

## DISCIPLINE POLICY 2021-2022

The basic purpose of school is preparation for life. This must include the development of proper social skills, formation of regular attendance habits, and the display of conduct that is considerate of the needs and rights of others. ECMS promotes Positive Behavior Interventions and Supports and actively reteaches procedures for all classrooms and common areas. However, discipline still occurs, and our Site Based Council has re-emphasized some basic facts about discipline at ECMS.

All discipline at East Carter Middle School will be assigned according to school/district policy.

**DPP**—Director of Pupil Personnel, **SRO**—School Resource Officer, **ISS**—In School Suspension, **OSS**—Out of School Suspension (includes any school functions during the suspension time period.)

<b>A. VIOLATION—SCHOOL ATTENDANCE</b>	<b>SCHOOL INTERVENTION</b>
1. Skipping class (more than 10 minutes unaccounted for)—1 period	1 <sup>st</sup> offense—4 hours detention 2 <sup>nd</sup> offense—1 day ISS 3 <sup>rd</sup> offense—3 days ISS
2. Skipping school—2 periods or more or leaving school grounds.	1 <sup>st</sup> offense—2 days ISS 2 <sup>nd</sup> offense—3 days ISS 3 <sup>rd</sup> offense—1 day OSS
3. Tardies to Class	1 <sup>st</sup> offense—Warning by teacher 2 <sup>nd</sup> offense— Assign tardy packet which is due the next day 3 <sup>rd</sup> offense—4 hours detention 4 <sup>th</sup> -9 <sup>th</sup> offense—1 Day ISS 10 <sup>th</sup> offense—Report to DPP as truant and 1 day ISS assigned for each tardy accumulated after #10.
4. Tardies to School	Tardy #1—Warning Tardy #2—Warning and conference with an administrator Tardy #3— 4 hours detention Tardy #4-9—1 Day ISS Tardy #10—Report to DPP as truant and 1 day ISS assigned for each tardy accumulated after #10.
<b>B. VIOLATION—TOBACCO</b>	<b>SCHOOL INTERVENTION</b>

<p>1. Possession of tobacco products or smoking paraphernalia (including vapor pens or e-cigs) inside/outside the school building.</p> <p>2. Smoking/chewing of tobacco products inside/outside the school building.</p>	<p>1<sup>st</sup> offense—2 days OSS and ½ day ISS</p> <p>2<sup>nd</sup> offense—3 days OSS</p> <p>3<sup>rd</sup> offense—4 days OSS and loss of privileges of attending any extracurricular activity (sporting events, dances etc.) and/or loss of other privileges.</p> <p>**If students are caught with any tobacco product, vape pen, e-cig, etc., those items become the property of ECMS and will not be returned.</p>
<p><b>C. VIOLATIONS-ALCOHOL/DRUGS</b></p>	<p><b>SCHOOL INTERVENTION</b></p>
<p>1. Possession/use of alcohol, illegal drugs, legend drugs, look-alike drugs, drug paraphernalia, or under the influence at school/school function.</p>	<p>10 days OSS is reduced to 5 days if student and parent agree to enroll in Early Intervention Program through Pathways.</p>
<p>2. Sale/transfer of illegal drugs, legend drugs, look-alike drugs, or over the counter drugs or alcohol.</p>	<p>Notification of police and 10 days OSS from school with referral to the superintendent for pre-expulsion hearing.</p>
<p>3. Possession of prescription drugs issued to the student or over the counter drugs which have not been turned in to the office.</p>	<p>1<sup>st</sup> offense—Medication taken from the student, student will be warned, and parent required to come to school to pick up the medicine.</p> <p>2<sup>nd</sup>-3<sup>rd</sup> offense—1 day ISS.</p>
<p><b>D. FLAGRANT VIOLATIONS</b></p>	<p><b>SCHOOL INTERVENTION</b></p>
<p>1. Arson</p> <p>2. Burglary of school property</p> <p>3. Weapons (including knives of any size or blade length)—possession, use, sale, or transfer</p> <p>4. Bomb threat</p> <p>5. Explosive devices—possession, use, sale, or transfer</p> <p>6. Stolen property/theft</p> <p>7. Incidents involving spread of bodily fluid</p>	<p>Notification of police and suspension with immediate referral to the superintendent for pre-expulsion hearing.</p> <p>***Administrative discretion may be used for minor acts.</p>
<p>8. Falsely setting off the fire alarm.</p>	<p>Notification of police; Charges filed and 5 days OSS</p>
<p>9. Any sexual activity on school grounds or at any school function.</p>	<p>10 Day OSS with possible referral to the superintendent for a pre-expulsion hearing</p>

