 8572 even if some information is not known. (PC Section 11167(a).)

I. MANDATED CHILD ABUSE REPORTERS

- Mandated child abuse reporters include all those individuals and entities as defined in PC Section 11165.7.

II. TO WHOM REPORTS ARE TO BE MADE (DESIGNATED AGENCIES)

- Reports of suspected child abuse or neglect shall be made by mandated reporters to any police department or sheriff's department (not including a school district police or security department), county probation department (if designated by the county to receive mandated reports) or the county welfare department. (PC Section 11165.9.)

III. REPORTING RESPONSIBILITIES

- Any mandated reporter who has knowledge of or observes a child, in his or her professional capacity or within the scope of his or her employment, whom he or she knows or reasonably suspects has been the victim of child abuse or neglect shall report such suspected instance of abuse or neglect to a designated agency immediately or as soon as practically possible by telephone and shall prepare and send a written report thereof *within 36 hours* of receiving the information concerning the incident. (PC Section 11166(a).)
- No mandated reporter who reports a suspected instance of child abuse or neglect shall be held civilly or criminally liable for any report required or authorized by the CANRA. Any other person reporting a known or suspected instance of child abuse or neglect shall not incur civil or criminal liability as a result of any report authorized by the CANRA unless it can be proven the report was false and the person knew it was false or make the report with reckless disregard of its truth or falsity. (PC Section 11172(a).)

IV. INSTRUCTIONS

- SECTION A - REPORTING PARTY:** Enter the mandated reporter's name, title, category (from PC Section 11165.7), business (agency) name and address, telephone number, a signature and today's date. Also check yes-no whether you (the mandated reporter) witnessed the incident. The signature area is for either the mandated report or the person taking as telephoned report.

IV. INSTRUCTIONS (Continued)

- SECTION B - REPORT NOTIFICATION:** Complete the name and address of the designated agency notified, date of the written report, date/time of the phone call and the name, title and telephone number of the official contacted.
- SECTION C - VICTIM** (One Report per Family, siblings must have same parents/guardians): Enter the victim's name, address, telephone number, birth date or approximate age, sex, ethnicity, present location, and where applicable enter the school, class (indicate the teacher's name or room number), and grade. List the primary language spoken in the victim's home. Check the appropriate yes-no box for: developmentally disabled?, physically disabled? and specify the victim's other disability. To determine if the victim has a disability, ask the victim's parent or care giver. Also check the appropriate yes-no box for in foster care?, indicate type of care if the victim was in out-of-home care, indicate the type of abuse. List the victim's relationship to the suspect, check the appropriate yes-no box for photos taken?, indicate whether the incident resulted in this victim's death.
- SECTION D - INVOLVED PARTIES:** Enter the requested information for: Victim's Siblings, Victim's Parents/Guardians and the Suspect.
- SECTION E - INCIDENT INFORMATION:** If multiple victims, enter the number. Enter date/time and place of the incident. Provide a narrative of the incident. Attach extra sheets if needed.
- DISTRIBUTION**
 - Reporting Party:** After completing Form SS 8572, retain the yellow copy for your records and submit the top three copies to the designated agency.
 - Designated Agency:** *Within 36 hours* of receipt of Form SS 8572, send **white copy** to police or sheriff, **blue copy** to county welfare or probation, and **green copy** to district attorney.

ETHNICITY CODES

1 Alaskan Native	6 Caribbean	11 Guamanian	16 Korean	22 Polynesian	27 White-Armenian
2 American Indian	7 Central American	12 Hawaiian	17 Laotian	23 Samoan	28 White-Central American
3 Asian Indian	8 Chinese	13 Hispanic	18 Mexican	24 South American	29 White-European
4 Black	9 Ethiopian	14 Hmong	19 Other Asian	25 Vietnamese	30 White-Middle Eastern
5 Cambodian	10 Filipino	15 Japanese	21 Other Pac Islndr	26 White	31 White-Romanian

Monterey County Standardized Emergency Plan

Directions for the Site Administrator/Principal

This Standardized Emergency Plan must be completed at the beginning of each school year. Please enter all your Information. Get consultation as needed from local emergency services. Discuss with your staff the Incident Command System Management Roles. Review all of the information in the Emergency Plan with all staff members. Inform staff where copies of the manuals are kept. Forward copies of your Evacuation Routes/Site Map to: Local Law Enforcement and Fire Department.

School Information

School: North Monterey County Middle School

Principal: Marisa Martinez

Revision Date: August 25, 2015

Identify a School Command Post, Media Staging Areas, Parent/Student Release and Communication Resources

The on campus Command Post will serve as a base for operations in the event of an emergency. Selection on a location for the Command Post may have access to telephones, Fax, Intercom or any needed building controls. Designate a Media staging area and an on campus Parent/Student Release Area.

Command Post: School Main Office

Media Staging area: Library

Parent/Student Release On site: Cafeteria

	YES	NO		YES	NO
Radios	X		Megaphones	X	
Intercom	X		Phone Access	X	
Buzzer/Tones	X				

Management Binder

Has student emergency contact information been placed in Emergency Management binders?

YES NO

X

Have student rosters been placed in Emergency Management binders?

X

<u>Emergency Resources at Your School</u>		
	YES	NO
Accountability Boards in All Classrooms and Office.	X	
Evacuation Diagrams in All Classrooms and Office.	X	
Did you replenish the First Aid Kit?	X	
Do You Have A Parent/Student Release Procedure?	X	

<u>Identify Two Off-Site Emergency Evacuation Locations</u>	
These relocation facilities should be near your school and able to house your students and staff until they are released to their parents. Examples are a nearby school, church or public library. Specify both a first and second choice. Support services will be identified in Parent/Student off- site Release Procedures. Contact the off-site location directly to make.	
1 st Evacuation Facility:	Castroville Elementary School
Contact Person:	Hugo Galvan (Principal)
Address:	11161 Merritt Street, Castroville CA. 95012
Phone Number:	(831) 633-2570
2 nd Evacuation Facility:	North Monterey County High School
Contact Person:	Caroline Calero (Principal)
Address:	13990 Castroville Blvd. Castroville, CA 95012
Phone Number:	(831) 633-5221

<u>Emergency Planning for Individuals With Functional Needs</u>		
	YES	NO
Is a list of students with functional needs/corresponding staff and evacuation plans in the management binders?	X	
Is each classroom teacher for each student informed of the evacuation plan?	X	
Are staff, students and parents informed of Evacuation Areas identified for students and staff with functional needs?	X	
<u>Student/Staff Name</u>	<u>Room #</u>	<u>Evacuation Location</u>
*Please refer to the Standardized Emergency Plan Binder		

MONTEREY COUNTY STANDARDIZED EMERGENCY OPERATIONAL PLAN

1. Purpose:

The purpose of the emergency plan is to establish a simple, all risk operational plan, which will work as a guide during major emergency incidents incorporating responding emergency agencies. The Operational Plan will work in conjunction with both the North County Unified School District Safety Plan and North County Unified School District Disaster Plan. The Operational Plan will incorporate state and federal mandates.

2. Responsibility:

A. It is the responsibility of every administrator, teacher and supervisor to identify a school emergency. The model to be used will be “When in doubt, call 911.” Early notification is crucial in mitigating an emergency incident. Call 911 immediately and then follow the proper channels of notification within the school so that the proper administrative procedures can be carried out.

B. The Principal, Assistant Principal or the office staff will be responsible for determining the emergency mode if any and filling Incident Command System positions.

C. During emergency operations all classified and certified personnel shall account for all students they are supervising.

D. The Custodial staff will be responsible for filling Incident Command System positions and school security if applicable.

3. Accountability:

A. The accountability system will consist of an Accountability Board with a color-coded (**RED/GREEN**) flip chart to identify and account for students under a specific supervisor. One side will have name tags of all the students being supervised. The opposite side will have a flip chart system with **RED** and **GREEN** color coded sheets to identify the status of students under their supervision. The supervisor/teacher will display **GREEN** for all students accounted for or **RED** for missing students during an emergency.

B. The Accountability Board shall be maintained during the day so that there is an accurate account of all students should an emergency present itself. The accountability board shall be hung next to the exit door so it can be available on your way out during an emergency.

C. If no Accountability Board is displayed, it shall be treated as a **RED** sheet. This will signal that all students are not accounted for.

4. Alarm System:

A. The emergency alarm shall consist of two operational modes: Shelter in Place or Evacuation of the Classrooms.

B. The alarm signal shall be a long extended 10 second bell ring followed by: “Attention all staff, Shelter in Place” or “Attention all staff, Evacuate the Classrooms”. This emergency message will be repeated two times with only one 10 second bell activation. In the event that there is a fire, the fire alarm shall serve as an “Evacuation Signal”.

C. A back up alarm system shall be established at each school. This will ensure proper emergency response in the event there is a failure of the alarm system.

5. Lock Down:

Once the Lock Down emergency signal has been activated, the following will take place:

A. All doors and windows shall be secured by the occupying supervisor or teacher.

B. Supervisors shall have all students take refuge next to their desks.

C. The Accountability board will be placed in the most visible window based on the layout of the room or the small door window if no other windows are available.

D. The supervisor/teacher will determine accountability by displaying **RED** for missing students and or **GREEN** for all students accounted for.

E. Supervisors/Teachers shall ensure that all students remain in a shelter in place mode until given further instructions via the PA system, phone, radio or face to face.

6. Evacuating the Classrooms:

Once the “Evacuate the Classrooms” signal has been activated, the following will take place:

A. The supervisor/teacher will ensure students, in an orderly manner, are lined up for evacuation.

B. The supervisor/teacher will remove accountability board from wall while exiting the building.

C. The supervisor/teacher with the students will proceed to their on-campus evacuation area established by each individual school. Based on the school and campus layouts, the campus evacuation of each class will be different. This location is spelled out in the school evacuation plan.

D. Once evacuated to the assigned on-campus evacuation location, the supervisor will determine accountability by displaying **RED** for missing students or **GREEN** for all students accounted for.

E. The supervisor will remain at the pre-assigned evacuation area until given further instructions.

F. It is important to note that further instructions may include return to class, evacuate to a safer area or instructions on evacuating students from the campus.

G. The Incident Commander will make the decision on whether or not students will be bused off the campus. The logistics person will handle all the logistical needs associated with moving the students off campus. The accountability officer will handle accounting for all students both on and off campus.

7. Incident Command System Structure:

A. The Principal, Vice Principal (if applicable) or the office secretary may fill the roll and identify himself/herself as the Incident Commander. The Incident Commander will meet emergency responding personnel near the entrance to the school if it is safe to do so. If it is not safe to do so emergency personnel will contact the Incident Commander via telephone or cell phone from a list of emergency contact numbers provided. The Incident Commander will oversee the incident until emergency services arrive and command is transferred or the Incident Commander may work in a Unified Command capacity.

B. The Incident Commander will be responsible for appointing an Accountability Officer. The Accountability Officer is responsible for an accurate head count of all staff and students. The Accountability Officer is to begin accounting for all the students and staff immediately if it is safe to do so. The Accountability Officer position may transfer from school staff to emergency service personnel once they arrive. If this is done an accurate report of who has been accounted for will be passed on.

C. The head custodian or a member of his/her staff may be assigned to the position of Logistics. The Logistics person will be responsible for any logistical needs the incident may require. This includes bus transportation and an account of equipment available in the school district with estimated times to place in service if requested. The custodian or his/her staff members will also be required to secure the main entrance during an emergency if it is safe to do so. The logistics person will also be responsible for assisting emergency equipment with entry to the school as necessary.

D. The Incident Command Structure will expand if the incident grows as identified in the Incident Command System Training.

Updated 10/1/2014 HAJMDC

SAFETY PLAN

Emergency Component Index

Emergency Contact Numbers _____ Section A

Evacuation/Accountability _____ Section B

Individual Functional Needs List _____ Section C

Emergency Incident Guides _____ Section D

Student Rosters _____ Section E

Incident Command System Guide/Form _____ Section F

Emergency Contact Numbers

SECTION A

North Monterey County Middle School Emergency Contact Numbers 2015-2016

Phone Contact Information During School Hours			
Primary Contact: Campus Phone Number:	Marisa Martinez (831) 633-3391 X3103	Title: Cell Phone Number:	Principal *
Secondary Contact: Campus Phone Number:	Matt Linton (831) 633-3391 X3102	Title: Cell Phone Number:	Assistant Principal *
Secondary Contact: Campus Phone Number:	Frank Rodriguez (831) 633-3391	Title: Cell Phone Number:	Lead Custodian *
After Hour Contact Information			
Secondary Contact: Home Phone Number:	Frank Rodriguez *	Title: Cell Phone Number:	Lead Custodian *
Secondary Contact: Home Phone Number:	Marisa Martinez N/A	Title: Cell Phone Number:	Principal *
Secondary Contact: Home Phone Number:	Matt Linton N/A	Title: Cell Phone Number:	Assistant Principal *
Secondary Contact: Home Phone Number:	Alejandra Gonzalez N/A	Title: Cell Phone Number:	Administrative Secretary *

*Please refer to the Standardized Emergency Plan Binder for confidential contact information.

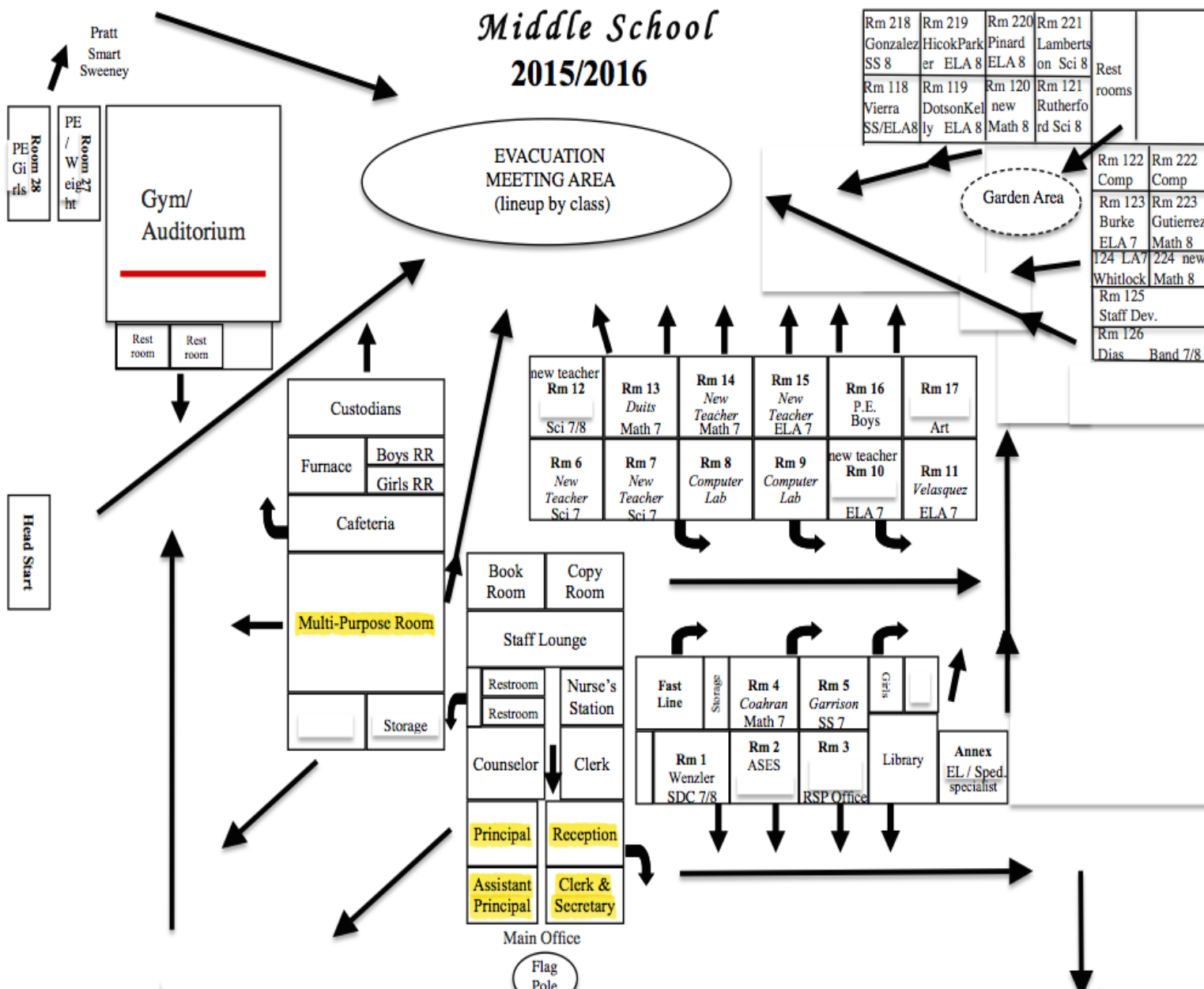
Evacuation/ Accountability

SECTION B

Safe Ingress and Egress Procedures

This section includes a map of the safe comings and goings of pupils, parents, and school employees to and from school, as well as evacuation routes.

NORTH MONTEREY COUNTY Middle School 2015/2016



Individual Functional Needs List SECTION C

North Monterey County Middle School Emergency Contact Numbers 2015-2016

Individual Functional Needs List

[illegible]

Emergency Incident Guides

SECTION D

Disaster Procedures

Disaster procedure guides have been established in collaboration with the North County Fire Department. These procedure guides include:

- 1 Standardized Emergency Operational Plan
 - 2 Earthquake Guide
 - 3 Fire Guide
 - 4 Bomb Threat Guide
 - 5 Drive By Shooting Guide
 - 6 Evacuation/Shelter in Place Guide
 - 7 Explosion Guide
 - 8 Fallen Aircraft Guide
 - 9 Hazardous Materials Guide
 - 10 Intruder Guide
 - 11 Major Systems Failure Guide
 - 12 Missing Student Guide
 - 13 Severe Weather Guide
 - 14 Suspicious Package Guide
- Incident Command System (ICS) Documents
- 15 - 20 Incident Briefing (ICS 201)
 - 21 - 23 Incident Objectives (ICS 202)
 - 24 - 26 Organization Assignment List (ICS 203)
 - 27 - 29 Assignment List (ICS 204)
 - 30 - 32 Incident Radio Communications Plan List (ICS 205)
 - 33 - 36 Activity Log (ICS 214)

MONTEREY COUNTY STANDARDIZED EMERGENCY OPERATIONAL PLAN

1. Purpose:

The purpose of the emergency plan is to establish a simple, all risk operational plan, which will work as a guide during major emergency incidents incorporating responding emergency agencies. The Operational Plan will work in conjunction with both the North County Unified School District Safety Plan and North County Unified School District Disaster Plan. The Operational Plan will incorporate state and federal mandates.

2. Responsibility:

A. It is the responsibility of every administrator, teacher and supervisor to identify a school emergency. The model to be used will be “When in doubt, call 911.” Early notification is crucial in mitigating an emergency incident. Call 911 immediately and then follow the proper channels of notification within the school so that the proper administrative procedures can be carried out.

B. The Principal, Assistant Principal or the office staff will be responsible for determining the emergency mode if any and filling Incident Command System positions.

C. During emergency operations all classified and certified personnel shall account for all students they are supervising.

D. The Custodial staff will be responsible for filling Incident Command System positions and school security if applicable.

3. Accountability:

A. The accountability system will consist of an Accountability Board with a color-coded (**RED/GREEN**) flip chart to identify and account for students under a specific supervisor. One side will have name tags of all the students being supervised. The opposite side will have a flip chart system with **RED** and **GREEN** color coded sheets to identify the status of students under their supervision. The supervisor/teacher will display **GREEN** for all students accounted for or **RED** for missing students during an emergency.

B. The Accountability Board shall be maintained during the day so that there is an accurate account of all students should an emergency present itself. The accountability board shall be hung next to the exit door so it can be available on your way out during an emergency.

C. If no Accountability Board is displayed, it shall be treated as a **RED** sheet. This will signal that all students are not accounted for.

4. Alarm System:

A. The emergency alarm shall consist of two operational modes: Shelter in Place or Evacuation of the Classrooms.

B. The alarm signal shall be a long extended 10 second bell ring followed by: “Attention all staff, Shelter in Place” or “Attention all staff, Evacuate the Classrooms”. This emergency message will be repeated two times with only one 10 second bell activation. In the event that there is a fire, the fire alarm shall serve as an “Evacuation Signal”.

C. A back up alarm system shall be established at each school. This will ensure proper emergency response in the event there is a failure of the alarm system.

5. Lock Down:

Once the Lock Down emergency signal has been activated, the following will take place:

A. All doors and windows shall be secured by the occupying supervisor or teacher.

B. Supervisors shall have all students take refuge next to their desks.

C. The Accountability board will be placed in the most visible window based on the layout of the room or the small door window if no other windows are available.

D. The supervisor/teacher will determine accountability by displaying **RED** for missing students and or **GREEN** for all students accounted for.

E. Supervisors/Teachers shall ensure that all students remain in a shelter in place mode until given further instructions via the PA system, phone, radio or face to face.

6. Evacuating the Classrooms:

Once the “Evacuate the Classrooms” signal has been activated, the following will take place:

A. The supervisor/teacher will ensure students, in an orderly manner, are lined up for evacuation.

B. The supervisor/teacher will remove accountability board from wall while exiting the building.

C. The supervisor/teacher with the students will proceed to their on-campus evacuation area established by each individual school. Based on the school and campus layouts, the campus evacuation of each class will be different. This location is spelled out in the school evacuation plan.

D. Once evacuated to the assigned on-campus evacuation location, the supervisor will determine accountability by displaying **RED** for missing students or **GREEN** for all students accounted for.

E. The supervisor will remain at the pre-assigned evacuation area until given further instructions.

F. It is important to note that further instructions may include return to class, evacuate to a safer area or instructions on evacuating students from the campus.

G. The Incident Commander will make the decision on whether or not students will be bused off the campus. The logistics person will handle all the logistical needs associated with moving the students off campus. The accountability officer will handle accounting for all students both on and off campus.

7. Incident Command System Structure:

A. The Principal, Vice Principal (if applicable) or the office secretary may fill the roll and identify himself/herself as the Incident Commander. The Incident Commander will meet emergency responding personnel near the entrance to the school if it is safe to do so. If it is not safe to do so emergency personnel will contact the Incident Commander via telephone or cell phone from a list of emergency contact numbers provided. The Incident Commander will oversee the incident until emergency services arrive and command is transferred or the Incident Commander may work in a Unified Command capacity.

B. The Incident Commander will be responsible for appointing an Accountability Officer. The Accountability Officer is responsible for an accurate head count of all staff and students. The Accountability Officer is to begin accounting for all the students and staff immediately if it is safe to do so. The Accountability Officer position may transfer from school staff to emergency service personnel once they arrive. If this is done an accurate report of who has been accounted for will be passed on.

C. The head custodian or a member of his/her staff may be assigned to the position of Logistics. The Logistics person will be responsible for any logistical needs the incident may require. This includes bus transportation and an account of equipment available in the school district with estimated times to place in service if requested. The custodian or his/her staff members will also be required to secure the main entrance during an emergency if it is safe to do so. The logistics person will also be responsible for assisting emergency equipment with entry to the school as necessary.

D. The Incident Command Structure will expand if the incident grows as identified in the Incident Command System Training.

