

STUDENT AND FAMILY HANDBOOK 2023 - 2024

Introduction

Greetings from the Crested Butte Community School (CBCS). An important factor in ensuring a student's successful educational experience is developing a positive school culture and a productive working relationship among staff, students, and parents/guardians. Whether you are a newcomer or an old-timer at our school, we hope you find this school year to be a rewarding one. Since communication is essential towards that end, we ask that you read this handbook thoroughly. The handbook is full of important information. Please do not hesitate to contact the school with questions. May this be a great year for everyone at CBCS!

School Contact Information

P.O. Box 339/818 Red Lady Avenue Crested Butte, CO 81224 970-641-7720

You can also email school staff members by the first initial of their first name and their full last name agunnisonschools.net.

Please check <u>Crested Butte Secondary School</u> for a complete staff directory.

Office Hours

Building hours are from 8:00 a.m. until 4:00 p.m. on school days.

Our Mission

We want to ensure all students are successful.

Our Vision

All members of our learning community will work collaboratively and have the courage, competence, and commitment to take ownership of their development, face challenges, and find solutions. The learning community includes students, staff, parents/guardians, and community members

Together our work will focus on creating a balance between intellectual, physical, social and emotional development with the goal that every student will be college and career ready.

Our Core Beliefs

We believe in shared responsibility for success in which

- Success looks different for every individual.
- All individuals are valuable and should be treated with empathy, dignity, and respect.
- Every individual can learn and should be challenged.
- Grit, curiosity, perseverance, integrity, and purpose are critical for success.
- A quality education promotes life-time opportunity.
- Students must be prepared for postsecondary options with essential foundational knowledge and conceptual understanding. Daily work fosters skills including creativity, critical thinking, communication, collaboration, and citizenship.
- We must be relentlessly innovative to expand learning opportunities.
- A safe, supportive, and healthy environment is critical for learning.
- Collaboration promotes positive relationships and shared leadership.
- Effective feedback leads to continuous improvement.
- Achievement hinges on staff effectiveness and student ownership.
- We must be fiscally responsible and create sustainable systems.
- Efficient and effective operations support student success.
- Ongoing communication and collaboration with students, staff, parents, and community is essential to our mission

In compliance with Colorado anti-discrimination law, the Gunnison Watershed School District (GWSD) does not discriminate on the basis of a person's sexual orientation, gender identity, religion, disability, race, creed, color, sex, age, national origin, or ancestry.

Instructional Programs

Middle School

Grades six through eight are important years for students as they begin to formulate ideas about their futures. All students have an academic schedule that includes language arts, science, social studies, and differentiated levels of mathematics. Students' schedules also include an "essentials wheel" that provides an introduction to different content areas and lays a foundation of important skills. Finally, a variety of elective courses are offered for further exploration. Please see the Middle School Program for more information.

High School

Grades nine through twelve provide the academic foundation for post-secondary education and careers. Gunnison Watershed School District requires 26 credits for graduation (based upon the mastery of Colorado Academic Standards.) The high school instructional program offers a broad array of content areas, elective courses, Advanced Placement courses, Apex Online Learning, concurrent enrollment, and work study. Please see the High School Program for more information.

Student Assessment and Progress

Although educational excellence is a process, student learning is measured by objective, measurable and/or observable formal and informal assessments. Our school uses both formal standardized local, state, and national assessments, as well as informal classroom assessments.

Response to Intervention

As a student progresses in their development of intellectual, physical, social, and emotional skills, they may need more individualized instruction or support. The staff may recommend developing a Response to Intervention (RtI) Plan. RTI Plans consider the strengths and needs of a student and outline strategies and targeted interventions to best meet those needs. If the development of a plan is deemed necessary, parents/guardians are contacted and encouraged to participate in the development of the plan. The plan may include individual or small group instruction, research-based intervention programs, and alternative learning environments. Parents/guardians are notified when a student no longer needs an RtI Plan.