<b>E. VIOLATIONS—BUILDING/G ROUNDS</b>	<b>SCHOOL INTERVENTION</b>
1. Defacing/destruction of property	3-5 days OSS and make retribution. In incidents where clean-up is involved, multiple hours of community service may be assigned.
2. Breaking and Entering (Includes unlawful entry)	5 days suspension (ISS or OSS, administrative discretion); notification of police; retribution and community service if damage is done.
3. Loitering—School grounds are not a place for public and/or student loitering. While school is not in session, no person, except Carter County Schools employees shall enter or remain inside the school building or on school grounds. Grounds are closed from sunset to sunrise, except for approved school activities or pre-approved community events. Grounds are not to be used after hours for unapproved student assemblies and/or campouts.	Violators will be asked to leave school grounds.  Administrative discretion will be used depending on the actions of violators.  Severe cases may lead to notification of police and/or charges being filed for trespassing and/or unlawful assembly.
<b>G. VIOLATIONS—INTEGRITY</b>	<b>SCHOOL INTERVENTION</b>
1. False statements—written or verbal, forged note/altering names on list	1 <sup>st</sup> offense—4 hours detention 2 <sup>nd</sup> offense—1 day ISS 3 <sup>rd</sup> offense—3 days ISS
2. Academic Dishonesty; Cheating; Plagiarism	1 <sup>st</sup> offense—1 day ISS 2 <sup>nd</sup> offense—2 days ISS 3 <sup>rd</sup> offense—3 days ISS  ***Students will be required to complete the assignment, in their own work, during ISS time and return to the teacher.
3. Unauthorized/Inappropriate use of the internet, student email accounts, or student technology such as phones, computers, iPads, etc.	1 <sup>st</sup> offense—Warning and 4 hours detention 2 <sup>nd</sup> offense—Treat as Defiance of Authority and loss of internet privileges for the remainder of the semester. 3 <sup>rd</sup> offense—Treat as Defiance of Authority and loss of internet privileges for remainder of the year  *Depending on the severity of the offense, administration may issue ISS or OSS. The school resource officer (SRO) may be notified.

<b>H. VIOLATIONS—TOWARD SCHOOL EMPLOYEES</b>	<b>SCHOOL INTERVENTION</b>
<p>1. Defiance of authority—defined as:</p> <ul style="list-style-type: none"> <li>a. defying, standing up against authority and refusing to recognize or obey it, open resistance.</li> <li>b. Challenge to meet in a contest, to do something or prove something.</li> <li>c. Deliberate challenge authority by disobedience</li> <li>d. An attitude or action designed to provoke hostility.</li> <li>e. A contemptuous opposition</li> <li>f. Deliberately disregarding</li> </ul>	<p>2 days suspension (Administrative discretion as to ISS or OSS depending on the severity and longevity of the defiance)</p> <p>**Multiple offenses may result in administrative discretion which could possibly include charges being filed or referral to Superintendent for pre-expulsion hearing.</p>
<p>2. Disrespectful Attitude</p>	<p>1<sup>st</sup> offense—4 hours detention and counseling session with grade level counselor</p> <p>2<sup>nd</sup> offense—1 day ISS</p> <p>3<sup>rd</sup> offense—2 days ISS</p> <p>4<sup>th</sup> offense—Treat as Defiance of Authority</p>
<p>3. Profanity/obscene gestures and/or language toward employees.</p>	<p>1-3 days OSS</p>
<ul style="list-style-type: none"> <li>4. Aggressive behavior toward an employee</li> <li>5. Serious or repeated verbal abuse/harassment of an employee</li> <li>6. Assault of any school employee</li> <li>7. Threatening the person or property of an employee either by word or by gesture.</li> <li>8. Sexual harassment of a school employee (physical)</li> </ul>	<p>Notify SRO</p> <p>10 days suspension with immediate referral to the superintendent for a pre-expulsion hearing.</p>
<b>I. VIOLATIONS—TOWARD ANOTHER STUDENT</b>	<b>SCHOOL INTERVENTION</b>
<p>1. Physically assaultive behavior (e.g., hitting/fighting)</p>	<p>1<sup>st</sup> offense—5 days OSS</p> <p>2<sup>nd</sup> offense—10 days OSS</p> <p>3<sup>rd</sup> offense—10 days OSS plus 5 days ISS. Immediate referral to the superintendent for a pre-expulsion hearing.</p>