Updated 10/1/2014 HAJMDC

2

EARTHQUAKE **SHELTER IN PLACE/EVACUATE**

Earthquakes will occur without warning and aftershocks can follow. Remain Calm. To ensure student and staff safety, use the following procedures;

SHELTER IN PLACE

- Instruct students to Duck and Cover under tables or desks.
- Move away from windows with large panes of glass, bookshelves and heavy suspended light fixtures.
- Do not allow children to run outside there will be a danger of falling debris.
- Take roll and determine if students under your supervision are accountable for.

EVACUATION

Evacuate when safe to do so or indicated by the alarm. This will follow your pre-established evacuation route when the earthquake is over.

- Do not use matches or lighters if power is out
- Line students up and exit the classroom to the designated area
- **DO NOT RUN**
- **TAKE YOUR ACCOUNTABILITY BOARD**
- Take roll and determine if you have all the students you are supervising.
- Display a **RED** card if you have more than or not all of your students
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions

OUTSIDE

If students are outside when an earthquake begins, the safest place is in an open area away from potential falling objects (trees, portable backstops, power lines and buildings)

- Stay in the open until further directions are given
- Move students to a safe area away from dangers

**IF THERE ARE INJURIES OR DAMAGE TO PROPERTY
CALL 911 IMMEDIATELY**

3

FIRE EVACUATE

If a fire occurs while school is in session, the evacuation plan will be implemented if safe to do so. **Remain Calm!**

INSIDE

- Sound the fire alarm and call **911**
- Line up the students for an organized evacuation.
- **TAKE YOUR ACCOUNTABILITY BOARD**
- Proceed to designated evacuation area if safe to do so.

EVACUATION

- Remain Calm
- If evacuation area is not safe, use alternate open area and communicate location.
- Do not block access to emergency equipment
- Line students up in designated evacuation areas.
- Take roll and determine if you have all the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions

**IF INJURIES OCCUR IDENTIFY NUMBER OF
PATIENTS, LOCATION AND EXTENT OF INJURIES**

4

BOMB THREAT **EVACUATE**

A Bomb threat exists when a suspected bomb or explosive device has been reported, but not located. **Remain Calm!! Call 911 Immediately!! Cease radio communications** on campus, if a suspicious package is found **DO NOT TOUCH IT! If threat indicates that the danger is out in an open area, Shelter in Place and wait for controlled Evacuation instructions.**

EVACUATION

- If it is not safe to remain in classrooms, line up the students for an organized evacuation.
- **TAKE YOUR ACCOUNTABILITY BOARD**
- Proceed to designated evacuation area if safe to do so.
- If evacuation area is not safe, use alternate open area and communicate location.
- **Move students a maximum safe distance from buildings, Stay clear of trash cans, lockers and any containers in the open.**
- Do not block access to emergency equipment
- Take roll and determine if you have all the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions

NOTE: TRY TO GAIN AS MUCH INFORMATION FROM THE CALLER AS POSSIBLE

- **EXACT WORDING OF THE THREAT**
- **BACKGROUND NOISES**
- **CALLERS VOICE (ANGRY, FAMILIAR, CRYING, ACCENT, EXCITED, ETC.)**
- **APPROXIMATE AGE, SEX AND ETHNICITY OF CALLER**
- **ASK NAME OF CALLER**
- **WHERE IS THE BOMB?**
- **WHAT KIND OF BOMB IS IT?**
- **WHY DID YOU PLACE THE BOMB?**

MAKE SURE TO NOTE WHAT TIME THE CALL CAME IN AND THE PHONE NUMBER IT CAME IN ON.

5

DRIVE BY SHOOTING **SHELTER IN PLACE**

In the event that a drive by shooting occurs on or adjacent to the school **Remain Calm!** To ensure student and staff safety, use the following procedures; **Call 911 Immediately!**

SHELTER IN PLACE

- Secure the classrooms and instruct students to Duck and Cover under tables or desks.
- Move away from windows with large panes of glass
- Do not allow children to run outside
- Help children to remain calm
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your classroom
- Wait for further instructions.

OUTSIDE

- Move students into nearest indoors away from open areas
- Secure the classrooms and instruct students to Duck and Cover under tables or desks.
- Move away from windows with large panes of glass
- Do not allow children to run outside
- Help students remain calm
- Wait for further instructions

NOTE: Drive by shootings usually happen very quickly, and perpetrators usually leave the scene immediately. Staff members who witness the incident should, **without putting themselves in danger, attempt to get information on the license plate number, vehicle and suspect description.**

IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

6

SAFETY PLAN EMERGENCY PROCEDURES

DURING AN EMERGENCY, YOU ARE TO OPERATE IN TWO EMERGENCY MODES: **SHELTER IN PLACE** OR **EVACUATION**. USE THIS AS A GUIDE IF NO SPECIFIC EMERGENCY GUIDE IS AVAILABLE

SHELTER IN PLACE

DURING A SHELTER IN PLACE:

- A 10 second alarm will be sounded, followed by a “**SHELTER IN PLACE**” announcement.
- Students and staff who are outside will move quickly into the nearest room
- Students will Duck and Cover under tables or near desks
- Staff will secure doors, and shut blinds and curtains
- Take roll and determine if you have all of the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your classroom
- Wait for further instructions.

EVACUATION

During an Evacuation:

- A 10 second alarm will sound, followed by an announcement to “**Evacuate**”.
- If it is safe to do so, evacuate to the designated areas shown on the evacuation map.
- If the assigned evacuation area is not safe, use alternate open area and communicate the location.
- **TAKE YOUR ACCOUNTABILITY BOARD**
- Do not block access to emergency equipment
- Secure doors and proceed in an orderly manner to designated areas and line up accordingly.
- Take roll and determine if you have all of the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students.
- Wait for further instructions.

NOTE: SHOULD AN OFF-SITE EVACUATION BE NECESSARY, PLEASE FOLLOW THE OFF-SITE EVACUATION PLAN

7

Explosion

SHELTER IN PLACE/EVACUATE

If an Explosion occurs while school is in session, you will either evacuate or shelter in place depending on where the explosion occurs. **Remain Calm! Call 911 immediately!**

SHELTER IN PLACE

- Direct students to Duck and Cover under tables or near desks
- If no apparent danger exists, remain in the classrooms with students
- Take roll and determine if all your students are accounted for
- Display a **RED** card if you have more than or not all of your students
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions

EVACUATION

- If it is not safe to remain in classrooms, line up the students for an organized evacuation.
- **TAKE YOUR ACCOUNTABILITY BOARD**
- Proceed to designated evacuation area if safe to do so.
- Remain Calm
- If evacuation area is not safe, use alternate open area and communicate location.
- Do not block access to emergency equipment
- Take roll and determine if you have all the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions

**IF INJURIES OCCUR IDENTIFY NUMBER OF
PATIENTS, LOCATION AND EXTENT OF INJURIES**

FALLEN AIRCRAFT

SHELTER IN PLACE/EVACUATE

In the event an Aircraft falls on or near the school campus, you will either evacuate or shelter in place depending on where the Aircraft falls. **Remain Calm! Call 911 immediately!**

SHELTER IN PLACE

- If aircraft falls off campus it may be safer to shelter in place.
- Direct students to Duck and Cover under tables or near desks
- If no apparent danger exists, remain in the classrooms with students
- Take roll and determine if all your students are accounted for
- Display a **RED** card if you have more than or not all of your students
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions

EVACUATION

- If it is not safe to remain in classrooms, line up the students for an organized evacuation.
- **TAKE YOUR ACCOUNTABILITY BOARD**
- Proceed to designated evacuation area if safe to do so.
- Remain Calm
- If evacuation area is not safe, use alternate open area and communicate location.
- Do not block access to emergency equipment
- Take roll and determine if you have all the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions

IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

Hazardous Materials **EVACUATE/SHELTER IN PLACE**

Hazardous materials and chemical spills can be **Toxic**. If a chemical spill occurs at the school campus or in the immediate area of the school, **Call 911 Immediately!**

EVACUATE

- Evacuate the area of the campus nearest the spill (classrooms, Wing, etc.)
- If evacuation area is not safe, use alternate open area and communicate location.
- Be sure the evacuation area is located up-wind from the spill.
- Do not block access to emergency equipment.
- **KEEP ALL EXPOSED STUDENTS SEPARATE FROM OTHERS**
- Take your **ACCOUNTABILITY BOARD**
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!
- Help children to remain calm
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions.

SHELTER IN PLACE

If it is safe to do so

- Move students into the nearest indoors
- Secure all doors and windows
- Close any circulating air system vents
- help children to remain calm
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!
- Help children to remain calm
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your classroom
- Wait for further instructions.

**IF INJURIES OCCUR IDENTIFY NUMBER OF
PATIENTS, LOCATION AND EXTENT OF INJURIES**

INTRUDER **SHELTER IN PLACE**

In The event there is a Intruder on campus **Remain Calm!** Hostile individuals are often emotionally disturbed, avoid antagonizing them. **CALL 911 IMMEDIATELY!**

SHELTER IN PLACE

- Instruct students to Move into nearest classrooms and secure doors
- Duck and Cover under tables or near desks.
- Turn off lights, close windows, shades /curtains
- Barricade doors if needed
- Do not allow children to run outside
- Help children to remain calm and quiet
- Turn on your computer, if safe, to receive e-mail.
- Turn down cell phones and radios
- Take roll and determine if you have all of the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your classroom
- Wait for further instructions.

HOSTAGE SITUATION

- Remain calm and keep your distance
- Talk with the intruder, only if necessary, in a low non-threatening manner
- Do not attempt to deceive or threaten the intruder
- Maintain order among students

NOTE: BE CONSTANTLY ALERT AND PREPARED FOR VIOLENCE. IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

MAJOR SYSTEMS FAILURE **SHELTER IN PLACE/EVACUATE**

If there is a Major Systems Failure; GAS, HEAT, WATER, OR POWER, **Remain Calm!**

SHELTER IN PLACE

- Help the students to remain calm.
- Make sure there are no sources of ignition on during outages.
- Take roll and determine if you have all of the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students.
- If there are students missing, notify the office immediately!
- Wait for further instructions

EVACUATE

- If conditions inside the building are not safe, **EVACUATE** the building.
- Line up students in an orderly fashion and proceed to designated areas.
- Bring your **ACCOUNTABILITY BOARDS**
- Take roll and determine if you have all the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students.
- Wait for further instructions.

MISSING STUDENT SHELTER IN PLACE

If you receive information that a student has been taken or is missing
Remain Calm!

SHELTER IN PLACE

- **Notify the Office Immediately!!**
- **Call 911 and try to obtain the following information on the missing student (Name, Height, Weight, Eyes, Hair and Clothing as well as Last area known to be and how long the child has been missing)**
- Move students indoors and help students remain calm
- Take roll and determine if you have all of the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your classroom.
- Wait for further instructions.

NOTE: IF A CHILD IS ABDUCTED, GATHER INFORMATION FROM WITNESSES ON WHO TOOK THE CHILD. IF POSSIBLE, GET A DESCRIPTION OF THE VEHICLE AND PERSONS INVOLVED. URGENCY IN THIS MATTER IS VERY IMPORTANT IN LOCATING THE CHILD.

SEVERE WEATHER **SHELTER IN PLACE / EVACUATE**

Warning of an impending weather event may be received via radio, television or internet. If time and conditions permit, students may be sent home via normal transportation routines. If weather conditions develop during school hours without sufficient warning, **Remain Calm!**

SHELTER IN PLACE

- Move students into nearest indoors away from play areas and fields.
- Inside the classroom instruct students and staff to take cover.
- Keep students away from windows.
- Help students remain calm.
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your classroom.
- Wait for further instructions.

EVACUATE

- If conditions inside the building are not safe, **EVACUATE** the building.
- Line up students in an orderly fashion and proceed to designated areas.
- Stay away from power lines and over head hazards
- Bring your **ACCOUNTABILITY BOARDS**
- Take roll and determine if you have all the students you are accountable for.
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your line.
- Wait for further instructions.

**IF THERE ARE INJURIES OR DAMAGE TO PROPERTY
CALL 911 IMMEDIATELY**

SUSPICIOUS PACKAGE **EVACUATE/SHELTER IN PLACE**

If a suspicious package or **Bomb** has been located at the school campus or in the immediate area of the school **Do not touch, Move, or in any way handle the package.** The location of the package will determine whether to Shelter in Place or Evacuate. **Call 911 Immediately!**

EVACUATE

- Cease all radio communications on campus (2-way, cell phones)
- Evacuate the area of the campus nearest the package (classrooms, Wing, etc.)
- If evacuation area is not safe, use alternate open area and communicate location.
- Do not block access to emergency equipment.
- Take your **ACCOUNTABILITY BOARD**
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!
- help children to remain calm
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your line
- Wait for further instructions.

SHELTER IN PLACE

- Move students into the nearest indoors
- Secure all doors and windows
- Turn off any heating, ventilation or air conditioning systems.
- Help children to remain calm
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!
- Display a **RED** card if you have more than or not all of your students.
- Display the **GREEN** card if you have all of your students in your classroom
- Wait for further instructions.

**STAY CLEAR OF TRASH CANS AND LOCKERS OR ANY
CONTAINERS IN THE OPEN**

Student Rosters

SECTION E

Incident Command System Guide/Forms

SECTION F

15

INCIDENT BRIEFING (ICS 201)

1. Incident Name:	2. Incident Number:	3. Date/Time Initiated: Date: Date Time: HHMM			
4. Map/Sketch (include sketch, showing the total area of operations, the incident site/area, impacted and threatened areas, overflight results, trajectories, impacted shorelines, or other graphics depicting situational status and resource assignment):					
					
5. Situation Summary and Health and Safety Briefing (for briefings or transfer of command): Recognize potential incident Health and Safety Hazards and develop necessary measures (remove hazard, provide personal protective equipment, warn people of the hazard) to protect responders from those hazards.					
<table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">6. Prepared by: Name: _____</td> <td style="width: 33%;">Position/Title: _____</td> <td style="width: 33%;">Signature: _____</td> </tr> </table>			6. Prepared by: Name: _____	Position/Title: _____	Signature: _____
6. Prepared by: Name: _____	Position/Title: _____	Signature: _____			
ICS 201, Page 1		Date/Time: Date			

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[illegible]

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INCIDENT BRIEFING (ICS 201)

1. Incident Name:	2. Incident Number:	3. Date/Time Initiated: Date: <input type="text"/> Time: <input type="text"/> HHMM
9. Current Organization (fill in additional organization as appropriate):		
<pre> graph TD IC[Incident Commander] --- LO[Liaison Officer] IC --- SO[Safety Officer] IC --- PIO[Public Information Officer] IC --- H1[] H1 --- OSC[Operations Section Chief] H1 --- PSC[Planning Section Chief] H1 --- LSC[Logistics Section Chief] H1 --- FAC[Finance/Admin Section Chief] style H1 width:0px,height:0px </pre> <div style="background-color: #e6f2ff; width: 100%; height: 200px; margin-top: 20px;"></div>		
6. Prepared by: Name: <input style="width: 40%;" type="text"/> Position/Title: <input style="width: 30%;" type="text"/> Signature: <input style="width: 30%;" type="text"/>		
ICS 201, Page 3		Date/Time: <input style="width: 40%;" type="text"/>

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1. Incident Name:	2. Incident Number:	3. Date/Time Initiated: Date: DateTime: HHMM			
10. Resource Summary:					
Resource	Resource Identifier	Date/Time Ordered	ETA	Arrived	Notes (location/assignment/status)
				□	
				□	
				□	
				□	
				□	
				□	
				□	
				□	
				□	
				□	
				□	
				□	

6. Prepared by: Name: _____	Position/Title: _____	Signature: _____
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ICS 201, Page 4	Date/Time: Date _____
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ICS 201 Incident Briefing

Purpose. The Incident Briefing (ICS 201) provides the Incident Commander (and the Command and General Staffs) with basic information regarding the incident situation and the resources allocated to the incident. In addition to a briefing document, the ICS 201 also serves as an initial action worksheet. It serves as a permanent record of the initial response to the incident.

Preparation. The briefing form is prepared by the Incident Commander for presentation to the incoming Incident Commander along with a more detailed oral briefing.

Distribution. Ideally, the ICS 201 is duplicated and distributed before the initial briefing of the Command and General Staffs or other responders as appropriate. The "Map/Sketch" and "Current and Planned Actions, Strategies, and Tactics" sections (pages 1–2) of the briefing form are given to the Situation Unit, while the "Current Organization" and "Resource Summary" sections (pages 3–4) are given to the Resources Unit.

Notes:

- The ICS 201 can serve as part of the initial Incident Action Plan (IAP).
- If additional pages are needed for any form page, use a blank ICS 201 and repaginate as needed.

Block Number	Block Title	Instructions
1	Incident Name	Enter the name assigned to the incident.
2	Incident Number	Enter the number assigned to the incident.
3	Date/Time Initiated <ul style="list-style-type: none"> • Date, Time 	Enter date initiated (month/day/year) and time initiated (using the 24-hour clock).
4	Map/Sketch (include sketch, showing the total area of operations, the incident site/area, impacted and threatened areas, overflight results, trajectories, impacted shorelines, or other graphics depicting situational status and resource assignment)	Show perimeter and other graphics depicting situational status, resource assignments, incident facilities, and other special information on a map/sketch or with attached maps. Utilize commonly accepted ICS map symbology. If specific geospatial reference points are needed about the incident's location or area outside the ICS organization at the incident, that information should be submitted on the Incident Status Summary (ICS 209). North should be at the top of page unless noted otherwise.
5	Situation Summary and Health and Safety Briefing (for briefings or transfer of command): Recognize potential incident Health and Safety Hazards and develop necessary measures (remove hazard, provide personal protective equipment, warn people of the hazard) to protect responders from those hazards.	Self-explanatory.
6	Prepared by <ul style="list-style-type: none"> • Name • Position/Title • Signature • Date/Time 	Enter the name, ICS position/title, and signature of the person preparing the form. Enter date (month/day/year) and time prepared (24-hour clock).
7	Current and Planned Objectives	Enter the objectives used on the incident and note any specific problem areas.

Block Number	Block Title	Instructions
8	Current and Planned Actions, Strategies, and Tactics <ul style="list-style-type: none"> Time Actions 	Enter the current and planned actions, strategies, and tactics and time they may or did occur to attain the objectives. If additional pages are needed, use a blank sheet or another ICS 201 (Page 2), and adjust page numbers accordingly.
9	Current Organization (fill in additional organization as appropriate) <ul style="list-style-type: none"> Incident Commander(s) Liaison Officer Safety Officer Public Information Officer Planning Section Chief Operations Section Chief Finance/Administration Section Chief Logistics Section Chief 	<ul style="list-style-type: none"> Enter on the organization chart the names of the individuals assigned to each position. Modify the chart as necessary, and add any lines/spaces needed for Command Staff Assistants, Agency Representatives, and the organization of each of the General Staff Sections. If Unified Command is being used, split the Incident Commander box. Indicate agency for each of the Incident Commanders listed if Unified Command is being used.
10	Resource Summary	Enter the following information about the resources allocated to the incident. If additional pages are needed, use a blank sheet or another ICS 201 (Page 4), and adjust page numbers accordingly.
	• Resource	Enter the number and appropriate category, kind, or type of resource ordered.
	• Resource Identifier	Enter the relevant agency designator and/or resource designator (if any).
	• Date/Time Ordered	Enter the date (month/day/year) and time (24-hour clock) the resource was ordered.
	• ETA	Enter the estimated time of arrival (ETA) to the incident (use 24-hour clock).
	• Arrived	Enter an "X" or a checkmark upon arrival to the incident.
	• Notes (location/assignment/status)	Enter notes such as the assigned location of the resource and/or the actual assignment and status.

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INCIDENT OBJECTIVES (ICS 202)

1. Incident Name:	2. Operational Period:	Date From: Date Time From: HHMM	Date To: Date Time To: HHMM
3. Objective(s):			
4. Operational Period Command Emphasis:			
General Situational Awareness			
5. Site Safety Plan Required? Yes <input type="checkbox"/> No <input type="checkbox"/> Approved Site Safety Plan(s) Located at: _____			
6. Incident Action Plan (the items checked below are included in this Incident Action Plan): <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> <input type="checkbox"/> ICS 203 <input type="checkbox"/> ICS 207 <input type="checkbox"/> ICS 204 <input type="checkbox"/> ICS 208 <input type="checkbox"/> ICS 205 <input type="checkbox"/> Map/Chart <input type="checkbox"/> ICS 205A <input type="checkbox"/> Weather Forecast/Tides/Currents <input type="checkbox"/> ICS 206 </div> <div style="width: 35%;"> Other Attachments: <input type="checkbox"/> _____ <input type="checkbox"/> _____ <input type="checkbox"/> _____ <input type="checkbox"/> _____ </div> </div>			
7. Prepared by: Name: _____ Position/Title: _____ Signature: _____			
8. Approved by Incident Commander: Name: _____ Signature: _____			
ICS 202	IAP Page	Date/Time: Date	

ICS 202 Incident Objectives

Purpose. The Incident Objectives (ICS 202) describes the basic incident strategy, incident objectives, command emphasis/priorities, and safety considerations for use during the next operational period.

Preparation. The ICS 202 is completed by the Planning Section following each Command and General Staff meeting conducted to prepare the Incident Action Plan (IAP). In case of a Unified Command, one Incident Commander (IC) may approve the ICS 202. If additional IC signatures are used, attach a blank page.

Distribution. The ICS 202 may be reproduced with the IAP and may be part of the IAP and given to all supervisory personnel at the Section, Branch, Division/Group, and Unit levels. All completed original forms must be given to the Documentation Unit.

Notes:

- The ICS 202 is part of the IAP and can be used as the opening or cover page.
- If additional pages are needed, use a blank ICS 202 and repaginate as needed.

Block Number	Block Title	Instructions
1	Incident Name	Enter the name assigned to the incident. If needed, an incident number can be added.
2	Operational Period <ul style="list-style-type: none"> • Date and Time From • Date and Time To 	Enter the start date (month/day/year) and time (using the 24-hour clock) and end date and time for the operational period to which the form applies.
3	Objective(s)	Enter clear, concise statements of the objectives for managing the response. Ideally, these objectives will be listed in priority order. These objectives are for the incident response for this operational period as well as for the duration of the incident. Include alternative and/or specific tactical objectives as applicable. Objectives should follow the SMART model or a similar approach: S pecific – Is the wording precise and unambiguous? M easurable – How will achievements be measured? A ction-oriented – Is an action verb used to describe expected accomplishments? R ealistic – Is the outcome achievable with given available resources? T ime-sensitive – What is the timeframe?
4	Operational Period Command Emphasis	Enter command emphasis for the operational period, which may include tactical priorities or a general weather forecast for the operational period. It may be a sequence of events or order of events to address. This is not a narrative on the objectives, but a discussion about where to place emphasis if there are needs to prioritize based on the Incident Commander's or Unified Command's direction. Examples: Be aware of falling debris, secondary explosions, etc.
	General Situational Awareness	General situational awareness may include a weather forecast, incident conditions, and/or a general safety message. If a safety message is included here, it should be reviewed by the Safety Officer to ensure it is in alignment with the Safety Message/Plan (ICS 208).
5	Site Safety Plan Required? Yes <input type="checkbox"/> No <input type="checkbox"/>	Safety Officer should check whether or not a site safety plan is required for this incident.
	Approved Site Safety Plan(s) Located At	Enter the location of the approved Site Safety Plan(s).