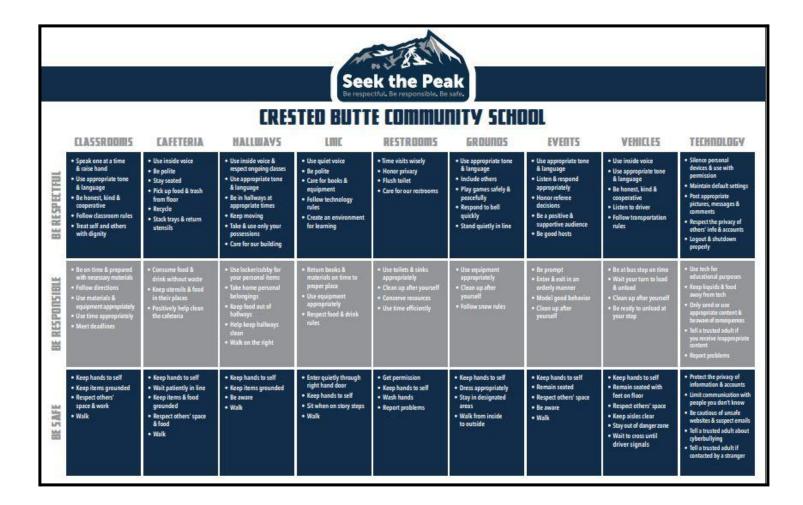
Special Services

Programming is available to meet the unique needs of the following populations: gifted and talented students, special education students, and English language learners. CBCS engages in a formal process to identify, assess, and serve students who qualify for special services.

Seek the Peak

Seek the Peak is a school-wide positive behavioral support system that creates a predictable, positive, safe, and consistent school environment for all students, staff, and community members.

Please see the following Seek the Peak Matrix.



Families Can Help Seek the Peak

CRESTED BUTTE COMMUNITY SCHOOL

CALENDAR ZOZ3-ZOZ4

2023		2024
Aug. 28	First Day of School	Jan. 8

Aug. 28	First Day of School	Jan. 8	School Resumes
Sept. 4	Labor Day	Jan. 15	MLK Day
Sept. 25	Staff Development Day	Feb. 19-23	Winter Break
Oct. 9-13	Fall Break	Mar. 6 & 13	PT Conference Nights
Nov. 1 & 8	PT Conference Nights	Apr. 15-19	Spring Break
Nov. 20-24	Thanksgiving Break	May 27	Memorial Day
Dec. 25-Jan. 5	Holiday Break	Jun. 1	Graduation
		Jun.7	Last Day of School

FAMILIES CAN HELP SEEK THE PEAK

BE RESPECTFUL

- Keep school-related discussions and communication positive, productive and solution-focused
- Communicate schedule changes with your child at the beginning of the day
- Communicate last minute changes about your child's dismissal plan to the office before 2:30
- · Communicate with your child via the office or directly during non-instructional time
- Empower students to communicate with their teachers
- · Communicate concerns directly with teachers at an appropriate time via email or phone
- Respect instructional time
- Encourage appropriate and positive etiquette during events and assemblies
- · Assume positive intent while interacting with CBCS staff and students

BE RESPONSIBLE

- · Arrive on time
- Before and after school, drop off and pick up students outside the building
- . During the school day, ensure students sign in/out at the office
- Communicate with office about all absences in a timely fashion
 - Elementary: cbesattendance@gunnisonschools.net
 - · Secondary: cbssattendance@gunnisonschools.net
- Stay informed through school emails, PowerSchool, the Titan Times, and other school communication systems
- · Review and discuss handbooks annually with your child
- Participate in Parent Teacher Conferences in November and March
- · Promote student success through responsible habits
 - Healthy sleep and good nutrition
 - · Consistent attendance
 - · Time management
 - Self-advocacy and accountability
 - Responsible digital citizenship
 - Independence regarding school work, homework, and personal belongings

BE SAFE

- · Review protocol for secure perimeter, lockdown, evacuation, and reunification
- Respect school policy during emergency situations by waiting for the school to contact you
- . Keep emergency information and contacts up to date
- Encourage students to utilize the Safe Route to and from school
- Respect cell phone free zone on and around school grounds while driving
- · Stay alert and follow posted speed limits and parking lot guidelines
- · Sign in and out at the front office and obtain a visitor's sticker
- Keep exterior doors closed at all times
- Utilize Safe2Tell (877-542-7233), Crisis Text Line (741 741) or Suicide and Crisis Lifeline (988) when needed

Dignity

Along with Seek the Peak, CBCS uses school wide companion messaging to create a culture of dignity. Please see the following <u>Dignity Matrix</u>.