	<p>***Depending on the severity of first assault, administration reserves the right to proceed directly to referral for pre-expulsion hearing.</p>
2. Aggressive Behavior (e.g., pushing/shoving)	2 days suspension. Administration reserves the right to use ISS or OSS depending on severity of the matter
3. Instigation—spreading rumors or creating a situation by word—which has the intent of causing a physical altercation between other students	2 days ISS
4. Profanity/obscene gestures and/or language toward a student or verbal fighting	1–3-day suspension (ISS or OSS depending on severity of incident)
5. Sexual harassment of another student (physical)	10 days suspension with referral to superintendent for pre-expulsion hearing.
6. Threats/Verbal Harassment (including verbal sexual harassment) of another student/Bullying	<p>1<sup>st</sup> offense—3 days ISS  2<sup>nd</sup> offense—3 days OSS  3<sup>rd</sup> offense—10 days OSS with referral to superintendent for pre-expulsion hearing.</p> <p>***In severe cases, we will proceed directly to suspension/referral to the superintendent for a pre-expulsion hearing.</p>
**The Carter County School District Policy about Harassment and Discrimination follows this	
<b>J. VIOLATIONS—DETENTION</b>	<b>SCHOOL INTERVENTION</b>
1. Failure to come to assigned detention	1 day ISS for each detention missed
2. Leaving detention early	Reschedule detention and add 1 hour
3. Tardiness to after school detention	Detention credit for that day does not count—add 1 more hour to total hours of detention to be served.
<b>K. VIOLATIONS—GENERAL</b>	<b>SCHOOL INTERVENTION</b>
1. Unauthorized Area—an unauthorized area may include, but not be limited to any place other than the cafeteria during lunch or morning bus duty, the hallways during class time without a signed agenda book, teacher’s lounge or work room, more than one person in a restroom stall, or any place other than the students’ assigned location without a signed agenda book	<p>1<sup>st</sup> offense—4 hours detention  2<sup>nd</sup> offense—1 day ISS  3<sup>rd</sup> offense—2 days ISS  4<sup>th</sup> offense—Treat as Defiance of Authority</p>

2. Disruptive behavior in a classroom or in the school building	1 <sup>st</sup> offense—4 hours detention 2 <sup>nd</sup> offense—2 days ISS 3 <sup>rd</sup> offense—3 days ISS
3. Disruptive behavior during an assembly	1 <sup>st</sup> offense—Student will be removed from assembly and assigned 4 hours detention. 2 <sup>nd</sup> offense—Student will be removed from assembly, assigned 4 hours detention, and banned from assemblies for the remainder of the year
4. Profanity, obscene language and/or gestures	1 <sup>st</sup> offense—4 hours detention 2 <sup>nd</sup> offense—1 day ISS 3 <sup>rd</sup> offense—2 days ISS 4 <sup>th</sup> offense—treat as Defiance of Authority
5. Inappropriate display of affection	1 <sup>st</sup> offense—4 hours detention 2 <sup>nd</sup> offense—1 day ISS 3 <sup>rd</sup> offense—2 days ISS 4 <sup>th</sup> offense—Treat as Defiance of Authority
6. Student has been assigned detention or ISS on 3 occasions for the same offense	Punishment for violation of 3 <sup>rd</sup> offense plus “Defiance of Authority”
7. Wearing of headgear inside the building (including but not limited to wigs, hats, caps, toboggans, etc.)	1 <sup>st</sup> offense—Headgear will be taken and returned to student at the end of the day 2 <sup>nd</sup> offense—Headgear taken and assigned 2 hours detention 3 <sup>rd</sup> offense—Headgear taken and assigned 4 hours detention 4 <sup>th</sup> offense—Treat as Defiance of Authority
8. Behavior that causes a safety hazard	Administrative discretion—based on severity of the incident. Punishment may be as minor as detention hours assigned, but in extreme issues can constitute a 10 days OSS with possible referral to the superintendent for a pre-expulsion hearing
<b>L.VIOLATIONS MISCELLANEOUS</b>	<b>SCHOOL INTERVENTION</b>
Any violation that could be considered a public offense such as, but not limited to, terroristic threatening, criminal mischief, harassment, etc.	Administration may choose from the following depending upon the severity of the violation: OSS (May include suspension from any school function such as, but not limited to: field trips, club events, other school activities, etc.) ISS - Notify SRO - Referral to superintendent for pre-expulsion hearing.

## **Harassment and Discrimination**

The Carter County School District does not tolerate acts of harassment and discrimination based on race, color, national origin, age, religion, sex or disability.

Prohibited acts include, but are not limited to, offensive conduct such as racial or ethnic slurs, jokes, derogatory comments, or other verbal or physical conduct against a member of any of the protected classes listed above.

Any student who believes they have been harassed or discriminated against should report this immediately, either verbally or in writing, to their building level Principal.

Any employee who believes they have been discriminated against should report this immediately to the Superintendent.

Complaints of harassment and discrimination will lead to an adequate, reliable and impartial investigation in accordance with the specific Carter County Board of Education Harassment/Discrimination policy.

Students who engage in harassment/discrimination shall be subject to disciplinary action, including but not limited to, suspension and expulsion.

Employees who engage in harassment/discrimination shall be subject to disciplinary action, including but not limited to, suspension without pay and termination of employment.

Retaliation against anyone who has reported harassment or discrimination, or who has provided information during an investigation, is strictly forbidden.

The district's official Anti-Harassment and Discrimination Statement is published on the district website at the following link at the "ABOUT US" drop down tab:

<https://www.cartercountyschools.org/>

The Carter County Board of Education Harassment/Discrimination policies (03.162, 03.262 for employees and 09.42811 for students) are found at the following link:

<http://policy.ksba.org/Chapter.aspx?distid=3>