Block Number	Block Title	Instructions
6	Incident Action Plan (the items checked below are included in this Incident Action Plan): <input type="checkbox"/> ICS 203 <input type="checkbox"/> ICS 204 <input type="checkbox"/> ICS 205 <input type="checkbox"/> ICS 205A <input type="checkbox"/> ICS 206 <input type="checkbox"/> ICS 207 <input type="checkbox"/> ICS 208 <input type="checkbox"/> Map/Chart <input type="checkbox"/> Weather Forecast/ Tides/Currents <u>Other Attachments:</u>	Check appropriate forms and list other relevant documents that are included in the IAP. <input type="checkbox"/> ICS 203 – Organization Assignment List <input type="checkbox"/> ICS 204 – Assignment List <input type="checkbox"/> ICS 205 – Incident Radio Communications Plan <input type="checkbox"/> ICS 205A – Communications List <input type="checkbox"/> ICS 206 – Medical Plan <input type="checkbox"/> ICS 207 – Incident Organization Chart <input type="checkbox"/> ICS 208 – Safety Message/Plan
7	Prepared by <ul style="list-style-type: none"> • Name • Position/Title • Signature 	Enter the name, ICS position, and signature of the person preparing the form. Enter date (month/day/year) and time prepared (24-hour clock).
8	Approved by Incident Commander <ul style="list-style-type: none"> • Name • Signature • Date/Time 	In the case of a Unified Command, one IC may approve the ICS 202. If additional IC signatures are used, attach a blank page.

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ORGANIZATION ASSIGNMENT LIST (ICS 203)

1. Incident Name:		2. Operational Period:		Date From: Date	Date To: Date
				Time From: HHMM	Time To: HHMM
3. Incident Commander(s) and Command Staff:			7. Operations Section:		
IC/UCs		Chief			
		Deputy			
Deputy		Staging Area			
Safety Officer		Branch			
Public Info. Officer		Branch Director			
Liaison Officer		Deputy			
4. Agency/Organization Representatives:		Division/Group			
Agency/Organization	Name	Division/Group			
		Division/Group			
		Division/Group			
		Division/Group			
		Branch			
		Branch Director			
		Deputy			
5. Planning Section:		Division/Group			
Chief		Division/Group			
Deputy		Division/Group			
Resources Unit		Division/Group			
Situation Unit		Division/Group			
Documentation Unit		Branch			
Demobilization Unit		Branch Director			
Technical Specialists		Deputy			
		Division/Group			
		Division/Group			
		Division/Group			
6. Logistics Section:		Division/Group			
Chief		Division/Group			
Deputy		Air Operations Branch			
Support Branch		Air Ops Branch Dir.			
Director					
Supply Unit					
Facilities Unit		8. Finance/Administration Section:			
Ground Support Unit		Chief			
Service Branch		Deputy			
Director		Time Unit			
Communications Unit		Procurement Unit			
Medical Unit		Comp/Claims Unit			
Food Unit		Cost Unit			
9. Prepared by:		Name:		Position/Title:	
				Signature: _____	
ICS 203	IAP Page	Date/Time: Date			

ICS 203 Organization Assignment List

Purpose. The Organization Assignment List (ICS 203) provides ICS personnel with information on the units that are currently activated and the names of personnel staffing each position/unit. It is used to complete the Incident Organization Chart (ICS 207) which is posted on the Incident Command Post display. An actual organization will be incident or event-specific. **Not all positions need to be filled.** Some blocks may contain more than one name. The size of the organization is dependent on the magnitude of the incident, and can be expanded or contracted as necessary.

Preparation. The Resources Unit prepares and maintains this list under the direction of the Planning Section Chief. Complete only the blocks for the positions that are being used for the incident. If a trainee is assigned to a position, indicate this with a "T" in parentheses behind the name (e.g., "A. Smith (T)").

Distribution. The ICS 203 is duplicated and attached to the Incident Objectives (ICS 202) and given to all recipients as part of the Incident Action Plan (IAP). All completed original forms must be given to the Documentation Unit.

Notes:

- The ICS 203 serves as part of the IAP.
- If needed, more than one name can be put in each block by inserting a slash.
- If additional pages are needed, use a blank ICS 203 and repaginate as needed.
- ICS allows for organizational flexibility, so the Intelligence/Investigations Function can be embedded in several different places within the organizational structure.

Block Number	Block Title	Instructions
1	Incident Name	Enter the name assigned to the incident.
2	Operational Period <ul style="list-style-type: none"> • Date and Time From • Date and Time To 	Enter the start date (month/day/year) and time (using the 24-hour clock) and end date and time for the operational period to which the form applies.
3	Incident Commander(s) and Command Staff <ul style="list-style-type: none"> • IC/UCs • Deputy • Safety Officer • Public Information Officer • Liaison Officer 	Enter the names of the Incident Commander(s) and Command Staff. Label Assistants to Command Staff as such (for example, "Assistant Safety Officer"). For all individuals, use at least the first initial and last name. For Unified Command, also include agency names.
4	Agency/Organization Representatives <ul style="list-style-type: none"> • Agency/Organization • Name 	Enter the agency/organization names and the names of their representatives. For all individuals, use at least the first initial and last name.
5	Planning Section <ul style="list-style-type: none"> • Chief • Deputy • Resources Unit • Situation Unit • Documentation Unit • Demobilization Unit • Technical Specialists 	Enter the name of the Planning Section Chief, Deputy, and Unit Leaders after each position title. List Technical Specialists with an indication of specialty. If there is a shift change during the specified operational period, list both names, separated by a slash. For all individuals, use at least the first initial and last name.

Block Number	Block Title	Instructions
6	Logistics Section <ul style="list-style-type: none"> • Chief • Deputy Support Branch <ul style="list-style-type: none"> • Director • Supply Unit • Facilities Unit • Ground Support Unit Service Branch <ul style="list-style-type: none"> • Director • Communications Unit • Medical Unit • Food Unit 	<p>Enter the name of the Logistics Section Chief, Deputy, Branch Directors, and Unit Leaders after each position title.</p> <p>If there is a shift change during the specified operational period, list both names, separated by a slash.</p> <p>For all individuals, use at least the first initial and last name.</p>
7	Operations Section <ul style="list-style-type: none"> • Chief • Deputy • Staging Area Branch <ul style="list-style-type: none"> • Branch Director • Deputy • Division/Group Air Operations Branch <ul style="list-style-type: none"> • Air Operations Branch Director 	<p>Enter the name of the Operations Section Chief, Deputy, Branch Director(s), Deputies, and personnel staffing each of the listed positions. For Divisions/Groups, enter the Division/Group identifier in the left column and the individual's name in the right column.</p> <p>Branches and Divisions/Groups may be named for functionality or by geography. For Divisions/Groups, indicate Division/Group Supervisor. Use an additional page if more than three Branches are activated.</p> <p>If there is a shift change during the specified operational period, list both names, separated by a slash.</p> <p>For all individuals, use at least the first initial and last name.</p>
8	Finance/Administration Section <ul style="list-style-type: none"> • Chief • Deputy • Time Unit • Procurement Unit • Compensation/Claims Unit • Cost Unit 	<p>Enter the name of the Finance/Administration Section Chief, Deputy, and Unit Leaders after each position title.</p> <p>If there is a shift change during the specified operational period, list both names, separated by a slash.</p> <p>For all individuals, use at least the first initial and last name.</p>
9	Prepared by <ul style="list-style-type: none"> • Name • Position/Title • Signature • Date/Time 	<p>Enter the name, ICS position, and signature of the person preparing the form. Enter date (month/day/year) and time prepared (24-hour clock).</p>

1. Incident Name:		2. Operational Period: Date From: Date Date To: Date Time From: HHMM Time To: HHMM		3.	
4. Operations Personnel:		Name		Contact Number(s)	
		Operations Section Chief:		XXX-XXX-XXXX	
		Branch Director:		XXX-XXX-XXXX	
		Division/Group Supervisor:		XXX-XXX-XXXX	
5. Resources Assigned:		# of Persons	Contact (e.g., phone, pager, radio frequency, etc.)	Reporting Location, Special Equipment and Supplies, Remarks, Notes, Information	
Resource Identifier	Leader				
6. Work Assignments:					
7. Special Instructions:					
8. Communications (radio and/or phone contact numbers needed for this assignment): Name /Function Primary Contact: indicate cell, pager, or radio (frequency/system/channel) / / / /					
9. Prepared by: Name:		Position/Title:		Signature: _____	
ICS 204	IAP Page	Date/Time: Date			

ICS 204 Assignment List

Purpose. The Assignment List(s) (ICS 204) informs Division and Group supervisors of incident assignments. Once the Command and General Staffs agree to the assignments, the assignment information is given to the appropriate Divisions and Groups.

Preparation. The ICS 204 is normally prepared by the Resources Unit, using guidance from the Incident Objectives (ICS 202), Operational Planning Worksheet (ICS 215), and the Operations Section Chief. It must be approved by the Incident Commander, but may be reviewed and initialed by the Planning Section Chief and Operations Section Chief as well.

Distribution. The ICS 204 is duplicated and attached to the ICS 202 and given to all recipients as part of the Incident Action Plan (IAP). In some cases, assignments may be communicated via radio/telephone/fax. All completed original forms must be given to the Documentation Unit.

Notes:

- The ICS 204 details assignments at Division and Group levels and is part of the IAP.
- Multiple pages/copies can be used if needed.
- If additional pages are needed, use a blank ICS 204 and repaginate as needed.

Block Number	Block Title	Instructions
1	Incident Name	Enter the name assigned to the incident.
2	Operational Period <ul style="list-style-type: none"> • Date and Time From • Date and Time To 	Enter the start date (month/day/year) and time (using the 24-hour clock) and end date and time for the operational period to which the form applies.
3	Branch Division Group Staging Area	This block is for use in a large IAP for reference only. Write the alphanumeric abbreviation for the Branch, Division, Group, and Staging Area (e.g., "Branch 1," "Division D," "Group 1A") in large letters for easy referencing.
4	Operations Personnel <ul style="list-style-type: none"> • Name, Contact Number(s) <ul style="list-style-type: none"> – Operations Section Chief – Branch Director – Division/Group Supervisor 	Enter the name and contact numbers of the Operations Section Chief, applicable Branch Director(s), and Division/Group Supervisor(s).
5	Resources Assigned	Enter the following information about the resources assigned to the Division or Group for this period:
	• Resource Identifier	The identifier is a unique way to identify a resource (e.g., ENG-13, IA-SCC-413). If the resource has been ordered but no identification has been received, use TBD (to be determined).
	• Leader	Enter resource leader's name.
	• # of Persons	Enter total number of persons for the resource assigned, including the leader.
	• Contact (e.g., phone, pager, radio frequency, etc.)	Enter primary means of contacting the leader or contact person (e.g., radio, phone, pager, etc.). Be sure to include the area code when listing a phone number.
5 (continued)	• Reporting Location, Special Equipment and Supplies, Remarks, Notes, Information	Provide special notes or directions specific to this resource. If required, add notes to indicate: (1) specific location/time where the resource should report or be dropped off/picked up; (2) special equipment and supplies that will be used or needed; (3) whether or not the resource received briefings; (4) transportation needs; or (5) other information.

Block Number	Block Title	Instructions
6	Work Assignments	Provide a statement of the tactical objectives to be achieved within the operational period by personnel assigned to this Division or Group.
7	Special Instructions	Enter a statement noting any safety problems, specific precautions to be exercised, dropoff or pickup points, or other important information.
8	Communications (radio and/or phone contact numbers needed for this assignment) <ul style="list-style-type: none"> Name/Function Primary Contact: indicate cell, pager, or radio (frequency/system/channel) 	<p>Enter specific communications information (including emergency numbers) for this Branch/Division/Group.</p> <p>If radios are being used, enter function (command, tactical, support, etc.), frequency, system, and channel from the Incident Radio Communications Plan (ICS 205).</p> <p>Phone and pager numbers should include the area code and any satellite phone specifics.</p> <p>In light of potential IAP distribution, use sensitivity when including cell phone number.</p> <p>Add a secondary contact (phone number or radio) if needed.</p>
9	Prepared by <ul style="list-style-type: none"> Name Position/Title Signature Date/Time 	Enter the name, ICS position, and signature of the person preparing the form. Enter date (month/day/year) and time prepared (24-hour clock).

INCIDENT RADIO COMMUNICATIONS PLAN (ICS 205)

1. Incident Name:			2. Date/Time Prepared: Date: Date Time: HHMM			3. Operational Period: Date From: Date Time From: HHMM Date To: Date Time To: HHMM				
4. Basic Radio Channel Use:										
Zone Grp.	Ch #	Function	Channel Name/Trunked Radio System Talkgroup	Assignment	RX Freq N or W	RX Tone/NAC	TX Freq N or W	TX Tone/NAC	Mode (A, D, or M)	Remarks
5. Special Instructions:										
6. Prepared by (Communications Unit Leader): Name: Date/Time: Date										
ICS 205			IAP Page			Signature:				

ICS 205

Incident Radio Communications Plan

Purpose. The Incident Radio Communications Plan (ICS 205) provides information on all radio frequency or trunked radio system talkgroup assignments for each operational period. The plan is a summary of information obtained about available radio frequencies or talkgroups and the assignments of those resources by the Communications Unit Leader for use by incident responders. Information from the Incident Radio Communications Plan on frequency or talkgroup assignments is normally placed on the Assignment List (ICS 204).

Preparation. The ICS 205 is prepared by the Communications Unit Leader and given to the Planning Section Chief for inclusion in the Incident Action Plan.

Distribution. The ICS 205 is duplicated and attached to the Incident Objectives (ICS 202) and given to all recipients as part of the Incident Action Plan (IAP). All completed original forms must be given to the Documentation Unit. Information from the ICS 205 is placed on Assignment Lists.

Notes:

- The ICS 205 is used to provide, in one location, information on all radio frequency assignments down to the Division/Group level for each operational period.
- The ICS 205 serves as part of the IAP.

Block Number	Block Title	Instructions
1	Incident Name	Enter the name assigned to the incident.
2	Date/Time Prepared	Enter date prepared (month/day/year) and time prepared (using the 24-hour clock).
3	Operational Period <ul style="list-style-type: none"> • Date and Time From • Date and Time To 	Enter the start date (month/day/year) and time (using the 24-hour clock) and end date and time for the operational period to which the form applies.
4	Basic Radio Channel Use	Enter the following information about radio channel use:
	Zone Group	
	Channel Number	Use at the Communications Unit Leader's discretion. Channel Number (Ch #) may equate to the channel number for incident radios that are programmed or cloned for a specific Communications Plan, or it may be used just as a reference line number on the ICS 205 document.
	Function	Enter the Net function each channel or talkgroup will be used for (Command, Tactical, Ground-to-Air, Air-to-Air, Support, Dispatch).
	Channel Name/Trunked Radio System Talkgroup	Enter the nomenclature or commonly used name for the channel or talk group such as the National Interoperability Channels which follow DHS frequency Field Operations Guide (FOG).
	Assignment	Enter the name of the ICS Branch/Division/Group/Section to which this channel/talkgroup will be assigned.
	RX (Receive) Frequency (N or W)	Enter the Receive Frequency (RX Freq) as the mobile or portable subscriber would be programmed using xxx.xxx out to four decimal places, followed by an "N" designating narrowband or a "W" designating wideband emissions. The name of the specific trunked radio system with which the talkgroup is associated may be entered across all fields on the ICS 205 normally used for conventional channel programming information.
	RX Tone/NAC	Enter the Receive Continuous Tone Coded Squelch System (CTCSS) subaudible tone (RX Tone) or Network Access Code (RX NAC) for the receive frequency as the mobile or portable subscriber would be programmed.

Block Number	Block Title	Instructions
4 (continued)	TX (Transmit) Frequency (N or W)	Enter the Transmit Frequency (TX Freq) as the mobile or portable subscriber would be programmed using xxx.xxxx out to four decimal places, followed by an "N" designating narrowband or a "W" designating wideband emissions.
	TX Tone/NAC	Enter the Transmit Continuous Tone Coded Squelch System (CTCSS) subaudible tone (TX Tone) or Network Access Code (TX NAC) for the transmit frequency as the mobile or portable subscriber would be programmed.
	Mode (A, D, or M)	Enter "A" for analog operation, "D" for digital operation, or "M" for mixed mode operation.
	Remarks	Enter miscellaneous information concerning repeater locations, information concerning patched channels or talkgroups using links or gateways, etc.
5	Special Instructions	Enter any special instructions (e.g., using cross-band repeaters, secure-voice, encoders, private line (PL) tones, etc.) or other emergency communications needs). If needed, also include any special instructions for handling an incident within an incident.
6	Prepared by (Communications Unit Leader) <ul style="list-style-type: none"> • Name • Signature • Date/Time 	Enter the name and signature of the person preparing the form, typically the Communications Unit Leader. Enter date (month/day/year) and time prepared (24-hour clock).

[illegible]

ICS 206 Medical Plan

Purpose. The Medical Plan (ICS 206) provides information on incident medical aid stations, transportation services, hospitals, and medical emergency procedures.

Preparation. The ICS 206 is prepared by the Medical Unit Leader and reviewed by the Safety Officer to ensure ICS coordination. If aviation assets are utilized for rescue, coordinate with Air Operations.

Distribution. The ICS 206 is duplicated and attached to the Incident Objectives (ICS 202) and given to all recipients as part of the Incident Action Plan (IAP). Information from the plan pertaining to incident medical aid stations and medical emergency procedures may be noted on the Assignment List (ICS 204). All completed original forms must be given to the Documentation Unit.

Notes:

- The ICS 206 serves as part of the IAP.
- This form can include multiple pages.

Block Number	Block Title	Instructions
1	Incident Name	Enter the name assigned to the incident.
2	Operational Period <ul style="list-style-type: none"> • Date and Time From • Date and Time To 	Enter the start date (month/day/year) and time (using the 24-hour clock) and end date and time for the operational period to which the form applies.
3	Medical Aid Stations <ul style="list-style-type: none"> • Name • Location • Contact Number(s)/Frequency • Paramedics on Site? <input type="checkbox"/> Yes <input type="checkbox"/> No 	Enter the following information on the incident medical aid station(s): Enter name of the medical aid station. Enter the location of the medical aid station (e.g., Staging Area, Camp Ground). Enter the contact number(s) and frequency for the medical aid station(s). Indicate (yes or no) if paramedics are at the site indicated.
4	Transportation (indicate air or ground) <ul style="list-style-type: none"> • Ambulance Service • Location • Contact Number(s)/Frequency • Level of Service <input type="checkbox"/> ALS <input type="checkbox"/> BLS 	Enter the following information for ambulance services available to the incident: Enter name of ambulance service. Enter the location of the ambulance service. Enter the contact number(s) and frequency for the ambulance service. Indicate the level of service available for each ambulance, either ALS (Advanced Life Support) or BLS (Basic Life Support).

Block Number	Block Title	Instructions
5	Hospitals	Enter the following information for hospital(s) that could serve this incident:
	• Hospital Name	Enter hospital name and identify any predesignated medivac aircraft by name a frequency.
	• Address, Latitude & Longitude if Helipad	Enter the physical address of the hospital and the latitude and longitude if the hospital has a helipad.
	• Contact Number(s)/ Frequency	Enter the contact number(s) and/or communications frequency(s) for the hospital.
	• Travel Time • Air • Ground	Enter the travel time by air and ground from the incident to the hospital.
	• Trauma Center <input type="checkbox"/> Yes Level: _____	Indicate yes and the trauma level if the hospital has a trauma center.
	• Burn Center <input type="checkbox"/> Yes <input type="checkbox"/> No	Indicate (yes or no) if the hospital has a burn center.
	• Helipad <input type="checkbox"/> Yes <input type="checkbox"/> No	Indicate (yes or no) if the hospital has a helipad. Latitude and Longitude data format need to compliment Medical Evacuation Helicopters and Medical Air Resources
6	Special Medical Emergency Procedures	Note any special emergency instructions for use by incident personnel, including (1) who should be contacted, (2) how should they be contacted; and (3) who manages an incident within an incident due to a rescue, accident, etc. Include procedures for how to report medical emergencies.
	<input type="checkbox"/> Check box if aviation assets are utilized for rescue. If assets are used, coordinate with Air Operations.	Self explanatory. Incident assigned aviation assets should be included in ICS 220.
7	Prepared by (Medical Unit Leader) • Name • Signature	Enter the name and signature of the person preparing the form, typically the Medical Unit Leader. Enter date (month/day/year) and time prepared (24-hour clock).
8	Approved by (Safety Officer) • Name • Signature • Date/Time	Enter the name of the person who approved the plan, typically the Safety Officer. Enter date (month/day/year) and time reviewed (24-hour clock).

ICS 214 Activity Log

Purpose. The Activity Log (ICS 214) records details of notable activities at any ICS level, including single resources, equipment, Task Forces, etc. These logs provide basic incident activity documentation, and a reference for any after-action report.

Preparation. An ICS 214 can be initiated and maintained by personnel in various ICS positions as it is needed or appropriate. Personnel should document how relevant incident activities are occurring and progressing, or any notable events or communications.

Distribution. Completed ICS 214s are submitted to supervisors, who forward them to the Documentation Unit. All completed original forms must be given to the Documentation Unit, which maintains a file of all ICS 214s. It is recommended that individuals retain a copy for their own records.

Notes:

- The ICS 214 can be printed as a two-sided form.
- Use additional copies as continuation sheets as needed, and indicate pagination as used.

Block Number	Block Title	Instructions
1	Incident Name	Enter the name assigned to the incident.
2	Operational Period <ul style="list-style-type: none"> • Date and Time From • Date and Time To 	Enter the start date (month/day/year) and time (using the 24-hour clock) and end date and time for the operational period to which the form applies.
3	Name	Enter the title of the organizational unit or resource designator (e.g., Facilities Unit, Safety Officer, Strike Team).
4	ICS Position	Enter the name and ICS position of the individual in charge of the Unit.
5	Home Agency (and Unit)	Enter the home agency of the individual completing the ICS 214. Enter a unit designator if utilized by the jurisdiction or discipline.
6	Resources Assigned <ul style="list-style-type: none"> • Name • ICS Position • Home Agency (and Unit) 	Enter the following information for resources assigned: <ul style="list-style-type: none"> Use this section to enter the resource's name. For all individuals, use at least the first initial and last name. Cell phone number for the individual can be added as an option. Use this section to enter the resource's ICS position (e.g., Finance Section Chief). Use this section to enter the resource's home agency and/or unit (e.g., Des Moines Public Works Department, Water Management Unit).
7	Activity Log <ul style="list-style-type: none"> • Date/Time • Notable Activities 	<ul style="list-style-type: none"> Enter the time (24-hour clock) and briefly describe individual notable activities. Note the date as well if the operational period covers more than one day. Activities described may include notable occurrences or events such as task assignments, task completions, injuries, difficulties encountered, etc. This block can also be used to track personal work habits by adding columns such as "Action Required," "Delegated To," "Status," etc.
8	Prepared by <ul style="list-style-type: none"> • Name • Position/Title • Signature • Date/Time 	Enter the name, ICS position/title, and signature of the person preparing the form. Enter date (month/day/year) and time prepared (24-hour clock).

Public Agency Use of Facilities During an Emergency

NMCUSD Administrative Regulation AR 0450 Philosophy, Goals, Objectives and Comprehensive Plans - **Comprehensive Safety Plan - Development and Review of Comprehensive School Safety Plan** addresses public agency use of facilities during an emergency, including the American Red Cross.