Code of Conduct

Every student has the right to receive an outstanding education in an environment that is conducive to learning. Students are expected to behave in a respectful, responsible, and safe manner. The CBCS Code of Conduct was developed in accordance with state law, school board policy, and in cooperation with students and families, and is expressed as "Seek the Peak" in our positive behavior support system.

Students are accountable for their behavior. The Code applies to behavior on school grounds, in school vehicles, and at school activities and events. The Board of Education gives all District employees supervisory authority. When appropriate, restorative justice practices are used to return the student to good standing in the school. The Principal and Assistant Principal may discipline, suspend, or recommend expulsion of a student who engages in any of the following infractions:

- absences/tardies— excessive and/or unexcused
- behavior on or off school property that is detrimental to others
- bullying
- defiance
- discrimination
- disrespectful attitude/behavior
- dress code violation
- extortion, coercion, or blackmail
- felonies
- gang activity
- harassment: verbal, emotional, physical, sexual
- hazing
- habitually disruptive behavior
- intimidation
- lying, giving false information
- physical assault/battery
- possession, sale, or use of any alcohol, illegal drugs, tobacco, vapor pens, or paraphernalia
- possession, threat with, or use of a dangerous weapon
- profanity, vulgar language, or obscene gestures
- repeated interference with the school's ability to provide educational opportunity
- scholastic dishonesty
- stalking
- technology infraction
- terrorism
- theft
- threats
- trespassing
- truancies
- vandalism
- verbal abuse
- violation of building and/or District policies
- violation of criminal laws
- willful disobedience or persistent defiance
- any infraction deemed inappropriate by administration

Any student who commits an infraction faces one or a combination of the following disciplinary actions:

- warning
- time out
- confiscation
- parent contact
- detention
- removal from class
- conference with teacher, parent(s)
- expulsion
- loss of privileges/extracurricular participation
- community service
- in-school or out-of-school suspension
- parental attendance with student
- behavior contract
- charges filed with law enforcement
- remedial discipline plan
- any consequences deemed appropriate by the administration

Disciplinary violations could affect a student's Peak Score and negatively impact their eligibility for the honor roll, President's Education Award, and graduation honor cords.

CBCS provides due process of law to students, parents/guardians, and school personnel through written procedures consistent with the law for the suspension of students and the denial of admission.

Grounds for suspension and/or expulsion include:

- ongoing willful disobedience or open and persistent defiance of proper authority
- willful destruction or defacing of school property
- behavior on or off school property which is detrimental to the welfare or safety of others
- declaration as a habitually disruptive student
- possession, distribution, sale, or use of any drugs or controlled substances
- commission of a felony such as assault or robbery
- possession or use of a dangerous weapon
- repeated interference with the school's ability to provide educational opportunities to other students

Expulsion, which is reserved for the most serious of offenses, excludes the student from school and all school activities for up to one calendar year in the state of Colorado. An expulsion hearing includes the Superintendent, the Principal or Assistant Principal, parents/guardians, and the student.

All illegal activity is reported to law enforcement.

Student Information

Academic Integrity

Cheating is defined as giving or receiving unauthorized or unfair help on class assignments. Means of cheating may include talking, signs, gestures, copying, theft, lying, and the use of unauthorized study aids or resources, including AI programs. Sharing or obtaining test information using electronic devices such as cell phones constitutes cheating.

Plagiarism is defined as presenting another's work, ideas, or opinions as one's own and/or failing to properly acknowledge, cite, or document such work when used for class assignments.