NMCUSD | AR 0450 Philosophy, Goals, Objectives and Comprehensive Plans Development and Review of Comprehensive School Safety Plan

The school site council shall consult with local law enforcement in writing and developing the comprehensive school safety plan. When practical, the school site council also shall consult with other school site councils and safety committees. (Education Code 32281, 32282)

The school site council may delegate the responsibility for developing a comprehensive safety plan to a school safety planning committee. This committee shall be composed of the following members: (Education Code 32281)

1. The principal or designee
2. One teacher who is a representative of the recognized certificated employee organization
3. One parent/guardian whose child attends the school
4. One classified employee who is a representative of the recognized classified employee organization
5. Other members, if desired.

Before adopting its comprehensive safety plan, the school site council or school safety planning committee shall hold a public meeting at the school in order to allow members of the public the opportunity to express an opinion about the plan. (Education Code 32288) The school site council or safety planning committee shall notify, in writing, the following persons and entities of the public meeting: (Education Code 32288)

1. The local mayor
2. A representative of the local school employee organization
3. A representative of each parent organization at the school, including the parent teacher association and parent teacher clubs
4. A representative of each teacher organization at the school (cf. 4140/4240/4340)
5. A representative of the school's student body government
6. All persons who have indicated that they want to be notified

In addition, the school site council or safety planning committee may notify, in writing, the following entities of the public meeting: (Education Code 32288)

1. Representatives of local religious organizations
2. Local civic leaders
3. Local business organizations

Content of the Safety Plan: Each comprehensive safety plan shall include an assessment of the current status of school crime committed on campus and at school-related functions. (Education Code 32282) The assessment may include, but not be limited to, data on reports of school crime, suspension and expulsion rates, and surveys of students, parents/guardians, and staff regarding their perceptions of school safety. The plan also shall identify appropriate strategies and programs that will provide or maintain a high level of school safety and address the school's procedures for complying with existing laws related to school safety, including all of the following: (Education Code 32282)

1. Child abuse reporting procedures consistent with Penal Code 11164
2. Routine and emergency disaster procedures including, but not limited to:
 - a. Adaptations for students with disabilities in accordance with the Americans with Disabilities Act (cf. 6159 - Individualized Education Program)
 - b. An earthquake emergency procedure system in accordance with Education Code 32282 (cf. 3516 - Emergencies and Disaster Preparedness Plan) (cf. 3516.3 - Earthquake Emergency Procedure System)
 - c. A procedure to allow public agencies, including the American Red Cross, to use school buildings, grounds, and equipment for mass care and welfare shelters during disasters or other emergencies affecting the public health and welfare
3. Policies pursuant to Education Code 48915(d) for students who commit an act listed in Education Code 48915(c) and other school-designated serious acts which would lead to suspension, expulsion, or mandatory expulsion recommendations
4. Procedures to notify teachers of dangerous students pursuant to Education Code 49079.
5. A policy consistent with the prohibition against discrimination, harassment, intimidation, and bullying pursuant to Education Code 200-262.4.
6. If the school has adopted a dress code prohibiting students from wearing "gang-related apparel" pursuant to Education Code 35183, the provisions of that dress code and the definition of "gang-related apparel".
7. Procedures for safe ingress and egress of students, parents/guardians, and employees to and from school
8. A safe and orderly school environment conducive to learning.
9. The rules and procedures on school discipline adopted pursuant to Education Code 35291 and 35291.5.
10. Hate crime reporting procedures.

Among the strategies for providing a safe environment, the school safety plan may also include:

1. Development of a positive school climate that promotes respect for diversity, personal and social responsibility, effective interpersonal and communication skills, self-esteem, anger

management, and conflict resolution.

2. Disciplinary policies and procedures that contain prevention strategies, such as strategies to prevent bullying, hazing, and cyberbullying, as well as behavioral expectations and consequences for violations.
3. Curriculum that emphasizes prevention and alternatives to violence, such as multicultural education, character/values education, media analysis skills, conflict resolution, community service learning, and education related to the prevention of dating violence.
4. Parent involvement strategies, including strategies to help ensure parent/guardian support and reinforcement of the school's rules and increase the number of adults on campus.
5. Prevention and intervention strategies related to the sale or use of drugs and alcohol which shall reflect expectations for drug-free schools and support for recovering students.
6. Collaborative relationships among the city, county, community agencies, local law enforcement, the judicial system, and the schools that lead to the development of a set of common goals and community strategies for violence prevention instruction.
7. Procedures for responding to the release of a pesticide or other toxic substance from properties located within one-quarter mile of the school.
8. Procedures for receiving verification from law enforcement that a violent crime has occurred on school grounds and for promptly notifying parents/guardians and employees of that crime.
9. Assessment of the school's physical environment, including a risk management analysis and development of ground security measures such as procedures for the closing campuses to outsiders, installing surveillance systems, securing the campus perimeter, protecting buildings against vandalism, and providing for a law enforcement presence on campus.
10. Crisis prevention and intervention strategies, which may include the following:
 - a. Identification of possible crises that may occur, determination of necessary tasks that need to be addressed, and development of procedures relative to each crisis, including the involvement of law enforcement and other public safety agencies as appropriate
 - b. Threat assessment strategies to determine the credibility and seriousness of a threat and provide appropriate interventions for the potential offender(s)
 - c. Assignment of staff members responsible for each identified task and procedure
 - d. Development of an evacuation plan based on an assessment of buildings and grounds and opportunities for students and staff to practice the evacuation plan
 - e. Coordination of communication to schools, Governing Board members, parents/guardians, and the media
 - f. Development of a method for the reporting of violent incidents
 - g. Development of follow-up procedures that may be required after a crisis has occurred, such as counseling
11. Staff development in violence prevention and intervention techniques, including preparation to implement the elements of the safety plan.

North Monterey County Unified School District

Regulation approved: May 17, 2012 Moss Landing, California

Suspension and Expulsion Policies

Suspension and expulsion offenses fall under the following California Education Codes:

- 48915 (1) possessed/sold/furnished firearm (Mandatory Expulsion Recommendation)
- 48915 (2) brandished a knife at another person (Mandatory Expulsion Recommendation)
- 48915 (3) sold a controlled substance (Mandatory Expulsion Recommendation)
- 48915 (4) sexual assault or sexual battery (Mandatory Expulsion Recommendation)
- 48915 (5) possession of an explosive (Mandatory Expulsion Recommendation)
- 48900 (a1) caused, attempted to cause, or threatened to cause physical injury
- 48900 (a2) willfully used force or violence upon the person of another, except in self-defense
- 48900 (b) possessed, sold, or otherwise furnished any firearm, knife, explosive, or other dangerous object
- 48900 (c) possession of, use of, sale or furnishing of a controlled substance
- 48900 (d) offered, arranged or negotiated to sell a controlled substance and then provided a replica substance
- 48900 (e) attempted/committed robbery or extortion
- 48900 (f) attempted/caused damage to school or private property
- 48900 (g) attempted/stole school or private property
- 48900 (h) possession/use of tobacco product
- 48900 (i) committed an obscene act or engaged in habitual profanity or vulgarity
- 48900 (j) possession of/offered/arranged/negotiated to sell drug paraphernalia
- 48900 (k) disruption of school activities; defiance of authority
- 48900 (l) knowingly received stolen school or personal property
- 48900 (m) possession of a replica firearm
- 48900 (n) attempted/committed a sexual assault or sexual battery**
- 48900 (o) harassed, threatened or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding
- 48900 (p) unlawfully offered, arranged to sell, negotiate to sell, or sold the prescription drug SOMA
- 48900 (q) engaged in or attempted to engage in hazing.
- 48900 (r) Engaged in an act of bullying, including but not limited to, bullying committed by means of an electronic act
- 48900.2 (grades 4-12) sexual harassment
- 48900.3 (grades 4-12) act of hate crime
- 48900.4 (grades 4-12) harassment, threats, or intimidation, directed against school district personnel or pupils that is severe or pervasive to create substantial disorder or by creating an intimidating or hostile educational environment.
- 48900.7 terroristic threats against school officials or school property or both.

Repeat offenses and habitual non-compliance result in the increase of supports and remediation.

NMCUSD Board Policy Suspension and Expulsion

North Monterey Co USD | BP 5144.1 Students

Suspension And Expulsion/Due Process

The Governing Board has established policies and standards of behavior in order to promote learning and protect the safety and well-being of all students. When these policies and standards are violated, it may be necessary to suspend or expel a student from regular classroom instruction.

Suspended or expelled students shall be denied the privilege of participation in all extracurricular activities during the period of suspension or expulsion.

Except where suspension for a first offense is warranted in accordance with law, suspension shall be imposed only when other means of correction fail to bring about proper conduct. (Education Code 48900.5)

Expulsion is an action taken by the Board for severe or prolonged breaches of discipline by a student. Except for single acts of a grave nature, expulsion shall be used only when there is a history of misconduct, when other forms of discipline, including suspension, have failed to bring about proper conduct, or when the student's presence causes a continuing danger to self or others.

The grounds for suspension and expulsion and the procedures for considering, recommending and/or implementing suspension and expulsion shall be those specified in law and/or administrative regulation.

Zero Tolerance

The Board supports a zero tolerance approach to serious offenses in accordance with state and federal law. This approach makes the removal of potentially dangerous students from the classroom a top priority and ensures the standardized treatment of all students. Staff shall immediately report to the Superintendent or designee any incidence of offenses specified in law, Board policy, and administrative regulation as cause for suspension or expulsion.

Student Due Process

The Board shall provide for the fair and equitable treatment of students facing suspension and expulsion by affording them their due process rights under the law. The Superintendent or designee shall comply with procedures for notices and appeals as specified in administrative regulation and/or law. (Education Code 48911, 48915, 48915.5)

Supervised Suspension Classroom

The Board recognizes that students who are suspended from school often have no supervision or guidance during the school hours when they are off campus and may fall behind in the coursework. The Board believes that, in many cases, it would be better to manage the student's behavior by keeping the student at school and providing him/her with supervision that is separated from the regular classroom.

The Superintendent or designee shall establish a supervised classroom suspension program which meets the requirements of law for students suspended for any of the reasons enumerated in Education Code 48900 and 48900.2, who pose no imminent danger or threat at school, and for whom an expulsion action has not been initiated.

The Superintendent or designee shall examine alternatives to off-campus suspension and may

establish a suspension program which involves progressive discipline during the school day on campus; use of conferences between staff, parents/guardians and students; detention; student study teams or other assessment-related teams; and/or referral to school support services staff. The use of such alternatives does not preclude off-campus suspensions.

Required Parental Attendance

The Board believes that parental involvement plays an important role in the resolution of classroom behavior problems. The Board expects that teachers will communicate with parents/guardians when behavior problems arise.

Whenever a student is suspended from class by a teacher because he/she committed an obscene act, engaged in habitual profanity or vulgarity, disrupted school activities, or otherwise willfully defied valid staff authority, the teacher of the class from which the student was removed may provide that the student's parent/guardian attend a portion of a school day in the class from which the student was suspended. (Education Code 48900.1)

Before requiring parental attendance, the teacher shall make reasonable efforts to have the parent/guardian visit the class voluntarily. The teacher also may inform the parent/guardian about available resources and parent education opportunities. Teachers should reserve the option of required parental attendance for cases in which they have determined that it is the best strategy to promote positive interaction between the student and the parent/guardian and to improve classroom behavior.

The teacher shall apply this policy uniformly to all students within the classroom. This policy shall apply only to a parent/guardian who lives with the student. (Education Code 48900.1)

When a teacher requires parental attendance, the principal shall send a written notice to the parent/guardian stating that his/her attendance is pursuant to law. (Education Code 48900.1)

The notice shall specify that the attendance may be on either the date the student is scheduled to return to class or within one week thereafter.

A parent/guardian who has received a written notice shall attend class as specified in the notice. After completing the classroom visit and before leaving school premises, the parent/guardian also shall meet with the principal or designee. (Education Code 48900.1)

The principal or designee shall contact a parent/guardian who does not respond to the request to attend school. The Board recognizes that parent/guardian compliance with this policy may be delayed, modified, or prevented for reasons such as serious illness/injury/disability, absence from town, or inability to get release time from work.

District regulations and school-site rules for student discipline shall include procedures for implementing parental attendance requirements. Parents/guardians shall be notified of this policy prior to its implementation. (Education Code 48900.1)

Decision Not to Enforce Expulsion Order

In cases where expulsion is mandatory pursuant to Education Code 48915(c), the enforcement of an expulsion order shall not be suspended by the Board. In all other cases of expulsion, the order for expulsion may be suspended by the Board, on a case-by-case basis, pursuant to the requirements of law.

Policy adopted: May 17, 2012 Moss Landing, California

Policy for Notifying Teachers of Dangerous Pupils

In order to fulfill the requirements made by Education Code 49079 and Welfare and Institutions Code 827 that state teachers must be notified of the reason(s) a student has been suspended. All information regarding suspension and expulsion is **CONFIDENTIAL**, is not to be shared with any student(s) or parent(s). Teachers are asked to secure the information so students and others may not view it.

Pursuant to Education Code 48267, the Monterey County Probation Department notifies the Pupil Personnel Division of North Monterey County Unified School District regarding students who have engaged in certain criminal conduct. This information is forwarded to the school principal who is responsible for prompt notification of the student's teachers, consistent with NMCUSD Administrative Regulation AR 0450 Philosophy, Goals, Objectives and Comprehensive Plans - **Comprehensive Safety Plan - Development and Review of Comprehensive School Safety Plan** and Board Policy | BP 4158 - **Employee Security**.

NMCUSD | AR 0450 Philosophy, Goals, Objectives and Comprehensive Plans

Development and Review of Comprehensive School Safety Plan

The school site council shall consult with local law enforcement in writing and developing the comprehensive school safety plan. When practical, the school site council also shall consult with other school site councils and safety committees. (Education Code 32281, 32282)

The school site council may delegate the responsibility for developing a comprehensive safety plan to a school safety planning committee. This committee shall be composed of the following members:(Education Code 32281)

6. The principal or designee
7. One teacher who is a representative of the recognized certificated employee organization
8. One parent/guardian whose child attends the school
9. One classified employee who is a representative of the recognized classified employee organization
10. Other members, if desired.

Before adopting its comprehensive safety plan, the school site council or school safety planning committee shall hold a public meeting at the school in order to allow members of the public the opportunity to express an opinion about the plan. (Education Code 32288) The school site council or safety planning committee shall notify, in writing, the following persons and entities of the public meeting: (Education Code 32288)

1. The local mayor
2. A representative of the local school employee organization
3. A representative of each parent organization at the school, including the parent teacher association and parent teacher clubs
4. A representative of each teacher organization at the school (cf. 4140/4240/4340 - Bargaining Units)
5. A representative of the school's student body government
6. All persons who have indicated that they want to be notified

In addition, the school site council or safety planning committee may notify, in writing, the following entities of the public meeting: (Education Code 32288)

4. Representatives of local religious organizations
5. Local civic leaders
6. Local business organizations

Content of the Safety Plan Each comprehensive safety plan shall include an assessment of the current status of school crime committed on campus and at school-related functions. (Education Code 32282) The assessment may include, but not be limited to, data on reports of school crime,

suspension and expulsion rates, and surveys of students, parents/guardians, and staff regarding their perceptions of school safety. The plan also shall identify appropriate strategies and programs that will provide or maintain a high level of school safety and address the school's procedures for complying with existing laws related to school safety, including all of the following: (Education Code 32282)

12. Child abuse reporting procedures consistent with Penal Code 11164
13. Routine and emergency disaster procedures including, but not limited to:
 - a. Adaptations for students with disabilities in accordance with the Americans with Disabilities Act (cf. 6159 - Individualized Education Program)
 - b. An earthquake emergency procedure system in accordance with Education Code 32282 (cf. 3516 - Emergencies and Disaster Preparedness Plan) (cf. 3516.3 - Earthquake Emergency Procedure System)
 - c. A procedure to allow public agencies, including the American Red Cross, to use school buildings, grounds, and equipment for mass care and welfare shelters during disasters or other emergencies affecting the public health and welfare
14. Policies pursuant to Education Code 48915(d) for students who commit an act listed in Education Code 48915(c) and other school-designated serious acts which would lead to suspension, expulsion, or mandatory expulsion recommendations
15. Procedures to notify teachers of dangerous students pursuant to Education Code 49079.
16. A policy consistent with the prohibition against discrimination, harassment, intimidation, and bullying pursuant to Education Code 200-262.4.
17. If the school has adopted a dress code prohibiting students from wearing "gang-related apparel" pursuant to Education Code 35183, the provisions of that dress code and the definition of "gang-related apparel".
18. Procedures for safe ingress and egress of students, parents/guardians, and employees to and from school
19. A safe and orderly school environment conducive to learning.
20. The rules and procedures on school discipline adopted pursuant to Education Code 35291 and 35291.5.
21. Hate crime reporting procedures.

Among the strategies for providing a safe environment, the school safety plan may also include:

11. Development of a positive school climate that promotes respect for diversity, personal and social responsibility, effective interpersonal and communication skills, self-esteem, anger management, and conflict resolution.
12. Disciplinary policies and procedures that contain prevention strategies, such as strategies to prevent bullying, hazing, and cyberbullying, as well as behavioral expectations and consequences for violations.
13. Curriculum that emphasizes prevention and alternatives to violence, such as multicultural education, character/values education, media analysis skills, conflict resolution, community

service learning, and education related to the prevention of dating violence.

14. Parent involvement strategies, including strategies to help ensure parent/guardian support and reinforcement of the school's rules and increase the number of adults on campus.
15. Prevention and intervention strategies related to the sale or use of drugs and alcohol which shall reflect expectations for drug-free schools and support for recovering students.
16. Collaborative relationships among the city, county, community agencies, local law enforcement, the judicial system, and the schools that lead to the development of a set of common goals and community strategies for violence prevention instruction.
17. Procedures for responding to the release of a pesticide or other toxic substance from properties located within one-quarter mile of the school.
18. Procedures for receiving verification from law enforcement that a violent crime has occurred on school grounds and for promptly notifying parents/guardians and employees of that crime.
19. Assessment of the school's physical environment, including a risk management analysis and development of ground security measures such as procedures for the closing campuses to outsiders, installing surveillance systems, securing the campus perimeter, protecting buildings against vandalism, and providing for a law enforcement presence on campus.
20. Crisis prevention and intervention strategies, which may include the following:
 - a. Identification of possible crises that may occur, determination of necessary tasks that need to be addressed, and development of procedures relative to each crisis, including the involvement of law enforcement and other public safety agencies as appropriate
 - b. Threat assessment strategies to determine the credibility and seriousness of a threat and provide appropriate interventions for the potential offender(s)
 - c. Assignment of staff members responsible for each identified task and procedure
 - d. Development of an evacuation plan based on an assessment of buildings and grounds and opportunities for students and staff to practice the evacuation plan
 - e. Coordination of communication to schools, Governing Board members, parents/guardians, and the media
 - f. Development of a method for the reporting of violent incidents
 - g. Development of follow-up procedures that may be required after a crisis has occurred, such as counseling
22. Staff development in violence prevention and intervention techniques, including preparation to implement the elements of the safety plan.

Regulation approved: May 17, 2012 Moss Landing, California

North Monterey Co USD | BP 4158 Personnel **Employee Security**

The Governing Board desires to provide a safe and orderly work environment for all employees. As part of the district's comprehensive safety plan, the Superintendent or designee shall develop

strategies for protecting employees from potentially dangerous persons and situations and for providing them with necessary assistance and support when emergency situations occur.

Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. The Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. In addition, the Superintendent or designee may initiate legal proceedings against any individual to recover damages for injury caused by the willful misconduct of that individual to the person or property of an employee or another person on district premises.

The Superintendent or designee shall ensure that employees are trained in crisis prevention and intervention techniques in order to protect themselves and students. Staff development may include training in classroom management, effective communication techniques, and crisis resolution.

The Superintendent or designee also shall ensure that employees are informed, in accordance with law, of crimes and offenses committed by students who may pose a danger in the classroom.

The Superintendent or designee may make available at appropriate locations, including, but not limited to, district and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.

Use of Pepper Spray: Employees may not carry or possess pepper spray on school property or at school activities. On a case-by-case basis, however, the Superintendent or designee may allow an employee to possess pepper spray that meets the requirements of Penal Code 12403.7 when justified by unusual dangerous circumstances. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

Reporting of Injurious Objects

The Board requires employees to take immediate action upon being made aware that any person is in possession of an unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. The employee shall use his/her own judgment as to the potential danger involved and, based upon this analysis, shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately call 911 and the principal. When informing the principal about the possession or seizure of a weapon or dangerous device, the employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

Policy adopted: May 17, 2012 Moss Landing, California

Discrimination and Harassment Policies

The following North Monterey County Unified School District Board Policies address discrimination and harassment:

- BP 5145.3 Nondiscrimination/Harassment
- BP 6163.4 Student Use Of Technology
- BP 0410 Nondiscrimination In District Programs And Activities
- BP 5145.7 Students - Sexual Harassment

North Monterey Co USD | BP 5145.3 Students **Nondiscrimination/Harassment**

The Governing Board desires to ensure equal opportunities for all students in admission and access to the district's educational programs, guidance and counseling programs, athletic programs, testing procedures, and other activities. District programs and activities shall be free from discrimination, including harassment, with respect to a student's actual or perceived sex, gender, ethnic group identification, race, national origin, religion, color, physical or mental disability, age, or sexual orientation.

The Board prohibits discrimination, intimidation, or harassment of any student by any employee, student, or other person in the district. Prohibited harassment includes physical, verbal, nonverbal, or written conduct based on one of the categories listed above that is so severe and pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the purpose or effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects the student's educational opportunities.

School staff and volunteers shall carefully guard against segregation, bias, and stereotyping in the delivery of services, including, but not limited to, instruction, guidance, and supervision.

The principal or designee shall develop a plan to provide students with appropriate accommodations when necessary for their protection from threatened or potentially harassing or discriminatory behavior.

Students who engage in discrimination or harassment in violation of law, Board policy, or administrative regulation shall be subject to appropriate discipline, up to and including counseling, suspension, and/or expulsion. Any employee who permits or engages in harassment or prohibited discrimination shall be subject to disciplinary action, up to and including dismissal.

The Board hereby designates the following position as Coordinator for Nondiscrimination to handle complaints regarding discrimination and harassment and inquiries regarding the district's nondiscrimination policies: Chief Human Resources Officer 8142 Moss Landing Road Moss Landing, CA 95039-9617 (831) 633-3343

Any student who feels that he/she has been subjected to discrimination or harassment should immediately contact the Coordinator, the principal, or any other staff member. Any student or school employee who observes an incident of discrimination or harassment should report the incident to the Coordinator or principal, whether or not the victim files a complaint.

Upon receiving a complaint of discrimination or harassment, the Coordinator shall immediately investigate the complaint in accordance with site-level grievance procedures specified in AR 5145.7 Sexual Harassment.

The Superintendent or designee shall ensure that the student handbook clearly describes the district's nondiscrimination policy, procedures for filing a complaint regarding discrimination or harassment, and the resources that are available to students who feel that they have been the victim of discrimination or harassment. The district's policy may also be posted on the district website or any other location that is easily accessible to students.