The first violation results in a zero on the assignment and parents/guardians being contacted. A second violation results in a zero on the assignment and a meeting with the student, parents/guardians, and Assistant Principal. A third violation may result in an F for the class that semester and a meeting with the student, parents/guardians, and the Assistant Principal.

Activities and Athletics

Students involved in school sponsored activities and athletics are subject to additional responsibilities and must complete required athletic paperwork. To register for school sports, follow the directions on the Athletics page of the CBSS website. Registration for other activities will be provided by the activity sponsor. Pay fees on MyPaymentsPlus.com. Student athletes are expected to follow the Expectations and Core Values as outlined in the Athletic Handbook. Classwork missed for athletics or activities must be completed in a timely manner according to the teachers' instructions. Student athletes are required to meet with their teachers **prior** to the event/activity to make arrangements for missed work. Grades for eligibility will be pulled every Wednesday morning. For further information regarding Eligibility, please refer to the Athletic Handbook.

Alcohol, Tobacco Products, Drugs, Controlled Substances

There is a no tolerance policy.

Any student unlawfully possessing, using, distributing, or exchanging alcohol, tobacco products, drugs, or controlled substances, or related paraphernalia will be suspended and may be expelled. The police are contacted when a student is in possession of illegal substances. Paraphernalia includes any device used to possess, use, distribute, or exchange alcohol, tobacco products, drugs, or controlled substances. In addition, matches, and lighters are not allowed at school.

Allergies

There are students within school that have allergies ranging from mild to life-threatening. Students should not share food with peers who have allergies. If a student who has allergies becomes ill, seek help by contacting a staff member immediately.

Animals

Due to health and safety concerns, only service animals are permitted in the building or on school grounds. Other special circumstances require prior approval from the Principal and should be for educational or instructional purposes as part of the curriculum or an educational enrichment program relating to a specific course of study.

Attendance

A student's success in school depends upon regular and punctual attendance. No single factor interferes with a student's progress more quickly than frequent absences and tardies. In most situations, the work missed cannot be made up adequately.

Students are expected to be present at school as attendance is compulsory. The Colorado law states, "every child who has attained the age of six and is under the age of sixteen shall attend public school ... for at least 968 hours if an elementary student or ... at least 1056 hours if a secondary student during each school year."

Absences, and in particular extended vacations, continue to be major concerns. The school calendar was designed to correspond with our tourist-based economy and enable families time for travel. If your family is

considering taking an extended vacation that will result in absences, it is imperative that you contact the Principal to understand the regulations and impact. Any student who misses more than 10 continuous school days is disenrolled.

Absences are excused when a student is:

- temporarily ill or injured
- suffering from a physical, mental, or emotional disability
- observing a religious holiday
- attending an appointment of a serious nature only
- experiencing the death of a family member
- participating in an internship or a work study program
- on school related activities
- given prior approval by the Principal

Absences are unexcused and considered truant when a student is:

- out of class without permission
- off campus without permission
- absent for a reason deemed unexcused by the Principal or designee

An unexcused absence is considered truancy. A student receives one detention for each of the first three unexcused absences per semester. Juniors and seniors lose off-campus privileges for one month for the third, and each subsequent, unexcused absence.

If a student receives more than three unexcused absences in any given semester, the student, parents/guardians, and Assistant Principal meet to address the concerns and determine an appropriate consequence. If a student receives more than three unexcused absences per semester in any class, the student is ineligible for the honor roll in the corresponding grading period and for participation in activities and athletics.

If truancy becomes chronic, judicial proceedings are initiated to enforce compulsory attendance. The maximum number of unexcused absences a student may incur before judicial proceedings are initiated to enforce compulsory attendance is 10 days during any school year.

Parents must report student absences to the office within 48 hours of the absence in order to be considered excused. Please call 970-641-7720 or email CBSSAttendance@gunnisonschools.net to report an absence. Parents/guardians should also report early dismissals to the office. Students must check in at the front office before leaving the building.

Middle school students must be signed out by their parents/guardians in the main office when leaving early.