North Monterey Co USD | BP 6163.4 Instruction **Student Use Of Technology**

The Governing Board intends that technological resources provided by the district be used in a safe, responsible, and proper manner in support of the instructional program and for the advancement of student learning.

The Superintendent or designee shall notify students and parents/guardians about authorized uses of district computers, user obligations and responsibilities, and consequences for unauthorized use and/or unlawful activities in accordance with district regulations and the district's Acceptable Use Agreement.

Before a student is authorized to use the district's technological resources, the student and his/her parent/guardian shall sign and return the Acceptable Use Agreement specifying user obligations and responsibilities. In that agreement, the student and his/her parent/guardian shall agree not to hold the district or any district staff responsible for the failure of any technology protection measures, violations of copyright restrictions, or user mistakes or negligence. They shall also agree to indemnify and hold harmless the district and district personnel for any damages or costs incurred.

The Superintendent or designee, with input from students and appropriate staff, shall regularly review and update this policy, the accompanying administrative regulation, and other relevant procedures to enhance the safety and security of students using the district's technological resources and to help ensure that the district adapts to changing technologies and circumstances. Use of District Computers for Online Services/Internet Access: The Superintendent or designee shall ensure that all district computers with Internet access have a technology protection measure that blocks or filters Internet access to visual depictions that are obscene, child pornography, or harmful to minors and that the operation of such measures is enforced.

To reinforce these measures, the Superintendent or designee shall implement rules and procedures designed to restrict students' access to harmful or inappropriate matter on the Internet and to ensure that students do not engage in unauthorized or unlawful online activities. Staff shall supervise students while they are using online services and may have teacher aides, student aides, and volunteers assist in this supervision.

The Superintendent or designee also shall establish regulations to address the safety and security of students and student information when using email, chat rooms, and other forms of direct electronic communication.

The Superintendent or designee shall provide age-appropriate instruction regarding safe and appropriate behavior on social networking sites, chat rooms, and other Internet services. Such instruction shall include, but not be limited to, the dangers of posting personal information online, misrepresentation by online predators, how to report inappropriate or offensive content or threats, behaviors that constitute cyberbullying, and how to respond when subjected to cyberbullying.

Student use of district computers to access social networking sites is prohibited. To the extent possible, the Superintendent or designee shall block access to such sites on district computers with Internet access.

Policy adopted: May 17, 2012 Moss Landing, California

North Monterey Co USD | BP 0410 Philosophy, Goals, Objectives and Comprehensive Plans

Nondiscrimination in District Programs and Activities

The Governing Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on gender, sex, race, color, religion, ancestry, national origin, ethnic group identification, marital or parental status, physical or mental disability, sexual orientation or the perception of one or more of such characteristics. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

District programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act. The Superintendent or designee shall ensure that the district provides auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, note takers, written materials, taped text, and Braille or large print materials.

Individuals with disabilities shall notify the Superintendent or principal if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program or meeting.

The Superintendent or designee shall notify students, parents/guardians, employees, employee organizations and applicants for admission and employment, and sources of referral for applicants about the district's policy on nondiscrimination. Such notification shall be included in each announcement, bulletin, catalog, application form or other recruitment materials distributed to these groups.

The Superintendent or designee shall also provide information about related complaint procedures.

In compliance with law, the district's nondiscrimination policy shall be published in the individual's primary language to the extent practicable.

Policy adopted: May 17, 2012 Moss Landing, California

North Monterey Co USD | BP 5145.7 Students - **Sexual Harassment**

The Governing Board is committed to maintaining an educational environment that is free from harassment and discrimination. The Board prohibits sexual harassment of students by other students, employees, or other persons, at school or at school-sponsored or school-related activities. The Board also prohibits retaliatory behavior or action against persons who complain, testify, assist, or otherwise participate in district complaint processes.

Instruction/Information

The Superintendent or designee shall ensure that all district students receive age-appropriate instruction and information on sexual harassment. Such instruction and information shall include:

1. What acts and behavior constitute sexual harassment, including the fact that sexual harassment could occur between people of the same sex
2. A clear message that students do not have to endure sexual harassment
3. Encouragement to report observed instances of sexual harassment, even where the victim of the harassment has not complained
4. Information about the district's procedure for investigating complaints and the person(s) to whom a report of sexual harassment should be made.

Complaint Process Any student who feels that he/she is being or has been sexually harassed by a school employee, another student, or a non-employee on school grounds or at a school-related activity (e.g., a visiting athlete or coach) shall immediately contact his/her teacher or any other employee. An employee who receives such a complaint shall report it in accordance with administrative regulation.

The Superintendent or designee shall ensure that any complaints regarding sexual harassment are immediately investigated in accordance with administrative regulation. When the Superintendent or designee has determined that harassment has occurred, he/she shall take prompt, appropriate action to end the harassment and to address its effects on the victim.

Disciplinary Actions - Any student who engages in sexual harassment of anyone at school or at a school-sponsored or school-related activity is in violation of this policy and shall be subject to disciplinary action. For students in grades 4-12, disciplinary action may include suspension and/or expulsion, provided that, in imposing such discipline, the entire circumstances of the incident(s) shall be taken into account.

All complaints and allegations of sexual harassment shall be kept confidential except as necessary to carry out the investigation or take other subsequent necessary action.

The Superintendent or designee shall maintain a record of all reported cases of sexual harassment to enable the district to monitor, address, and prevent repetitive harassing behavior in the schools.

Policy adopted: May 17, 2012 Moss Landing, California

Dress Code

DRESS STANDARDS

North Monterey County Middle School promotes a campus environment where students' should "dress for success" and in which a dress code policy helps keep our schools safe and effective. A standard dress code helps make the campus safer and more secure. It helps students focus on learning. It sets the tone for a proper work attitude in the classroom, while reducing behavior problems and improving performance. A dress code promotes school spirit, good self-image, and school unity. Just as an athletic team uniform promotes unity and spirit, so can a school dress code. North Monterey County Middle School dress code will be strictly enforced.

Note that even on the first offense, if the student or school cannot adequately remedy the dress code violation at school, the parent will be required to bring clothes to school.

Clothing that is offensive, threatening, provocative, vulgar, displays tobacco, alcohol or drug advertising, or displays profanity, racial slurs, or has images of gang-related symbols is disruptive to the educational process and may not be worn.

Acceptable Appearance includes:

- Shoes and shirts for safety reasons (shoes must tie or strap securely to the foot)
- Clean clothing to promote healthy, sanitary conditions
- Tops that have straps (at least two inches wide); no strapless or tube tops
- **Clothing that fits: no tugging or adjusting needed.**
- Clothing that is appropriate for the educational activities required without endangering students' health, safety or welfare

Inappropriate Appearance: Students dressed inappropriately will be asked to modify their attire to fit the NMCMS Dress Code, to put on a special NMCMS t-shirt, or request a change of clothing from home. If a student continues to violate the dress code policy, progressive discipline will take place, including suspension.

All of the following dress items are not allowed at school. Furthermore, the Administration reserves the right to address attire not listed below that disrupts or interferes with the learning environment of the school.

1. Blue (except denim) or Red on any article (i.e., shoes, laces, jewelry, hair dye, hair accessories, shirts, pants, backpacks, etc.)
2. Yoga pants and leggings (unless covered by a garment that reaches mid thigh)
3. Short shorts, very short skirts, and holes in pants (exposed skin may not show above mid thigh)
4. Obscene, vulgar, or other inappropriate words or graphics on clothing, buttons, backpacks, binders, and/or other items
5. Gang-related apparel (bandanas, belts, suspenders, jewelry, hats, or other clothing that by its color, arrangement, trademark, or symbol denotes membership in a gang) or grooming that denotes gang activities (items with following logos: SOCAL, NORCAL, CENTRAL VALLEY, FAMOUS, SOUTHPOLE, DICKIES)
6. Hats, caps, head wraps, scarves, bandanas, beanies, or other head apparel during the school day, unless that head apparel is part of a student's customary religious attire

North Monterey County Unified School District

7. Hoods (unless the Administration deems it appropriate due to inclement weather)
8. No sports team logos and jerseys, including local teams
9. Garments that reveal a bare midriff, unusually large amounts of bare skin, or underclothing (sagging pants)
10. Drug, alcohol, or tobacco-related logos, slogans, brand names, or references
11. Sleeping attire (including blankets and slippers)
12. No chains or belt buckles with letters
13. Items identifying area codes
14. Sunglasses (unless prescribed by a physician)

Dress Code for Evening/Night Dances: Because of the nature of a social dance, some modifications of the NMCMS Dress Code are allowed. Note that any school dances during or directly after the regular school day will follow our standard dress code. For dances occurring in the evening all of the above Dress Code policies shall be enforced with the following modifications:

1. Skirts may be no higher than 4 inches above the knee, including slits.
2. Sleeveless tops or dresses may be worn. No strapless tops or dresses will be allowed. Shoulders must be covered.
3. High heel shoes may be worn if they are safe. Students must wear shoes at all times.

The North Monterey County Middle School administration reserves the right to restrict intimidating or inappropriate attire or accessories not specifically covered above. Violations of all dress code policies will result in a warning. Repeated violations will result in detentions and possible suspensions.

North Monterey Co USD | BP 5132 Students **Dress And Grooming**

The Governing Board believes that appropriate dress and grooming contribute to a productive learning environment. The Board expects students to give proper attention to personal cleanliness and to wear clothes that are suitable for the school activities in which they participate. Students' clothing must not present a health or safety hazard or a distraction that would interfere with the educational process.

Students and parents/guardians shall be informed about dress and grooming standards at the beginning of the school year and whenever these standards are revised. A student who violates these standards shall be subject to appropriate disciplinary action.

Gang-Related Apparel

The principal, staff and parents/guardians at a school may establish a reasonable dress code that prohibits students from wearing gang-related apparel when there is evidence of a gang presence that disrupts or threatens to disrupt the school's activities. Such a dress code may be included as part of the school safety plan and must be presented to the Board for approval. The Board shall approve the plan upon determining that it is necessary to protect the health and safety of the school's students.

Uniforms

In order to promote student safety and discourage theft, peer rivalry and/or gang activity, the principal, staff and parents/guardians at a school may establish a reasonable dress code requiring students to wear uniforms. Such a dress code may be included as part of the school safety plan and must be presented to the Board for approval. The Board shall approve the plan upon determining that it is necessary to protect the health and safety of the school's students.

If a school's plan to require uniforms is adopted, the Superintendent or designee shall establish procedures whereby parents/guardians may choose to have their children exempted from the school uniform policy. Students shall not be penalized academically, otherwise discriminated against or denied attendance to school if their parents/guardians so decide. (Education Code 35183)

The Superintendent or designee shall ensure that resources are identified to assist economically disadvantaged students in obtaining uniforms.

Policy adopted: May 17, 2012 Moss Landing, California.

Ensuring a Safe and Orderly Environment

North Monterey County Middle School Safety Plan Goals 2015-2016

Component 1: People and Programs

Overall goal:

North Monterey County Middle School will work with all stakeholders to ensure that they are prepared and ready to respond to any emergency by practicing monthly drills.

Objective 1.1:

To develop and implement regularly scheduled drills (fire, earthquake, lockdown) both announced and unannounced throughout the year on varied times and days.

As a result of increased opportunities for stakeholder participation in the monthly drills, there will be a decrease in the amount of time that it takes for all accountability measures to occur.

Related Activities:

- Coordination with the local police and fire department.

Persons responsible: Administration, Staff, Students

Timeline: On going

Budget: NA

Objective 1.2

Maintain a safe parking lot area

Related Activities:

- Station Yard Duty personnel and other staff at entry points and in parking lot to direct traffic and prevent potential accidents.

Persons responsible: Administration

Timeline: On going

Budget: NA

Component 2: Place

Goal:

North Monterey County Middle School will provide and maintain a safe, nurturing, and respectful school environment for all students, staff, and community members.

Objective 2.1

To fully implement the *I Understand Discipline Program* in order to provide a more structured approach to discipline.

As a result of the Safe School and Healthy Kids Survey a significant improvement on the part of students, staff and community members will be noted as they respond to issues of safety, belonging, caring, trust and equity.

Related Activities:

- Continue to discuss and practice school norms and procedures with all stakeholders
- School wide implementation of *I Understand Discipline Program* in all classrooms and school wide events.
 - Continue to share and implement behavior expectations and guidelines from the *I Understand Discipline Program* with parents, staff and students.
- Utilize the discipline matrix, which was developed by school administration, to have consistency in addressing discipline.

Persons responsible: Administration, Staff, Students

Timeline: On going

Budget: NA

School Rules and Discipline Procedures

North Monterey County Unified School District Board Policies address discipline procedures to be followed in the case of unacceptable actions by students against persons or property. These policies also protect the constitutional rights of students. In recent years the courts have emphasized the constitutional principle that students do have certain rights when they attend our schools. Such rights include freedom of expression, speech, and equal educational opportunity. Along with these rights come additional responsibilities on the part of the students. The staff of the school system will work with the students to help them understand their rights and responsibilities and to grow to maturity with additional respect for fairness, justice and truth.

Students are suspended or expelled from school or school activities to protect the physical safety of other students or staff or to ensure that classroom instruction is continued without interference. The general safety, well-being, and educational goals of all students must be considered along with the rights and responsibilities of each individual.

California law permits suspension from school and school activities for a period of five days, except while waiting for action by juvenile court or the Board of Trustees, when time may be extended.

In expulsion cases, a full hearing is given to each student by the Board of Trustees. The facts of each case are carefully reviewed in this hearing and by the Board of Trustees. Final action is taken by the Board of Trustees in open session.

Expected Student Behavior

The Board of Trustees of North Monterey County Unified School District, in support of public education and the exercise of general supervision of district schools, believes that the conduct of students must establish an educational climate conducive for the furtherance of educational opportunities for youth and the promotion of learning. For this purpose, the people of the State have empowered local boards of education to regulate student conduct.

The governing board of any school district shall prescribe rules not inconsistent with law or with the rules prescribed by the State Board of Education, for the government and discipline of the schools under its jurisdiction. (E.C. 35291) All pupils shall comply with the regulations, pursue the required course of study, and submit to the authority of the teachers of the schools. (E.C. 48908)

There is a place and an appropriate educational program in our schools for every student interested in pursuing an education. The law requires attendance of youth between certain ages and the public has, through numerous legislative enactments, expressed its will that educational opportunities shall be provided for all.

Rules and Regulations

Rules and regulations are established to maintain an atmosphere conducive to learning. Students who fail to comply with these rules and regulations will be counseled, reprimanded, suspended, expelled, and/or arrested as the laws are applied.

Suspension shall be imposed only when other means of correction fail to bring about proper conduct, provided that a pupil may be suspended for any of the reasons enumerated in E.C. Sections 48900 (a-s), 48900.2, 48900.3, 48900.4, 48900.7, 48901.5 and sections of 48915 upon a first offense.

a) The principal may recommend a pupil's expulsion for any of the acts enumerated in Section 48900 and in sections of E.C. 48915.

b) Upon recommendations by the principal or by a hearing officer or administrative panel appointed pursuant to subdivision (d) of Section 48918, the governing board may order a pupil expelled upon finding that the pupil violated E.C. Sections 48900 (a-s), 48900.2, 48900.3, or 48900.4, 48900.7; and that other means of correction have repeatedly failed to bring about proper conduct, or due to the nature of the violation, the presence of the pupil causes a continuing danger to the physical safety of the pupil or others and that other means of correction are not feasible. The governing board shall order expulsion for violation of E.C. 48915 (c-1) to (c-5).

CAUSES FOR DISCIPLINARY ACTION

VIOLATIONS RELATING TO PERSONS

ABUSE / HARASSMENT, THREATS OR INTIMIDATION (physical or verbal attack on district employee or student) (E.C. 44810, 48900 (a)(1), (a)(2), 48900 i and o, 48900.4, 48900.7; P.C. 71)

ASSAULT AND BATTERY (assault or battery upon another student or upon school personnel; threat of force or violence toward school personnel, at any time or place related to school attendance or functions) (E.C. 44014, 44810, 48900 (a)(1), (a)(2), 48915 (c-2), (a-1), (a-2), (a-5); P.C. 240-243, 245)

BUS CONDUCT (continued disorderly conduct or persistent refusal to submit to authority of the driver) (C.A.C. 14103)

DEFIANCE, DISRESPECT, ETC. (insubordination or defiance toward school employees, either in language or action) (E.C. 48900 k; 48908)

ELECTRONIC LISTENING OR RECORDING DEVICE (It is the students' responsibility to make sure that all devices, including cell phones, are turned off and secure during the official school day. use of all electronic communication devices, without prior consent of the principal, is prohibited. (E.C. 51512, 48901.5)

EXTORTION / ROBBERY (taking possessions from another person by threat or force) (E.C. 44014, 44810, 48900 (a)(1), (a)(2), e and g, 48915 (a-4); P.C. 240, 241, 524)

FIGHTING (involvement in fighting either in groups, gangs, or as an individual on school premises or elsewhere under authority of school personnel) (E.C. 32210, 44807, 44810, 48900 (a)(1), (a)(2), 48915 (a-1))

FORGING (forging notes, signatures, excuses or other school documents) (E.C. 48900 k; P.C. 470)

GAMBLING (any betting, gaming played with cards, dice, coins, or other items of value is prohibited) (P.C. 330)

HAZING / HATE VIOLENCE (committing any act that injures, degrades, or disgraces any fellow student or person attending the institution) (E.C. 32050-32051; 48900 q; 48900.3; 233) (Ref. 610R Admin. Code and AB 1785).

KEYS (illegal possession, unauthorized use or duplication of keys to school buildings or premises) (P.C.469)

RECEIVING STOLEN PROPERTY (knowingly received stolen school property or private property) (E.C.48900 l)

SECRET CLUBS (membership on school campus prohibited) (E.C. 48900 k)

SEXUAL HARASSMENT/ASSAULT (unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting) (E.C. 48900.2, 212.5, 48915 (c-4))

STEALING (stealing school property or from persons while on school property or at school sponsored events) (E.C. 19911, 35291, 44807, 48900 g; P.C. 484-485)

TARDINESS/TRUANCY (late to class; missing class(es) illegally) (E.C. 48260-48262)

VEHICLES (failure to observe posted traffic and parking regulations) (V.C. 21113, 42001)

OTHER OFFENSES (serious infractions of behavior standards, not identified above, inimical to the welfare of the school, including buildings, property, staff, students or other personnel during the school day or while in attendance at school functions) (E.C. 48212, 48900 (a)(1) to 48900 o, 48915)

VICTIMS OF VIOLENT CRIMES

Victims of violent crimes, while in or on school grounds, will have the option of an intra-district transfer. Incidents will be reviewed on a case-by-case basis to determine whether a student is the victim of a violent offense as provided for in the California *Penal Code*.

VIOLATIONS RELATING TO STUDENT EXPRESSION

LEWD OR LASCIVIOUS ACTS (engaging in or performing lewd or lascivious acts on school grounds or at school sponsored activities) (P.C. 314)

PROFANITY/VULGARITY (continual or habitual use of profanity or vulgarity) (C.A.C. 300; E.C. 48900 l)

VIOLATIONS RELATING TO CAMPUS DISTURBANCE

FALSE FIRE ALARMS (willfully tampers with any fire alarm equipment or deliberately sounds a false fire alarm) (E.C. 48900 k; P.C. 148.4)

LOITERING (persons on school premises unlawfully) (P.C. 653 g)

PICKETING (persons posted to affect the school) (P.C. 407, 409)

SIT-INS, WALK-ONS, ETC. (violations of rules governing lawful assemblage on school grounds or at school events; failure to disperse) (PC. 407, 409, 416, 420 j, p, 626.2, 626.4, 626.6, 626.8)

TRESPASSING / FORCED ENTRY (trespassing or forced entry with respect to school buildings or school events) (E.C. 32210, 44810; P.C. 902 p, 626.8)

UNAUTHORIZED VISITORS (persons who come into any school building or onto any school ground or adjacent areas without lawful business thereon) (E.C. 44810; P.C. 626.8, 647 b, 653 g)

VIOLATIONS RELATING TO PROHIBITED ITEMS

ALCOHOL / INHALANTS (use or possession on school campus or at school sponsored events) (B. & P.C. 25608, 25658, 25662; C.A.C. 14251; E.C. 48900 c, 48915 (a-3); P.C. 647 e)

CHEMICAL SPRAYS (possession of or use of any chemical weapon) (E.C. 48900 b; P.C. 12403.7 (4))

DRUGS / NARCOTICS (use, possession or sale of narcotics or other hallucinogenic drugs or substances or any other controlled substances on school grounds or elsewhere under the authority of school personnel) (E.C. 48900 c, 48915 (a-3), (c-3); H. & S. C. 11350, 11353, 11354, 11357, 11359, 11361, 11377, 11378, 11380; P.C. 647 e)

Offered, arranged or negotiated to sell any controlled substance, alcoholic beverage, or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid, substance, or material in lieu of the substance. (E.C. 48900 d; H. & S. C. 11382)

DRUG PARAPHERNALIA (possession of, offered, arranged, or negotiated to sell drug paraphernalia) (E.C. 48900 j)

ELECTRONIC SIGNALING DEVICES (use of any electronic signaling device is prohibited during the official school day, except for health reasons when prescribed by a licensed physician and approved by school administration) (E.C. 48901.5)

TOBACCO (use or possession of tobacco or any products containing tobacco or nicotine products on school grounds or elsewhere while under the authority of the school) (E.C. 48900 h; 48901)

WEAPONS OR THREAT THEREOF (possession, sale or furnishing of any firearm (gun), knife, explosive, or other dangerous object of no reasonable use to the pupil at school, or at a school activity off school grounds) (C.C. 1714.1, 1714.3; E.C. 48900 b, 48915 (a-2), (c-1), (c-2); P.C. 245. 626.9, 626.10, 653 k, 12020, 12021.2, 12301) Possession of an imitation firearm (gun). (E.C. 48900 m)

SEARCH AND SEIZURE (personal or private property on school grounds, adjacent to the school, or while under the authority of school personnel, is subject to search and seizure by school officials) (E.C. 493331; H.& S.C. 11364.7, 11471)

LASER POINTERS OR LASER DEVICES (possession, sale or the furnishing of any device that conducts a laser beam such as a laser pointer is strictly prohibited.) (E.C. 48900B)

VIOLATIONS RELATING TO PROPERTY

BOMB THREATS (false report that a bomb or other explosive has been placed in school buildings or on school grounds) (L.C. 3367; P.C. 148.1)

DEFACING OR DAMAGING SCHOOL PROPERTY (VANDALISM) (acts which endanger life of students, employees or visitors or result in damage to school buildings, school property including electronic files and databases or possessions of students, staff members or visitors; parent or guardian is responsible for damages) (C.A.C. 305, C.C. 1714.1; E.C. 19910, 48900 f, 48904; G.C. 6201, 53069.5, 53069.6; P.C. 451, 452, 594, 594.5, 602 j)

FIRES, EXPLOSIVES OR THREAT THEREOF (fires or explosives which threaten or cause serious damage to human life or property on campus or at school sponsored events; parent or guardian is responsible for damages) (E.C. 48900 (a)(1), b, 48904, 48915 (a-2); H & S.C. 12304-12306; P.C. 451, 452)

DEFINITION OF TERMS

PROBATION: Placing a student on a trial basis because of prior conditions; must meet specified conditions for a given period of time.

TRANSFER TO ANOTHER CLASS / SCHOOL: A student may be transferred to another class in the same school. A student may be transferred to another school; this decision follows a hearing at the school, or district office.

DETENTION: Keeping a student in custody for a defined period of time in special rooms under staff supervision.

PARTICIPATION DENIAL: Preventing the student from participating in school activities.

SUSPENSION: Temporary denial of class and/or school attendance for causes of action committed on school property, school buses, at school functions, or elsewhere. Usually students are referred by teachers to the appropriate administrator for disciplinary actions if the students are unresponsive to normal classroom and/or school expectations of behavior.

EXPULSION: Action by the Board of Trustees to deny the right of school attendance with a time limit. (E.C. 48915-48918)

EXEMPTION: Action to eliminate the requirement of compulsory school attendance; not related to misconduct. (E.C. 48220, 48221, 48410)

EXCLUSION: Action by the Board of Trustees to discontinue attendance for either a definite or indefinite period of time. (E.C. 46010.5, 48211, 48212)

EXTRA-CURRICULAR ACTIVITIES

Participation and/or attendance at extra-curricular activities is considered a part of the educational program for students. Participants carry extra responsibilities as representatives of their schools. Student conduct rules also apply to extra-curricular activities. Penalties in most cases will require some loss of participation privileges. Disciplinary action procedures outlined in the adopted code will be followed by the member schools in order that each case might be evaluated individually as prescribed by the Board.

STUDENT EXPRESSION

Students have the right to exercise free expression; however, student expression, assemblage and/or publication distribution shall not materially disrupt class work, involve substantial disorder, or invade the rights of others.

ENFORCEMENT

The certificated staff of the schools and the district shall enforce all school regulations as prescribed by law and Board regulations. The administration of each school shall enforce the Board adopted regulations to maintain proper conditions for the safety, health and physical wellbeing of all persons on campus and elsewhere while engaged in school-sponsored activities.

Suspension of students will be ordered by the principal. Expulsions may be ordered by the Board of Trustees when charges are substantiated after a proper hearing.

Should the student be expelled by the Board of Trustees of North Monterey County School District, the action may be appealed by the student or parent to the County Board of Education.

The Monterey County Sheriff is available on an as-needed basis.

RIGHTS AND RESPONSIBILITIES

In our form of government the judicial system interprets the law and its applications and orders compliance with its interpretations. Judicial decisions have constantly supported the authority of the State and of school officials to prescribe and control conduct in the schools. This has been extended from control of students while on the school grounds to also maintaining order at other events, such as athletic contests. In recent years,

however, the courts have recognized the student's legitimate right to a public education, which is protected by the Due Process Clause of the Constitution of the United States. This right cannot be taken away for misconduct without adherence to the minimum procedures required by that clause.

The U.S. Supreme Court has made clear that students cannot collide with the rights of others without expecting a penalty. "But conduct by the student, in class or out of it, which for any reason - whether it stems from time, place, or type of behavior - materially disrupts class work or involves substantial disorder or invasion of the rights of others is, of course, not immunized by the constitutional guarantee of freedom of speech."

The role of the parent continues to be of primary importance in the education and control of the student. Parents are encouraged to help their youngsters by stressing the importance of a sound education and by forming a cooperative partnership with the schools to help guide and influence the education of all students.

CODE REFERENCE ABBREVIATIONS

B. P.C.	Business and Professions Code	G.C.	Government Code
C.A.C.	Calif. Administrative Code, Title 5	H. & S.C.	Health and Safety Code
C.C.	Civil Code	L.C.	Labor Code
E.C.	Education Code	P.C.	Penal Code
		V.C.	Vehicle Code

Student Handbook

The Student Handbook for North Monterey County Middle School includes the Discipline Policy as it specifically relates to our students.

North Monterey County Middle School



Phoenix

10301 Seymour St.
Castroville, CA 95012

Main Office: (831) 633-3391

(831) 633-3688

Fax:

(831) 633-3680

Main Office hours: 7:30 a.m. to 4:00 p.m.

NMCUSD Mission Statement

An innovative community school system, our mission is to prepare K-12 students to pursue their life goals responsibly and creatively, in a radically changing society, by equipping them with the skills, knowledge, and attitudes they will need.

NMCMS Mission Statement

North Monterey County Middle School is dedicated to helping our students complete the transition from elementary to high school. As a Community of Caring school, our ongoing goals are to reinforce the values of respect, responsibility, caring, trust, and family. The school will utilize educational methods that reflect a constantly changing, diverse, and highly technological society. We offer a vision for our students with a strong emphasis on the academic and self-management skills needed for our students to meet and exceed academic expectations at North Monterey County High School and beyond.

BELL SCHEDULES

Monday/Tuesday/Wednesday/Friday Bell Schedule

Warning Bell	8:45	
Period 1	8:50-9:48	58
Period 2	9:52-10:44	52
Break	10:44-10:59	15
Period 3	11:04-11:56	51
Period 4	12:00-12:52	52
Lunch	12:52-1:37	45
Period 5	1:42-2:34	52
Period 6	2:38-3:30	52

Thursday Bell Schedule

Warning Bell	8:45	
Period 1	8:50-9:28	38
Period 2	9:32-10:04	32
Break	10:04-10:19	15
Period 3	10:24-10:56	32
Period 4	11:00-11:32	32
Period 5	11:36-12:08	32
[12:08-12:53	45
Period 6	12:58-1:30	32

School Office Information and Procedures

Enrolling/Withdrawing: Students who are new to NMCMS must complete an enrollment packet, available in the school office, and bring copies of their birth certificate, a local utility bill or an approved inter/intra district transfer form, and current immunization records, before being enrolled and scheduled into classes. If a student will be leaving NMCMS, a parent/guardian must inform the school office as soon as possible. A parent/guardian must complete a withdrawal form from the office. It is important to make sure all textbooks, library books, and athletic equipment/uniforms are turned in. Teachers will give the student a grade to transfer to their school. If a withdrawal form is not completed, the student's records will be delayed being sent to their new school.

Homework Requests: If a student is going to be absent, you may request homework from each teacher. Please call the main office as soon as you know your student will be absent, to give teachers ample time (at least 24 hours) to prepare class work/homework assignments. It is also recommended that you call the office before picking up requested work to make sure it has been prepared.

Illness/Injury: If a student is ill or injured during school, they need to obtain a pass to the office from their teacher and report to the secretary in the office. Students will be allowed to go home if the school is able to contact the parent or emergency contact to pick up the student. It is vitally important that we have current emergency numbers on file so we may reach you in an emergency. This includes all numbers possible, such as home, work, pager, cellular, and/or next of kin. If a student is significantly injured at school, a written report of what happened will be sent home.

Immunizations: All students are required to have current immunizations to attend school. Students must have all the series of polio, MMR, etc. in addition to the Hepatitis B series before the beginning of 7th grade. Students who do not have current immunizations and do not have a waiver will not be allowed to attend school.

Insurance: Student health and accident insurance is available at a low cost. If your student does not have health and accident insurance coverage, we strongly recommend that you purchase the health and accident insurance available to all public school students. Please request an information packet from the school office. The school district does not have an insurance policy that covers your child.

Lost and Found/Money and Valuables: All books or other articles found should be taken to the lost and found in the main office. It is recommended that names be placed on all personal belongings. Students are not allowed to bring large sums of money or valuable items to school (jewelry, CDs, mp3 players, video games, or other electronic items etc.). Parents are required to pick up any confiscated items from the front office. Items left over 90 days will be donated to charity. If an item is stolen at school, the school administration shall conduct a reasonable investigation. However if the item is not recovered, the school shall not be responsible for replacement or reimbursement.

Medical Needs and Medication: We ask that parents notify school administration if a student has a special medical condition or need. If a parent requests that medication be given to their child, we require a doctor's written authorization and that the medication be in the original container. No aspirin or any other over-the-counter medication can be given out by the school. The parent/guardian and the student's doctor must complete and sign the NMCUSD district release form allowing the principal's designee to administer the medication. This form must indicate the name of the medication, dosage, storage instructions, dates to be given with possible side effects, and both parent and doctor signatures. These forms are available in the office. Students come to the office when they need to take medication, and secretaries log all student medication given. Students are never allowed to carry medications of any type with them at school unless under exceptional circumstances, and they must have a signed district provided release form by the student's doctor and parent/guardian.

Payment/Finance: Any payments made for student activities, library fees, textbook replacements, etc., must go through the student store/finance office. Checks should be made out to NMCMS and for the correct amount. No checks can be made for a greater amount or cashed. If your check is returned by the bank, you will be required to pay for the amount, including any fees, with cash or a money order.

School Messenger Phone System: The school has a computerized phone message system that will place outgoing phone messages on student's home phone numbers. These messages will contain important information/reminders about upcoming events/meetings/dates. Please let us know if you are having trouble receiving messages and/or if you would like messages left on another phone number, or in another language than your student's listed home number and language.

Telephones: NMCMS limits the use of the school telephone to emergencies. Students are not normally allowed to call home regarding bus passes, unsigned forms or homework, etc. Students must take responsibility for these matters and plan ahead. Students are not to call home to make arrangements for after school activities, as these arrangements should be made before leaving home. NMCMS will be happy to deliver a message to your child in case of an emergency.

Visitors: Parents/Guardians and other guests are always welcome, but must make an appointment to see a teacher, counselor, administrator, or to visit classes. For the safety and security of our students and staff, we require all visitors, including parents, to "check-in" at the main office and receive a Visitor's Badge. Students are not permitted to bring relatives or other peer guests to school unless prior administrative permission has been granted. Parents must give 24 hours notice before visiting a class.

Transportation/Bus Information

NMCUSD will provide free bus transportation for students who live within the NMCMS attendance area. If you have questions or concerns regarding transportation, routes or other issues, please call 663-3035. NMCMS students are expected to demonstrate appropriate bus riding behavior at all times while riding to and from school and/or while on school activities/field trips.

North Monterey County Unified School District School Bus Conduct Rules

Always:

- A. Obey your bus driver
- B. Get off at your correct bus stop
- C. Keep your body inside the bus at all times
- D. Remain seated and facing forward at all times

Never:

- A. Distract your bus driver
- B. Eat or drink while on the bus
- C. Throw objects at or from the bus
- D. Improperly cross the street that would expose you to traffic hazards
- E. Bring **non-school items** on the bus (including live animals, tobacco, lighters, matches, drugs, glass containers, skateboards, bats, or sharp objects).

Bus Ticket Policy for Middle School

First Ticket

- A. Students to call parents and read ticket.
- B. Ticket is sent home to parents/guardians.
- C. Detention or other school based discipline action may be administered.
- D. Driver may give student an assigned seat.

Second Ticket

- A. Ticket is sent to parents.
- B. Bus riding privilege may be suspended for 3 days.

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- C. Detention or other school based discipline action may be administered.
- D. Parent/guardian and student may be required to attend a conference with the school administration prior to regaining bus-riding privileges.

Third Ticket

- A. Ticket is sent home to parents.
- B. Bus riding privileges may be suspended for 5 days or more.
- C. Detention or other school based discipline action may be administered.
- D. Parent and student must attend a conference with the school site administration and transportation official prior to regaining bus riding privileges.

Fourth Ticket

- A. Ticket is sent home to parents
- B. Bus riding privileges may be suspended for remainder of the school year
- C. Detention or other school based discipline action
- D. Parent and student must attend a conference with the school site administration and transportation official.

NOTE: The transportation department reserves the right to suspend a student's bus riding privileges **at any time** if the administration feels that the student's behavior is compromising the safe operation of the vehicle.

When a student's bus riding privilege is suspended, it includes all district transportation including but not limited to the following:

1. Home to school
2. Athletics
3. Field trips
4. Extended learning activities, after school program

Bus Passes: If student is planning on riding a bus other than their normal route, the following information is required in a note from the parent to the front office.

- Your first and last name
- Letter of bus route you will be taking
- Bus stop location
- Exact address of where student is going
- Parent signature
- Date

Students are expected to bring the note to the front office **BEFORE** school and pick up a pass at break or lunch. *Bus passes will not be issued after lunch.*

Riding to School in Cars: If students are going to be picked up or dropped off at the school, they must wait on the steps in front of the school. Students are never allowed to wait in the parking lot or outside the gated area. Please be sure that you follow all state laws for passengers, which includes wearing safety belts.

Walking to School: Students are NOT allowed to take the city/county transit bus unless prior authorization has been given from the NMCMS administration. Note that there may be school consequences for any student's misbehavior from the time a student leaves home in the morning to the time that student arrives home.

Food Services

General Cafeteria Services: Lunch and breakfast are served in the NMCMS cafeteria with a variety of choices available each day.

Free and Reduced Lunch/Breakfast: Applications for free or reduced price lunch and breakfast are available in the main office or at the district office and need to be re-submitted every year. We encourage families to apply. Each student is assigned a computerized student number to purchase lunch. This number is to be used by that student only. Students may use their lunch number only once per meal (one breakfast, one lunch). Students may also use their lunch number to purchase items at the A la Cart for pizza and other items unless parents/guardians advise the school office not to allow their students to purchase items off the Ala Cart. Federal funds subsidize the school lunch program. Misuse or wrongful use of lunch numbers is considered fraud. Students may not charge lunches.

Snack Line: The school food service also offers additional snack items during break and lunch for purchase off the “A la Cart” menu. These items tend to be snack foods such as pizza, chips, fruit, and salads.

Safety Information

Emergency Information: Parent/guardians please notify the office of current address and phone numbers and alternative phone numbers that can be used in emergency situations. Contacting parents is essential. A current emergency card needs to be kept for each student. No one will be allowed to pick up your student unless they are listed on the emergency release card.

Emergency Evacuations/Disasters: In the event of an emergency or emergency drill, students may evacuate the buildings under the direction of their teacher, then line-up for roll call and wait for further instructions. NMCMS has a comprehensive safety plan and our staff practices emergency drills regularly.

Emergency School Closing: In case school is closed for bad weather or any emergency, listen to local radio stations, or contact the district office for school closing announcements at (831) 633-3343.

Fire/Earthquake Drills and Lock Down: Drills are held to prepare students and staff in case of an emergency. Specific instructions are posted in each room, and the school has safety plans in place for emergencies.

Trespassing: Entering the school campus without authorization from a school official is strictly prohibited. Violators will be reported to the police department. (EC 32211 and Penal Code Section 653 G and 602)

Safe School Zone: This zone extends 1,000 feet around North Monterey County Middle School during regular school hours and within sixty (60) minutes before or after the school day and sixty (60) minutes before or after any school-sponsored activity at the school site. (Education Code 32211, Penal Code Section 626C)

Searches: An administrator may conduct a reasonable search of a student’s personal items or school property when there is reason to suspect the student possesses illegal items. These may include illegal substances, drugs, alcohol, weapons, or other objects or substances which may be injurious to students and others. Unannounced PE searches may occur at any time. Gang, drug, and alcohol related items will be confiscated.

Student activities, such as the field trips, etc., will include a general search to discourage possession of drugs and/or alcohol.

Visitors to Campus: All visitors, including parents, must check in at the Main Office in the main building. Non-students or student from other schools may **NOT** visit the campus or attend school with NMCMS students. An administrator will clear exceptions.

Parents are encouraged to arrange to visit the campus or teachers. Please contact the administration or the teacher to arrange a visit.

Student Services and Activities

Athletics: NMCMS offers a full program of sports after school. Boys and girls are encouraged to sign up early for tryouts - spots fill quickly! Grade point averages must be above 2.0 and students must demonstrate good citizenship. To compete in after school athletics, students must fill out completely an athletic packet which includes having a physical within the last calendar year by a physician.

Band: NMCMS has a music instructor who works closely with the NMCHS music instructor. If your student plays or wants to learn to play an instrument, sign-ups will be during the first few weeks of school. The band teacher will be preparing students for entry into the NMC High School award winning marching and jazz band. For most practices, students are pulled from class so extra effort is required to maintain grades.

Computer Lab: NMCMS has two computer labs that are open to classrooms on a sign up basis. The computer labs are used daily for extended learning. If any parent would like to volunteer to assist us in technology in any way, please contact the principal.

English Learners Program: English Learners Program: Students who are English Learners will be placed in an English Language Development class that will meet daily for 50 minutes in addition to their regular Language Arts classes. At NMCMS we believe that all students deserve the right to be exposed to the core curriculum. All students will be supported by the teacher by using differentiated instruction. In addition, the teachers will be collaborating with Bilingual Resource Teacher to implement best practices in the classroom to meet the students' needs.

Extended Learning: There will be chances for students to extend their learning outside of the regular classroom hours. This extended learning may happen before school, at lunch, after school and during school vacations. Information regarding any of these opportunities is mailed home and available in the school office. Students who are academically at-risk may be required to participate in any extended learning programs offered.

Guidance and Counseling: Occasionally, every student may feel the need for extra support or help from the school staff. If you are stressed, frightened, bored, tired or just need somebody to talk to about a problem, please talk with a teacher, counselor, or administrator. Your teachers, counselor, assistant principal and principal and other staff are here to help you have a positive middle school experience. NMCMS has a full time counselor who provides academic guidance, student assessment, career guidance, and behavioral modification programs. Parents are encouraged to contact their student's school counselor when needed. Students should also feel free to make an appointment and complete a request form to see their counselor before school, during break or lunch, or after school.

Parent Portal/Illuminate: Students and parents have the ability to check on grades using our computer-based grading system Parent Portal/Illuminate. To log into Infinite Campus, follow the steps below:

1. Go to www.nmcusd.org.
2. Click on Parent Portal Access
3. Click on Create Account
4. Create Parent Account
5. Enter Access Code (ex: ABC123DEF456)
6. Click on SUBMIT
7. Click on Dashboard to grades, attendance, and schedule

Library/Media Services: Currently, NMCMS offers a growing library/media center that also houses Internet capable computers for student use. The library/media center is open before and after school and at break/lunch - in addition to being used by teachers/classes during the day. Students may be required to pay library overdue book fines before receiving their quarter report cards. Please contact the library clerk for further questions.

M.E.S.A.: Math, Engineering, Science Achievement is a program offers enrichment to any students interested in refining and advancing his/her math and science skills. Students have an opportunity to compete against their math and science peers across California.

Migrant Education: Families that are required to move throughout the school year may qualify for special services to assist students in the transitions between schools and to provide academic tutoring to help students to perform at grade level. If you feel your student may qualify for these services, please contact the District's Migrant office at 633-4905. Additionally, faculty support student involvement in the Migrant Speech and Debate Team, an opportunity for students to refine language and thinking skills and to compete against their peers across the state.

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Physical Education: In their regular PE classes, teachers will use the State Standards for their grade level. All students are expected to dress out for P.E. every day. The P.E. uniform consists of a school-issued reversible T-shirt and black or gray sweat pants or shorts (no more than 2 inches above the knee). Cost of T-shirts is provided to students at the beginning of the year.

On any day that a student brings a parent or doctor note, or is too sick to participate in PE, he/she will complete a one-page health assignment instead. After three days, students must bring a doctor's note to be excused from PE. Also, non-participation without a doctor/parent note will mean a lower grade in that day's PE grade.

School Psychologist: The NMCUSD has a school psychologist who works with the special education department and attends IEP and 504 meetings, when appropriate, to offer suggestions and services for students who may need outside counseling services and/or who may benefit from a behavior plan.

Special Education Services: Students who require special accommodations for learning may qualify and receive services to assist them in reaching their academic potential. NMCMS has full time resource teachers with instructional assistants as well as a Special Day Class with a trained Special Education Teacher and full time instructional assistant. A student who is on an Individual Education Plan (IEP) that indicates a recommendation for a modified curriculum will have a comment under their grade on their report card "meeting modified standards." Otherwise all students are required to meet their grade level State standards.

Speech Therapist: The NMCUSD has a speech therapist who works with students who may need assistance as part of the special education program. If you feel your student may qualify for this service, please contact the counselor to arrange for a meeting.

Student Activities: Each year, our Associated Student Body (ASB) officers plan great fun, and CRAZY events, rallies, and theme days. Listen to the announcements and show your PHOENIX spirit! NMCMS provides an Activities Coordinator who assists the ASB in organizing student activities. Studies show that students who participate in school activities tend to do better academically, so it is important that students participate and support student activities at NMCMS.

Participation also helps students get into high school classes and organizations as well as college. Students must have a GPA of 2.0 or higher for the quarter to participate in extra-curricular school activities (dances, movie nights, etc.) and meet attendance requirements (outlined in Attendance/Tardy Policy). Activities include end of the year field trips. For 8th grade students to attend the Great America Field Trip and the 8th grade dance, they must have above a 2.0 cumulative GPA and above a 2.0 for their third quarter GPA. Students who have below a 2.0 GPA may be placed on an academic contract with specific activities listed that could be earned.

Student Review Teams: Students are reviewed through a process called the Student Review Team throughout the school year. Teachers, counselors, and other resource staff review a student's academic progress, behavior, attendance and social or medical issues to create an individual learning plan. Various interventions are created to meet each student's needs. If necessary, a follow up meeting will be scheduled with the student's parent/guardian.

Student Study Team: After various standard interventions such as teacher/parent conferences, weekly progress reports and use of student planner for home/school communication, and other behavior/academic accommodations have not been successful, a parent or school staff member can request a Student Study Team meeting with the school counselor and SST team. This intervention meeting will develop a plan for the student's academic success.

Title I: NMCMS receives Title One funding that provides support for students who are not performing at grade level according to the middle school standards: scoring below BASIC on the STAR in Language and/or Math, not passing the District Writing, Reading, and Math proficiency tests, not maintaining a 2.0 GPA and not passing other benchmark tests given by their teachers. These students are entitled to receive services to assist them in bringing up their skills in these areas.

504 Plans: Students who require special accommodations for learning due to a medical condition that is not served under the special education criteria can be served under a 504 plan. A parent/guardian can request a 504 plan after a Student Study Team meeting has been held.

Student Store: NMCMS's student store may be open before school, at break, at lunch and after school. The student store sells required school supplies, extra student planners, as well as water, juice and snack items. If a student needs to pay for something, they should pay for it at the NMCMS student store or ASB room.

ACADEMIC STANDARDS

NMCMS has four grading terms or quarters a year. Students are assessed on a regular basis and teachers send home progress reports mid-quarter for students in danger of failing with a "D" or "F" grade. We encourage parents to contact their student's teachers at any time to check on their student's progress.

Grading System

A = Excellent, exceptionally fine work according to grade level State Standards

B = Above Average, better than average work according to grade level State Standards

C = Average work according to grade level State Standards

D = Below Average according to grade level State Standards; poor work; insufficient effort

F = Failing according to grade level State Standards; work not completed or attempted

I = Incomplete, work assigned has not yet been completed (will turn to F if not completed by assigned date)

NM=No Mark, student has not attended class long enough, must be enrolled three weeks or 15 school days

Students who are not meeting grade level State Standards should attend the after school program and/or summer remediation and maybe retained in the same grade for the following year. Those students who have below a 2.0 GPA (grade point average) and are not meeting grade level State Standards will be considered academically at-risk and parents/guardians will receive written notice at the end of the quarter.

Teachers, the counselor, or administration may set individual contracts with those students who received less than "passing" grades. Please contact your student's teachers to discuss possible options to help your student raise his/her grades.

Homework: Students may have homework assigned from each subject area. If a student is missing homework, it is the responsibility of the student to request homework/assignments. The homework assignments must be written in the student's planner daily. Students who know in advance that they will be absent should contact the office and their teachers to request homework. Please give adequate notice (24 hours) to allow teachers time to prepare assignments. Failure to complete homework will require attendance to ZAP (see during lunch that day).