High school students with parents/guardians' permission may sign out in the office when leaving early. Students arriving late must check in at the office before going to class.

Tardies

A tardy is defined as not being in the assigned class when the bell rings. Four tardies in a class per semester is considered excessive and will result in a detention. A student will receive a detention for each subsequent tardy. If a student reaches 7 tardies in any class per semester, the student, parents/guardians, teacher, and Assistant Principal meet to create a plan.

If a student receives eight or more tardies per semester in any class, the student is ineligible for the honor roll

and the President's Education Award in the corresponding grading period. Seniors are ineligible for honors cords. Students arriving more than 25 minutes tardy for a class are marked as an unexcused absence for that period.

Make-Up Work and Absences

It is the student's responsibility to complete any work missed as a result of an absence. Google Classroom is the primary resource for accessing assignments.

For excused absences, one day is allowed for make-up work for each day the student is absent. For prearranged absences, including sports and school activities, students are expected to check Google Classroom and communicate with teachers prior to leaving school. Assignments are due upon return to school.

Attendance can be accessed via PowerSchool. Go to <u>Gunnison Watershed School District</u>, then the *For Parents* tab, click on *PowerSchool*, and enter the student's ID and password. A student's ID and password remain the same from year to year. Please contact the office for more information.

Bell Schedule

Mondays, Thursdays, and Fridays are regular period days. Tuesdays and Wednesdays are modified block period days.

Middle School

Monday, Thursday, and Friday

Period 1	8:30 - 9:30
Titan Time	9:30 - 9:40
Period 2	9:45- 10:35
Period 3	10:40 - 11:30
Period 4	11:35 - 12:25
Lunch	12:25 - 12:50
Period 5	12:55 - 1:45
Period 6	1:50 - 2:40
Period 7	2:45 - 3:40

Tuesday

Period 1	8:30 - 10:20
Titan Time	9:20 - 9:30
Period 3	10:25- 11:55
Period 5	12:00 - 1:55
Lunch	12:50 - 1:15
Period 7	2:00 - 3:35

Wednesday

Period 2	8:30 - 10:20
Titan Time	9:20 - 9:30
Period 4	10:25- 11:55
Period 6	12:00 - 1:35
Lunch (optional)	1:35 - 2:00

High School

Monday, Thursday, and Friday

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Period 1	8:30 - 9:30
Period 2	9:35 - 10:25
Titan Time	10:25 - 10:35
Period 3	10:40 - 11:30
Period 4	11:35 - 12:25
Period 5	12:30 - 1:20
Lunch	1:20 - 1:45
Period 6	1:50 - 2:40
Period 7	2:45 - 3:40

Tuesday

Period 1	8:30 - 10:10
Titan Time	10:10 - 10:20
Period 3	10:25 - 11:55
Period 5	12:00 - 1:30
Lunch	1:30 - 1:55
Period 7	2:00 - 3:35

Wednesday

Period 2	8:30 - 10:20
Titan Time	10:10 - 10:20
Period 4	10:25 - 11:55
Period 6	12:00 - 1:35
Lunch (optional)	1:35 - 2:00

Bicycles, Scooters, Skateboards, Etc.

Students using bicycles, scooters, skateboards, etc. for transportation to and from school must keep these items in the racks provided outside of school entrances during the school day. Heelies are also not allowed during school hours. Other toys, including "fidgets," balls, kendamas, etc. may not be used in class.

Bullying

There is a no tolerance policy for bullying.

Bullying is the use of coercion or intimidation to obtain control over another person or to cause physical, mental or emotional harm to another person. Bullying is a pattern of behavior that can occur through written, verbal, digital communication, or by means of a physical act or gesture. Bullying is prohibited against any student for any reason, including, but not limited to, any behavior that is directed toward a student on the basis of his or her academic performance or any basis protected by federal or state law, including disability, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, ancestry or the need for special education services, whether such characteristic(s) is actual or perceived.

Any student bullying another will be subject to disciplinary action which may include suspension.