Make-Up Work for Excused Absences: A student has the right to make up assignments, homework, tests, or quizzes that can be provided for an **excused** absence. Makeup work submitted within the teacher's specific time limits for an excused absence will be corrected, graded, and given credit.

If a student is absent three or more school days for an excused or allowed reason, homework can be requested through the Main Office (633-3391). For absences fewer than three days, parents need to contact the individual teachers for assignments. *Please remember it may take 24 hours or longer to get homework from the teacher.*

Make-Up Work for Unexcused Absences: When a student has unexcused absences or has been suspended from class(es), whether or not the student is allowed to complete any missed assignments and/or tests during the absence is at the teacher's discretion. Parents/Guardians should contact individual teachers.

Progress Reports: In addition to the mid-quarter progress reports issued to all students earning below a "C" in any class, parents may request weekly progress reports from the teachers. Parents may request other interventions to assist their student. Formal parent-teacher conferences can be scheduled with teachers. Please call the office and request a conference to be arranged directly with the teacher(s).

Promotion Policy: Students must meet all District requirements to receive a diploma and be promoted to NMCHS. These requirements are: 1) Maintain a minimum 2.0 grade point average, cumulative for 7th and 8th grades; 2) Pass the Reading, Writing and Math Proficiency Tests.

Any student who does not meet one or more of the above requirements maybe considered for placement at Central Bay Alternative High School.

Participation in the Promotion Ceremony is based on a student's Grade Point Average and behavior. A minimum grade point average of 2.0 cumulative for 7th and 8th grades) regardless of proficiencies passed qualifies one to participate in the ceremony. However, participation in the ceremony does NOT mean that the student will receive a diploma or go to NMCHS. Promotion to NMCHS will be decided by the NMCMS Promotion Committee.

Reports Cards: Every 9-10 weeks, students receive a grade in each subject for that grading period. Grades are factored into their total cumulative grade point average. The grade point average (GPA) is considered for

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promotion to the next grade, especially the high school, and also for important awards and honors like Valedictorian or Salutatorian. Students who receive below a 2.0 GPA for the quarter will not be able to participate in school activities (dances, movie nights, sports, etc.) for the next quarter.

Retention: California law requires school districts to develop a policy regarding retention. NMCUSD has set certain criteria that middle school students must meet in order to be promoted to 9th grade at the end of 8th grade.

The following criteria are used to determine if students are working at grade level or if they are academically at-risk: (1) STAR scores in total Reading in the 6th or 7th grade OR passing the District Reading Test (2) STAR scores in total Math in the 6th or 7th grade OR passing the District Math Test (3) Passing the District Writing Test with a score of 3 out of 6 on a district writing rubric, (4) Grade level benchmark tests and (5) Cumulative Grade Point Average (GPA) of at least a 2.0 or "C" average.

Throughout the year, parents/guardians will be notified if their student has not met these criteria and if they are not working at grade level. Student Review Teams consisting of teachers, administrators, and other support staff will meet at the end of the year and discuss each student who is at-risk and create an Individual Learning Plan and Home/School Compact to support student progress.

Parents/guardians will be requested to attend meetings throughout the year to find out how to assist their student. These meetings, in addition to ensuring that students at risk of retention receive appropriate interventions, are extremely important for your child's success.

Student Planners: Students are required to have and use the NMCMS student planner daily. Each student will receive one free planner at the beginning of school. Using the student planner every day will help students reach their potential. Use it to keep track of class assignments and homework assignments, test dates, games, and other special events. It should also be used to keep track of grades and friend's phone numbers. If students lose or damage their planner, they may purchase an additional planner from the student store for \$5.00.

The student planner is also a very positive and important link between the student, the parent/guardian, and the regular classroom teacher. Parents, please check your child's student planner daily. If used correctly, this is an excellent tool for teacher and parent/guardian communication.

Other Required Materials: All students must have the following at school each day: three-hole notebook/binder, blank binder paper, dividers, pencils, blue or black ball point pens, the NMCMS school student planner, P.E. uniform, and a silent reading book as well as additional items required by individual teachers.

STUDENT AND STAFF AWARDS/RECOGNITION

NMCMS believes in recognizing and rewarding excellence. Each year we try to increase our efforts in recognizing our top students and those students who make great strides toward improvement. Students can talk to their teachers or the counselor to find out more about these awards.

Community of Caring Program: NMCMS participates in the Community of Caring Program that assists the school community in value development. The principles of RESPECT, RESPONSIBILITY, CARING, TRUST, and FAMILY are taught and reinforced. To find out more about this program, please contact the school counselor.

Honor Roll: To recognize outstanding academic achievement, an Honor Roll has been established at NMCMS. The Honor Roll will recognize all students who have earned a 3.0 GPA or higher each quarter without any of the current quarter grades being an "F."

Phoenix Rising: Teachers nominate students who will be recognized for showing substantial improvement behaviorally and/or academically during the previous quarter.

Principal's Honor Roll: This recognition is for students who have earned a 3.5 GPA or higher each quarter without any of the current quarter grades being an "F."

Staff Recognition: It is vitally important that school staff are continually recognized and appreciated for all their hard work, preparation, long hours, and most importantly, dedication to the education of children. Annual classified staff and teacher appreciation weeks/days are in the spring. Our Parent Teacher Group provides gifts and recognition for the wonderful efforts of our dedicated Phoenix staff. Additionally, one teacher is recognized by his/her peers each week during our Wednesday APT and honored with a framed "Golden Phoenix" reminder and a specially designated parking space for the week.

Valedictorian/Salutatorian Criteria: The 8th Grade staff chooses the final student(s) for these awards using the following criteria. The Valedictorian(s) must have attended NMCMS for both their 7th and 8th grade years. The Valedictorian(s) shall have the highest cumulative GPA for those two years. In the event of a tie, two Valedictorians may be allowed. If there is a three way tie (or more), the following prioritized criteria shall be used by the staff to narrow it down to two: discipline record, participation in ASB or athletics, community service, and teacher recommendation. Once the Valedictorian(s) have been chosen, any student(s) who has attended NMCMS for at least eight regular quarters (Summer School not included) shall be equally considered for Salutatorian.

ATTENDANCE/TARDY POLICY

*Every day counts in a child's education!
Regular daily attendance is vital to the academic success of students.*

Attendance Policy: California Educational Code (48200) requires students to be subject to compulsory education. State law holds parents/guardians legally responsible for their children's school attendance. The law provides penalties for parents and /or students who neglect this duty. The state no longer recognizes excused absences; when students are absent **for any reason they lose educational opportunities**, and the school loses funding for teachers, textbooks, maintenance, and security.

Attendance Procedures: Good attendance is important to a student's success at the middle school. Poor attendance usually results in poor achievement. Students are expected and required by California State law to attend school every day that school is in session, except on those occasions when the school has been notified that the student is ill or that the student has a family emergency.

Absences: Parents/guardians must contact the school office in writing or by phone to report their student's absence within 24 hours. If the school is initially contacted by phone, a note must follow within 24 hours. When a student is absent, the attendance clerk or office auto dialer system will call home to inform the parent/guardian of the student's absence. Follow-up telephone calls and letters will be sent to inform the parent/guardian of the student's absence and the need to determine the reason for absence. Students who have unverified absences are considered truant from school.

1. Notes/phone calls must include the following information: Student's full, legal name, grade level, date(s) of absence, reason for absence, and parent/guardian signature.
2. Excused absences are illness, doctor/dentist appointments, death in the immediate family, observance of an established religious holiday, court subpoena, and an emergency deemed reasonable by the principal, or school-related activities.
3. After three unexcused full-day absences in any grading period, the student will be placed on an attendance contract and will be behaviorally ineligible* for two weeks. Students cannot have any further unexcused absences for the year in order to participate in any extra-curricular events. After twelve (12) excused absences for illness during the school year, students must submit a doctor's note to cover any future illnesses. A home visit might be conducted to verify the illness. (CA ED. Code 46011)

4. Unless approved by the principal or designee, other reasons for being absent are unacceptable and shall be considered unexcused. A student is considered truant when he or she is absent without the parent or legal guardian's permission. **When a parent or legal guardian consents to unnecessary absences (e.g. vacations, babysitting, running errands etc.) such absences will be recorded as unexcused.**
5. If a student has unverified or unexcused absences, a truancy letter will be sent home to the parent/guardian. An unverified absence is an absence that has not been cleared by a written note by the parent/guardian. Truancy letters will require the parent/guardian to meet with a school staff member to discuss the student's unverified or excessive absences. A letter will be sent to the District Attorney's office whenever a student has excessive absences. Parents/guardians will then be required to attend a hearing at the District Attorney's office and may follow court consequences for allowing students to miss school. Fines of up to \$1000.00 could be assessed to the parent/guardian and/or student for failure to ensure that students attend school.
6. If a student is gone longer than 4 weeks or 20 school days consecutively, he or she will be dropped from his/her classes and school enrollment. Upon returning, the student will have to re-enroll and thus may have to change classes. Family vacations need to be arranged during summer and other school breaks. Homework and additional assignments will not be given to students who vacation during the school calendar year.

Clearing Absences: Please send a written note with your student to the Main Office when the student returns to school or call 633-3391 ext. 200 or 201 between 8:00 a.m. and 4:00 p.m. Provide the following information when clearing an absence:

1. Student's Name and ID number
2. Date(s) of absence(s)
3. Reason for the absence(s)
4. Caller's name and relationship to student
5. Number where caller can be contacted if leaving a message

Perfect Attendance: Students who maintain perfect attendance throughout an entire semester or year are commended for their efforts and will receive recognition.

Readmit Slips: If a student has been absent or is late to school, they must go directly to the office upon arrival on campus to obtain a readmit slip before reporting to class. A written note is required and should include the student's name, grade, the date they were absent/tardy, reason for the absence/tardy, and a parent/guardian signature.

Tardiness: Students are expected to arrive to school on time. Tardiness disrupts the learning process. Students who are late to school must report to the main office to sign in. Students are also expected to report to each class on time throughout the school day. Students who are tardy to school or to any of their classes will be assigned lunch detention. Not attending school detention may lead to additional detentions, suspension and/or restriction from school activities.

Students who have more than five unexcused tardies to school or to class during each quarter will be **ineligible** for



extra-curricular activities until the following quarter.

STUDENT CHECKOUT POLICY

Students are expected to remain at school for the entire day. Early checkouts should be limited to dental or doctor appointments or family emergencies. ***If parents/students know in advance that an early sign-out from school is needed, parents are required to call (633-3391) or provide a note by 4:00 on the day prior.*** If there is an emergency, the parent/guardian must come to the Main Office to pick up the student. For ill students, the office will contact parents/guardians to have the student picked up from school. Students may not use a cell phone to make these arrangements.

Student Checkout Procedure: The student provides a signed note to the Attendance Clerk the day prior or before school the morning before. The student is issued a purple slip allowing the student to leave class and report to the office at the designated date and time. *Checkout slips will not be delivered to students during the school day.*

Please provide the following information when checking out a student:

- Student's full name and grade level
- Student's ID number
- Date and time the student needs to check out early
- Reason for early dismissal
- A phone number where a parent or guardian can be contacted (if leaving a message on the phone system)
- Parent/Guardian signature (if providing a note)

No student will be released to a relative who is a minor or to any person other than the student's parent or legal guardian, without a parent or guardian's permission. Parents/guardians and/or those who have permission to pick up a student may be required to show proper identification. In the case of student custody issues, all court documentation needs to be filed in the student's academic file and in the office.

DISCIPLINE PLAN

DRESS STANDARDS

North Monterey County Middle School promotes a campus environment where students' appearance and behavior support a positive learning environment. Students are requested to dress and groom themselves as individuals with a sense of responsibility and self-respect. The school staff recognizes legal rights to freedom of expression while requiring student appearance that does not disrupt the educational process and atmosphere.

The NMCMS Dress Code is based upon standard and widely-used criteria for what is appropriate on a public school site or at a school function. Some aspects, like caps with no logos, are there in order to save the time that it would waste for a staff member to carefully monitor appropriate logos and/or emblems. We expect students to wear appropriate attire that does not interfere with the learning process or participation in P.E. The dress code will be enforced during regular school hours as well as at all school activities both on and off campus.

Note that even on the first offense, if the student or school cannot adequately remedy the dress code violation at school, the parent will be required to bring clothes to school.

Clothing that is offensive, threatening, provocative, vulgar, displays tobacco, alcohol or drug advertising, or displays profanity, racial slurs, or has images of gang-related symbols is disruptive to the educational process and may not be worn.

Acceptable Appearance includes:

- Shoes and shirts for safety reasons (shoes must tie or strap securely to the foot)
- Clean clothing to promote healthy, sanitary conditions
- Tops that have straps (at least two inches wide); no strapless or tube tops
- **Clothing that fits: no tugging or adjusting needed.**
- Clothing that is appropriate for the educational activities required without endangering students' health, safety or welfare

Inappropriate Appearance: Students dressed inappropriately will be asked to modify their attire to fit the NMCMS Dress Code, to put on a special NMCMS t-shirt, or request a change of clothing from home. Repeat offenders will be subject to disciplinary measures. The following are not permitted to be worn on campus.

1. Gang-related apparel (bandanas, belts, suspenders, jewelry, hats, or other clothing that by its color, arrangement, trademark, or symbol denotes membership in a gang) or grooming that denotes gang activities
2. Hats, caps, head wraps, scarves, bandanas, beanies, or other head apparel during the school day, unless that head apparel is part of a student's customary religious attire.

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3. Garments that expose a bare midriff or torso
4. Short shorts, very short skirts (shorts/skirts must be no more than 2 inches above the knee)
5. Garments that reveal unusually large amounts of bare skin or underclothing
6. Strapless tops
7. Underwear worn as outerwear/exposed underwear of any kind
8. Obscene, vulgar, or other inappropriate words or graphics on clothing, buttons, backpacks, binders, and/or other items
9. Drug, alcohol, or tobacco-related logos, slogans, brand names, or references
10. Beach wear, swimming attire, or clothing generally considered sleeping attire (including blankets and slippers)
11. Pants worn in a sagging manner (below the hips); pants shall not be ripped out.
12. Baggy pants
13. Chains hanging from pants
14. Belt buckles with letters
15. Items identifying area codes
16. Items with following logos: SOCAL, NORCAL, CENTRAL VALLEY, FAMOUS, SOUTHPOLE, DICKIES
17. Items with sports team logos
18. Jerseys from local teams
19. Navy blue, red, or burgundy on any article (i.e., shoes, laces, jewelry, hair accessories, shirts, pants, backpacks)
20. Sunglasses
21. Headphones
22. Hoods (unless the administration deems it appropriate due to inclement weather)
23. Rollerblades, roller skates, scooters, or shoes containing wheels; skateboards

Dress Code for Evening/Night Dances: Because of the nature of a social dance, some modifications of the NMCMS Dress Code are allowed. Note that any school dances during or directly after the regular school day will follow our standard dress code. For dances occurring in the evening all of the above Dress Code policies shall be enforced with the following modifications:

1. Skirts may be no higher than 4 inches above the knee, including slits.
2. Sleeveless tops or dresses may be worn. No strapless tops or dresses will be allowed. Shoulders must be covered.
3. High heel shoes maybe worn if they are safe. Students must wear shoes at all times.

The North Monterey County Middle School administration reserves the right to restrict intimidating or inappropriate attire or accessories not specifically covered above. Violations of all dress code policies will result in a warning. Repeated violations will result in detentions and possible suspensions.

CELL PHONE/ ELECTRONIC DEVICE POLICY

The school strongly encourages that students refrain from bringing cell phones to school. If your student must bring a phone to school, it is to be shut off and put away before arriving to school and may not be used at all while on campus. If a student needs to make a phone call, he/she is expected to come to the office and use the school phone. Parents, please do not call or text your student throughout the day. If you need to contact your student, please call the school at (831) 633-3391.

Electronics such as music and gaming devices are not allowed on campus.

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Possession or use of laser pointers on school grounds is prohibited. Any person who aims or points a laser pointer at another person in a threatening manner with specific intent to cause a reasonable person fear of bodily harm is guilty of a misdemeanor and will be referred to law enforcement. (PC 417.25 (a)(b)(c))

If a student is found in possession of a cell phone or any other electronic device, the following consequences will occur:

1st Offense: Phone/device will be confiscated and brought to the front office. Student can pick up item after school from the front office.

2nd Offense: Phone/device needs to be picked up from the front office after school by a parent. Parent will be notified of the consequences of a third offense.

3rd Offense: Phone/device will meet with administration and phone/device will be given to parent with the understanding that it is not to be brought to campus for the remainder of the year. Failure to abide by this expectation will lead to suspension.

ADDITIONAL BEHAVIOR EXPECTATIONS

All students are responsible to the school for their behavior from the time they leave home in the morning, until they return home after school. We expect and encourage individual students to speak up, be proactive, problem solve and follow acceptable standards when actions of the group are questionable.

Affection: Students are not allowed to kiss and are expected to act appropriate regarding their relationships.

Clean Campus: Students are expected to eat in the cafeteria and quad area only. If students litter, they will be assigned campus clean-up.

Conflict Resolution (CRT): In many cases, conflicts between students can be resolved through intervention of the counselors and trained students in Conflict Resolution. In this way differences can be resolved and future problems may be prevented without disciplinary actions.

Group Intimidation/Threatening: Group intimidation/threatening is potentially dangerous and possibly explosive. In a group situation, each person is guilty of lending his or her influence to the group and will be responsible for what happens as a result of the actions of the group.

Gum: Gum is not allowed on campus.

Harassment/Bullying Policy: Harassment/bullying of student(s) and/or staff members by other students or any member of the staff is contrary to the School Board Policy and the school's commitment to provide a physically and psychologically safe environment in which to learn and may be in violation of Federal or State law.

Honesty Code: Whenever a student is guilty of cheating or plagiarizing, the teacher shall collect the student's paper, mark a zero for that work, and notify the parent and office immediately. Further incidents of cheating could result in suspension from school.

Peer Review Panel: Students involved in name-calling, teasing, bullying and other student conflicts can be referred to a panel of his/her peers who, after asking a series of questions, will determine the consequence for the inappropriate behavior.

Sexual Harassment: Harassment includes unwelcome sexual advances or any form of improper physical conduct or sexual remark. Harassment refers to a pattern of bullying, slurs, name-calling and the like, that result in an offensive or hostile environment in which a harassed student's security, self- concept or peace of mind is threatened. If at any time, a student feels that he/she has been harassed or bullied, he/she should notify an adult at the school. The adult is required to report the incident to an administrator.

BEHAVIOR INCENTIVES AND INTERVENTIONS

North Monterey County Middle School provides a safe, orderly, and supportive environment for students and staff. All students and staff are expected to model the **PHOENIX CODE**.

ACADEMIC AND BEHAVIORAL EXPECTATIONS/ELIGIBILITY FOR ACTIVITIES

To be eligible to participate in the North Monterey County Middle School co-curricular program (e.g. college visitation, field trips, dances, end of the year field trips and extra-curricular programs (e.g. athletics, ASB, yearbook...)) a student must meet the following requirements:

Eligibility

- Student earns academic eligibility to participate in extra-curricular activities by maintaining a minimum of 2.0 GPA and achieving a passing grade in each class.(no “F”s”)
- Student must have earned eligibility for extra-curricular activities as determined by the last grading period (i.e. progress report or report card).
- No suspensions, no more than five tardies in a quarter, and no more than three unexcused absences.

Ineligibility

- If a student does not meet the academic criteria for participation they will be placed on an academic contract requiring a minimum 2.0 GPA with no “F”s. The contract must be maintained in order for the student to participate in the extra-curricular activity.
- Students who are ineligible because of academics and/or behavior will not be allowed to participate in any extra-curricular activities to include fieldtrips, dances, graduation activities, sports, and other school events for the duration equal to one grading period (5 weeks)
- Students who are ineligible may not participate in, practice, or attend any school-related extra-curricular activities or athletics for 5 weeks (equivalent to one grading period). Students who are suspended from school for three or more days during a grading period become immediately ineligible for five weeks.
- Once a student becomes ineligible during a grading period, he/she must earn a 2.0 grade point average (no F’s) and/or demonstrate acceptable behavior to gain eligibility for the following grading period.

BEHAVIOR INCENTIVES

Rewards and Recognition

- Quarterly Activity Day: Students get to choose from fun and enriching activities to participate in for an afternoon.
- Weekly Community of Caring raffle: Earn a Community of Caring ticket, turn it in for the raffle, and win a cool prize!
- Academic Assemblies: Receive a certificate or other award for being a good citizen and a conscientious student.
- Eligibility for extracurricular activities

BEHAVIOR INTERVENTIONS

Detention

- Special detention assignment with a specific teacher arranged through a permit from the administration
- Lunch detention as assigned by administration
- Any student that does not attend detention will be subject to additional detentions and/or suspension.

Student Behavior Contracts/Behavioral Ineligibility: Students who engage in constant disruptive behavior will be placed on Behavior Support Plan (BSP). The BSP is designed to help a student become aware of and manage their behaviors that interfere with school success. Members of the BSP team include parents, students, teachers, counselor, and administrators. Failure to fulfill the expectations of the plan will lead to placement on an Opportunity Contract.

Opportunity Contract: Students who have not met the requirements stipulated in the Behavior Support Plan will be placed on an Opportunity Contract. The contract will make clear the expectation necessary for the student to remain in the regular education environment.

Opportunity Class: Students who do not fulfill the requirement of the Opportunity Contract will be placed in Opportunity Class. This program is an alternative setting which provides instruction in the core curriculum areas and provides opportunities for students to reflect on and address issues that will allow them greater success in the regular educational environment. The BSP team will convene to establish a set of criteria, that when met, will allow the student to matriculate back into the regular education environment.

SUSPENSION/EXPULSION

When an incident results in the possibility of a suspension or expulsion, the student and parent will be asked to participate in a conference and will be given the opportunity to present the facts of the incident from his/her perspective. The administrator, after listening to involved participants and collecting information regarding the circumstances surrounding the incident, will make a decision regarding suspension/expulsion.

- Every effort will be made to contact a parent/guardian by phone.
- Within one school day, written notification will be mailed to the parent(s)/guardian explaining the suspension/expulsion.
- A post-suspension conference may be held to readmit the student to school. (State law requires that teachers have access to information regarding a student's suspension for three years after the suspension.)

For an expulsion, the following apply in addition to the above:

- If the behavior is a mandated expellable offense, the parent will be notified.
- A conference will be held with the principal.
- The NMCUSD Board of Trustees will make the final decision through an expulsion hearing.

DISCIPLINE GUIDELINES

With the exception of Mandatory Expulsion offenses, the Administration may utilize **professional discretion** when making decisions. **Parents shall be notified of all offenses** committed by their child. At the time of suspension, a North Monterey County District employee shall make a reasonable effort to contact the student's parent or guardian in person or by telephone (E.C. 48911).

A student may be suspended or expelled for acts occurring while under the jurisdiction of the school, which include while on school grounds (including other schools), at a school sponsored activity, or going to or from school or a school sponsored activity. (E.C.48900) Any violation of E.C.48900 not enumerated will result in appropriate consequences.

Discretionary Suspension and Multiple-Offense Expulsion: A decision to suspend is based on a conference conducted by the Principal or Principal designee with the student and, whenever practical, the person who referred the student for the offense. At the conference the student shall be informed of the reason for the disciplinary action, and the evidence against him or her, and shall be given the opportunity to present his/her version and evidence in his/her defense. The Principal or designee may suspend a student without affording the student an opportunity for a conference only if the Principal, the Principal's designee, or the Superintendent determines that an emergency situation exists. (EC 48911) Suspension shall be imposed only when other means of correction fail to bring about proper conduct. However, a pupil may be suspended for reasons noted in EC 48900 upon first offense if pupil's presence causes a danger to persons or property or threatens to disrupt the instructional process. (EC 48900.5)

An **extended suspension** decision is based on evidence that the student's presence would cause a danger to persons or property or a threat of disrupting the instructional process. This decision follows a meeting in which the student and student's parent or guardian is invited to participate. (EC 49911) Multiple violations may result in a recommendation for additional consequences or expulsion.

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Police Involvement: The administration of North Monterey County Middle School accepts responsibility for dealing with student behavior. However, when violations of state laws occur, or when students or parents/guardians refuse to work within the established policies of the District and school, or when the security of people or property appears to be in jeopardy, the police will be contacted.

The following offenses require law enforcement notification and possible citation:

- Assault upon any person with a deadly weapon or by force likely to produce great bodily injury. (EC 48902)
- A non-accidentally inflicted physical injury upon a student by another student which requires medical attention beyond the level of school applied first aid. (PC 11166)
- Actual or suspected sexual abuse or physical abuse of any minor. (PC 11165.9)
- An attack or assault or menacing of any school employee by a student. (EC 44014)
- A directly communicated threat by a student or any person to inflict unlawful injury upon person or property of a school employee. (EC 44014; PC 71) Possession or use of laser pointers on school grounds is prohibited. Any person who aims or points a laser pointer at another person in a threatening manner with specific intent to cause a reasonable person fear of bodily harm is guilty of a misdemeanor and will be referred to law enforcement. (PC 417.25 (a)(b)(c))
- Sell, possess, and/or under the influence of any controlled substance, drug paraphernalia, alcoholic beverages or intoxicants. (EC 48902)
- Possession of a weapon, dangerous object, or explosives. (PC 626.10; EC 48915c)
- Extortion or Robbery (EC 48900(e)(n))
- Attempting or committing sexual assault or battery. (EC 48915(c))
- Possession or use of laser pointers on school grounds is prohibited. Any person who aims or points a laser pointer at another person in a threatening manner with specific intent to cause a reasonable person fear of bodily harm is guilty of a misdemeanor and will be referred to law enforcement. (PC 417.25 (a)(b)(c))

Parental Rights and Responsibilities

Education is a responsibility shared by parents/guardians and schools. Quality instructional programs and safe schools are virtually assured when parents/guardians and school staffs work as partners. Parents/guardians have certain legally guaranteed rights, as well as responsibilities, in this partnership.

The following informs you of certain rights you have. If you have any questions, please call the Principal at NMCMS.

1. Students may not be discriminated against based upon sex, disability, ethnicity or lack of skill in English.
2. Student accident insurance is a super value! Please consider buying it as an added protection.
3. To inspect your child's records or dispute the contents, call your school.
4. Student athletes who don't want media information about them released must notify the principal in writing.
5. We have procedures for resolving complaints of all kinds. (See complaint policy on Page 20) Call 633-3343, ext. 210 for information.
6. Unless the principal is notified in writing, senior's names will be given to military recruiters.
7. Discipline policies are available at no cost. Call 633-3343, ext. 210 for District policies. Ask the principal for school discipline policies. (see Discipline Policy on pages 15-18) Some offenses can result in expulsion, including seriously injuring another person except in self-defense, selling a controlled substance, and possessing a knife, gun, explosive or other dangerous object.
8. Student's grades/credit can't be reduced for excused absences if the work/tests missed have been made up.
9. Students can be released to observe certain religious holidays, to appear in court, or attend employment interviews. Requests must be made to the school in writing. Missed assignments can be made up.

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10. Students can be excused from sex education, AIDS education, and family life education classes that conflict with religious beliefs or moral convictions. Requests must be made to the school in writing.
11. Call 633-3343, ext. 210 for a copy of the policy regarding the release of students for confidential medical appointments.
12. Free and reduced-price lunch application information will be sent to you via your child.
13. You can request to have your children attend a different school. Call 633-3342, ext. 210 for more information.
14. For information regarding student eligibility for home/hospital instruction call 633-3343, ext. 216.
15. Students cannot be given immunizations without written parental approval.
16. Call the school to arrange for students to take any kind of medication during the school day.
17. Students may be given physical examinations. To deny consent, write the school.
18. Students with special needs are entitled to a free and appropriate education. To refer your student or file to a complaint about his/her program call 633-3343, ext. 220. Parents can record meetings about their children's special needs.
19. If you object to harmful/destructive use of animals, call the school for alternative assignments (i.e., science experiments).
20. You can petition the School Board to establish alternative schools or programs.
21. For a copy of the District's policy regarding student sexual harassment, call 633-3343, ext. 210.
22. To access the Internet at school, students must sign the use agreement.
23. Electronic transfer of student data for state required mandates is done in compliance with confidentiality requirement

STATEMENT OF NON-DISCRIMINATION

North Monterey County Middle School and the North Monterey County Unified School District does not discriminate against persons on the basis of sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, and mental or physical disability.

No student who applies for admission to or who attends District schools shall be discriminated against with respect to color, race, religion, national origin, sex, handicap or age. In certain special cases, as provided by law and District policy, separate provisions may be made for students according to sex with respect to modesty, choral groups, cheerleaders and the like. The staff shall be particularly sensitive to guard against sexual discrimination and cultural stereotyping in all school programs and operations.

COMPLAINTS POLICY AND PROCEDURE

The NMCUSD district and school site staff strives to improve all aspects of the various educational services offered and believe in developing a process to deal with complaints. Generally, the following steps should be followed, in this order, when making a complaint: (1) Talk to and/or meet with your student's teacher(s) or the person you have an issue with; (2) Talk and/or meet with a school administrator; (3) Talk to and/or meet with a school district Director or the Superintendent. The district has 60 calendar days to resolve the complaint. If it is not resolved after 60 days, you may seek civil law remedies. Complaints are confidential and protection is offered from retaliation. If you have a complaint, please contact the NMCMS office at 633-3391 and/or district office at 633-3343 to discuss the issue(s) and to find out the appropriate process to follow depending on the nature of the complaint.

ELECTRONIC USE AGREEMENT

This contract is entered into by and between the North Monterey County Unified School District, hereinafter "the District," and the undersigned employee or student, hereinafter, "the user." The parties agree that this shall be a legally binding contract between them.

A. The District agrees and promises as follows:

1. To provide User with access to electronic networks, such as the Internet, in support of the District's curriculum and to enhance student learning through the sharing of information and the facilitation of communication.

2. To take reasonable precautions to protect the user from misuses and abuses that may arise through accessing and using electronic information networks.
- B. The User Agrees and promises as follows:
1. To accept personal responsibility for reporting any misuse of electronic information networks to a responsible school employee. Misuse, as used herein, includes but is not limited to messages (sent or solicited) that are obscene or pornographic; unethical or illegal solicitations; or messages that contain racist, sexist, homophobic or otherwise inappropriate language or references.
 2. To use electronic networks only for educationally relevant purposes and/or appropriate professional activities.
 3. To refrain from using the technology for commercial gain or product advertisement.
 4. To respect the privacy of other students and staff, including their access codes, and not disrupt the work or activities of others.
 5. To access the Internet or other networks only through User's own account code.
 6. To notify a responsible District employee of any breach in system security and refrain from demonstrating the breach to others.
 7. To refrain from vandalism, defined as including but not limited to: attempts to harm or destroy the data of another user; attempts to destroy or modify the data of another agency or network connected to the system; and the uploading, downloading or creating of computer viruses.
 8. To obey the laws of the United States and California, including but not limited to: laws relating to copyrights; laws relating to threatening or obscene material; and laws related to materials or information protected by trade secret.
- C. The User understands that the use of District's electronic technology is a privilege. The decisions of the District and its employees operating in its behalf are [mal with regard to the use of the District's electronic technology, and access may be suspended, denied or revoked to the User at any time deemed necessary by the District.
- D. The District makes no warranties of any kind, whether expressed or implied, for the service being provided to the User hereunder. The District will not be responsible for any damages suffered by the user under this Contract, including, but not limited to: loss of data; delays; non-deliveries; miss-deliveries; interruptions caused by the system; and User errors or omissions. Use of information obtained electronically is at the User's own risk and the District specifically disclaims any responsibility for the accuracy of information obtained by the User through the system.
- E. By my signature I certify that I have read, understood and will abide by the provisions and conditions of the Contract. I understand that any violations of the Contract may result in discipline, the revocation of my user privileges, and appropriate legal action. (Please refer to page 23.)

TEXTBOOK/EQUIPMENT USE POLICY

Textbooks and other school equipment for middle school students are expected to last for several years.

If a textbook or other school equipment is lost or damaged while checked out to a student, parents/guardians of that student will be held responsible for replacing the textbook or equipment. Textbooks average \$80.00 each. All school staff will review the check-in/check-out procedure for textbooks and equipment with students in their classrooms. Please assist us by discussing with your student the importance of being responsible for school property.

Hate Crime Policies and Procedures

North Monterey Co USD | BP 5145.9 Hate-Motivated Behavior

In order to create a safe learning environment for all students, the Governing Board desires to protect the right of every student to be free from hate-motivated behavior and will promote harmonious relationships among students so as to enable them to gain a true understanding of the civil rights and social responsibilities of people in society. The district prohibits discriminatory behavior or statements that degrade an individual on the basis of his/her actual or perceived race, ethnicity, culture, heritage, gender, sex, sexual orientation, physical/mental attributes, or religious beliefs or practices.

The Superintendent or designee shall collaborate with regional programs and community organizations to promote safe environments for youth. These efforts shall be focused on providing an efficient use of district and community resources.

The district shall provide age-appropriate instruction to help promote an understanding of and respect for human rights, diversity, and tolerance in a multicultural society and to provide strategies to manage conflicts constructively.

Policy adopted: May 17, 2012 Moss Landing, California

**Tolerance, Diversity and Hate-Motivated
Behavior**

**North County Unified School District
Reference BP 5220.5**

The District is committed to the acceptance of diversity and the promotion of tolerance, with the goal of enabling students to grow in their understanding of the rights and responsibilities required of people in a free and diverse society.

Notwithstanding the free speech rights set forth in District Policy 5570, every student has the right to be protected from hate-motivated behavior and statements that degrade individuals and groups on this [sic] basis of race, ethnicity, culture, heritage, gender, sexual orientation, physical or mental attributes, religious beliefs or practices. Such behavior will not be tolerated.

Approved 9/13/01

SUMMONING 911 EMERGENCY SERVICES
North County Unified School District
Reference AR 5560.3.

The principal or site manager has primary responsibility for deciding whether a 911 emergency exists. In his or her absence, the individual(s) on the scene must use his or her judgment as to whether a 911 call is necessary. In general, 911 should be called whenever a life is threatened.

A. MEDICAL EMERGENCIES: A 911 call is appropriate if an individual:

- Is not breathing
- Is bleeding excessively
- Is unconscious
- Is in non-life-threatening medical emergency and the parent or surrogate named on the emergency card cannot be located.

Note: Staff will continue to attempt to contact parent or guardian after 911 has been contacted.

B. LAW ENFORCEMENT: A 911 call is appropriate if an individual:

- Is loitering or trespassing and refuses to leave
- Is verbally or physically abusive
- Has a weapon on campus
- Is threatening to attack or has attacked
- Has committed a serious crime or one is in progress

CHILD ABUSE **MANDATED REPORTERS**

(Reference: Board Policy 4114, Penal Code 11166)

Employees who work with children are required by law to report known or suspected child abuse.

The law defines child abuse as:

Physical abuse: inflicted by other than accident means on a child.

Neglect: is negligent treatment or maltreatment of a child by a parent or caretaker under circumstances indicating harm or threatened harm to the child's health or welfare.

Child Sexual abuse: is defined as acts of sexual assault or sexual exploitation.

Emotional maltreatment: consist of emotional abuse and emotional deprivation, neglect that constitutes willful cruelty or unjustified punishment.

WHEN DO YOU REPORT?

Child abuse must be reported when one who is legally mandated reporter "...has knowledge of or observes a child in his or her professional capacity, or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse or neglect..." (P.C. 11166(a)).

CHILD PROTECTIVE SERVICES
HOTLINE 1-800-606-6618

SEXUAL HARASSMENT OF STUDENTS

**North County Unified School District
Reference BP 5580.3**

Sexual harassment is deemed to be vulgar and obscene and is unacceptable conduct. The District is committed to assuring that students are not subjected to it. Offenders will be disciplined, including dismissal or expulsion when appropriate. Individuals responsible for supervision of students are accountable for ensuring that students under their supervision are not subjected to sexual harassment, and managers must ensure that complaints of sexual harassment are handled sensitively and in confidence.

Sexual harassment refers to unwelcome sexual advances, unwelcome requests for sexual favors, and unwelcome verbal, visual or physical conduct of a sexual nature under any of the following circumstances:

1. When assenting to the conduct is either an explicit or implicit condition of a student's employment, evaluation, promotion, academic or extracurricular status.
2. When submission to or rejection of the conduct is used or threatened as a basis for an employment or academic decision affecting the victim.
3. When the behavior creates an intimidating, hostile or offensive work or academic environment, or substantially interferes with an individual's work or academic performance.
4. When submission to or rejection of the conduct is the basis for any decision regarding benefits, grades, honors, activities or programs.

**SEXUAL HARASSMENT
STUDENT COMPLAINTS**
North County Unified School District
Reference BP 5580.4.

Students who feel that they are being or have been sexually harassed are encouraged to inform the person(s) involved that the conduct is offensive and ask that it be stopped. If the conduct continues, or if the student chooses not to confront the person(s) involved, the following procedure will be followed:

LEVEL ONE: The incident of sexual harassment shall be reported by the student or his/her parent/guardian, to his/her principal within **five (5) days** of the alleged incident or within five (5) days of the date when the incident became known to the parent/guardian. This time limit may be extended by the principal for good cause.

***If the complaint is being made against the principal, see Level Two for complaint procedure.**

- Informed of their right to file a formal complaint using the District's uniform complaint procedure rather than this procedure.
- Within **ten (10) days** after receiving the complaint, investigate the allegation and take appropriate action. The student and/or parent/guardian will be notified of the action taken, except that individual rights shall be protected, in accordance with the law.

LEVEL TWO: If the complaint is not resolved to the satisfaction of the student or parent/guardian and further remedy is requested, send the written complaint forwarded to the Superintendent within **thirty (30) days** of the incident. This time limit may be extended by the Superintendent for good cause.

***If the complaint is being made against the Superintendent or a member of the Board of Trustees, see Level Three for complaint procedure.**

- The written complaint, at minimum, must provide the following information:
 - The name of the individual(s) involved.
 - A clear statement of the facts.
 - The specific remedy requested.

- Within **ten (10) days** after receiving the complaint, the Superintendent or her/his designee shall investigate, provide a written response to the student or parent/guardian, and take appropriate action. The student or parent/guardian shall be notified of the action taken, except that individual rights shall be protected, in accordance with the law.

LEVEL THREE: If the complaint is still not resolved to the satisfaction of the student or parent/guardian, the student and/or parent/guardian may appeal in writing within **forty-five (45) days** of the incident to the Board of Trustees. The appeal shall include copies of all correspondence and written material related to the complaint. This time limit may be extended by the Board for good cause.

- The Board shall hear the matter within **thirty (30) days** after receipt of the appeal and present its findings in writing within **ten (10) days** of the hearing.
- The student and/or parent/guardian shall be given a full and fair opportunity to present evidence relevant to the facts and may be represented by counsel at the hearing.
- The Board's decision shall be final.

DRESS CODE
North County Unified School District
Reference BP 5570.1

Students are expected to present a neat and orderly appearance, dressed in keeping with daily activities. The Board of Trustees considers dress to be an area of judgement to be exercised by the principal or designee. Details and specific rules that apply at a given school will be administrative decision with input from students (as appropriate to their ages), the staff and parents/guardians. Students uniform programs shall be subject to the approval of Board of Trustees, in accordance with the following guidelines:

1. Evidence must be presented to the Board that a two-thirds of the parents responding to a survey within the school community support the proposed uniform policy.
2. If the uniform will not be optional, evidence must be presented that the cost of outfitting students in the uniform is within the means of all parents, or that provisions will be made to assist parents who cannot afford the uniform or who have several children in the school and cannot afford to purchase uniforms for all of them.

**BULLYING / CYBERBULLYING,
HARASSMENT / HAZING**
North County Unified School District
Reference BP 5131

The district may provide students instruction, in the classroom or other educational settings, that promotes communication, social skills, and assertiveness skills and educates students about appropriate online behavior and strategies to prevent and respond to bullying and cyberbullying.

Bullying

Students may submit a verbal or written complaint of conduct they consider to be bullying to a teacher or administrator and may also request that their name be kept in confidence. The Superintendent or designee may establish other processes for students to submit anonymous reports of bullying. Complaints of bullying or harassment shall be investigated and resolved in accordance with site-level grievance procedures specified in BP 5580.4 Sexual Harassment.

Cyberbullying

When a student is suspected of or reported to be using electronic or digital communications to engage in cyberbullying against other students or staff or to threaten district property, the investigation shall include documentation of the activity, identification of the source, and a determination of the impact or potential impact on school activity or school attendance.

Students shall be encouraged to save and print any messages sent to them that they feel constitute cyberbullying and to notify a teacher, the principal, or other employee so that the matter may be investigated.

Any student who engages in cyberbullying using district-owned equipment, on school premises, or off-campus in a manner that impacts a school activity or school attendance shall be subject to discipline in accordance with district policies and regulations. If the student is using a social networking site or service that has terms of use that prohibit posting of harmful material, the Superintendent or designee also may file a complaint with the Internet site or service to have the material removed.

Harassment

For purposes of this Policy, "harassment on the basis of protected characteristics" is verbal or physical conduct that denigrates or shows hostility or aversion toward an

individual because of his or her race, color, religion, national origin, disability, or sexual orientation *and* that:

- A. Has the purpose or effect of creating an intimidating, hostile, or offensive work environment;
- B. Has the purpose or effect of unreasonably interfering with the student's ability to benefit from any educational program or service provided by the School District; and
- C. Is so offensive or pervasive as to adversely effect the educational performance of the student.

Hazing.

The Board of Education finds that practices known under the term "hazing" are dangerous to the physical and psychological welfare of students, and should be prohibited in connection with all school activities.

Hazing includes, but is not limited to,

- engaging in any offensive or dangerous physical contact, restraint, abduction, or isolation of a student, or
- requiring or encouraging a student to perform any dangerous, painful, offensive, or demeaning physical or verbal act, including the ingestion of any substance, exposure to the elements, deprivation of sleep or rest, or extensive isolation, or
- subjecting a student to any dangerous, painful, harmful, offensive, or demeaning conduct, or to conduct reasonably likely to create extreme mental distress,
- as a condition of membership in, or initiation into, any class, team, group, or organization sponsored by, or permitted to operate under, the auspices of, a school of the School District, or for similar or related purposes, *provided*, that such conduct shall not be considered hazing when it is a recognized and integral part of the particular sport or activity.



Monterey County Health Department
Public Health Bureau
Communicable Disease Prevention and Control

Epidemiology: 831-755-4698
Fax: 831-754-6682

TB Unit: 831.755.4593
Fax: 831.796.1272

CD Unit: 831.755.4521
Fax: 831.754.6682

HIV: 831-755-4626
Fax: 831-796-8638

Immunizations: 831-755-4683
Fax: 831-755-4565

General Guidelines for Schools When Experiencing a Disease Cluster or Outbreak

There are very few communicable disease emergencies. Take time to confirm the facts of the situation, consult with the Health Department, and develop an informed plan of action. Guidance for outbreaks will depend on the number of individuals involved, symptoms and severity of disease, and the potential infectiousness of the suspected pathogen. In general:

1. Isolate symptomatic individuals. If the number of individuals is small, an office or room will suffice. If the number of individuals is large, you may need to utilize an area like a gymnasium or auditorium.
2. Notify your school administrator. Designate individuals who will interact with the Health Department, parents, staff, and media.
3. Contact the Monterey County Health Department's Epidemiology and Surveillance Unit (831-755-4698 or 831-755-4521; after hours: 831-869-6465).
4. Notify parents of ill students to pick up their children; send ill staff home. Individuals should be excluded if they have a fever, rash, vomiting, and/or diarrhea.
5. Gather information on individuals who are ill. This should include name, grade, classroom, contact information for parent or guardian, symptoms, and date and time of symptom onset. Pediatrician's name and date of birth may also be requested if biological testing is indicated.
6. Gather information on any potential common exposures.
7. Coordinate with the Health Department to determine if a parental notice should be sent, what information it should contain, and who should receive it. Message should include a brief description of the current situation, brief explanation of the exposure/disease, what parents and staff should watch for, what parents and staff should do if symptoms develop, and who they can contact for more information.
8. If the outbreak is large or severe, plan a joint media message or conference with the Health Department.
9. Initiate enhanced environmental cleaning as recommended by the Monterey County Health Department.
10. Depending on the severity and mode of transmission of the outbreak, cancel activities that bring large groups of students and/or staff together.
11. Education staff and students on preventative measures.
12. Actively monitor remaining students and staff for signs of illness.

updated 05/12/2015

Prevent. Detect. Respond.



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Communicable Disease Prevention and Control

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HIV: 831-755-4626	Immunizations: 831-755-4683
Fax: 831-796-8638	Fax: 831-755-4565

Services and Contact Information

Epidemiology & Surveillance Unit:

Primary contact: Susie Barnes, MPH, 831-755-4698, BarnesS@co.monterey.ca.us

- Receives reports of suspected outbreaks and clusters
- Provides recommendations for infection control during outbreaks/clusters of diseases
- Tracks the spread of disease (reviews absentee logs)
- Provides information on circulating diseases, morbidity patterns, health disparities, etc.

Immunization Program:

Primary contact: Angie Gladstone, PHN, 831-755-4683, GladstoneA@co.monterey.ca.us

- Offers guidance on school immunization requirements
- Provides blue cards and stickers
- Assists with questions about vaccine availability, local providers, and ACIP recommendations

HIV/AIDS Programs:

Primary contact: Amanda Mihalko, 831-755-4626, MihalkoA@co.monterey.ca.us

- Provides information on local counseling, testing, and care services
- Facilitates condom distribution program enrollment
- Coordinates parent and student STD educational presentations

Tuberculosis Control Unit:

Primary contact: Davithia Salisbury, PHN, 831-796-1279, SalisburyDM@co.monterey.ca.us

- Receives reports of infectious tuberculosis cases; coordinates case management services
- Provides recommendations on TB screening, exclusion policies, and exposure notices
- Assists with questions about LTBI versus active TB

Communicable Disease Unit:

Primary Contact: Zonelle Cantu, PHN, 831-755-4582, CantuZC@co.monterey.ca.us

- Receives reports of communicable disease cases; coordinates individual investigations
- Provides recommendations on exclusion policies and exposure notices
- Assists with questions about disease symptoms, transmission, and treatment

Kristy Michie, Epidemiologist/Program Manager I, 831-755-4503, MichieKJ@co.monterey.ca.us

Prevent. Detect. Respond.