At CBCS, the Stop-Walk-Talk program is used to address conflict and bullying situations. If a student is involved in or witnesses disrespectful behavior, conflict, or bullying, he or she should take the following steps. Please see the following Stop-Walk-Talk Seek the Peak Poster.

If a student feels that they have been bullied, they should share with their parents, or a trusted adult.



CRESTED BUTTE COMMUNITY SCHOOL

STOP WALK TALK

If you are involved in or witness disrespectful behavior, conflict, or bullying, follow these steps:

IF YOU ARE TREATED DISRESPECTFULLY

- Tell the person to stop
- If the person does not stop, walk away
- If the person still does not stop, decide whether to ignore the person or talk to an adult

IF YOU WITNESS DISRESPECT

- Be an UPSTANDER
- Tell the person to stop
- If the person does not stop, encourage the recipient to walk away
- If the person still does not stop, talk to an adult
- Comfort the recipient later by saying something like "I'm sorry that happened"

IF YOU ARE ASKED TO STOP

- Stop what you are doing, even if you don't think you are doing something wrong
- Take a deep breath
- Remember, prevent the situation from escalating
- Close the loop with "Okay" or "Sorry"

Cafeteria

Due to recent Colorado legislation, all students in public school settings are entitled to free meals. Students can purchase additional portions and beverages on an ala carte basis. Lunch accounts will need to be pre-loaded using mypaymentsplus.com. The school district participates in the USDA National School Breakfast and Lunch program, and follows its meal pattern, policies, and regulations. For further information please reference Gunnison Watershed district website.

Food and drink should be consumed in the cafeteria and are not allowed in classrooms (except with staff permission), hallways, LMC, computer labs, or gyms; the only exception is drinks with lids. Students are expected to demonstrate Cafeteria, Classroom, Hallway, LMC, and Technology Seek the Peak behaviors. Eating in the cafeteria is a privilege and everyone is expected to make a contribution in keeping it clean.

Households are encouraged to complete the <u>Free and Reduced School Meals Application</u>. The current school year's application must be submitted annually and can be submitted any time during the school year. The online application is posted on the school district website, <u>Gunnison Watershed School District</u>. Paper applications are available in the school office.

Menus are posted on the Nutrition Services webpage.

With accounts and payments,

- Each student has a school meals account.
- Meals can be purchased when the account is pre-funded.
- Pre-fund your student's meal account on <u>MyPaymentsPlus.com</u>. You will need a 6-digit student ID number to set up the account.
- Set up an autopay and payment reminder on Mypaymentsplus so your student does not run out of funds.
- Students are not allowed to charge a la carte items to their school meal account if there are no funds in the account.
- If you want to put a block on your child's account so that they cannot make purchases, please contact your school's kitchen manager. Talk to your child about whether you allow them to make purchases or not.

With negative balances,

- The school district does not send home regular balance statements or itemized invoices of purchases. It is
 the parent/guardian's responsibility to manage their student's account funds and view transactions on
 mypaymentsplus.com.
- Notices of low balances (less than \$5.00) and negative balances are emailed to the parent/guardian address on file every two weeks from the software system Solana. Please look for these in your inbox.
- If there is no email on file, the notice is mailed to the address on file.
- Pre-collections notices are emailed and mailed to the parent/guardian on file if the account reaches an unpaid balance of \$100.00. Parents/guardians are given three weeks to pay off the balance before the account is sent to a collection agency.

Calendar

2023

Monday, August 28th

Monday, September 4th

Monday, September 25th

Monday, October 9th - Friday, October 13th

Monday, November 20th - Friday, November 24th

Monday, December 25th - Friday, January 5th

First Day of School

Labor Day

Professional Development Day

Fall Break

Thanksgiving Break

Holiday Break

2024

Monday, January 15th

Monday, February 19th - Friday, February 23rd

Monday, April 15th - Friday, April 19th

Monday, May 27th

Friday, June 7th

No Student Contact Day

Winter Break

Spring Break

Memorial Day

Last Day of School

Cell Phones and Earbuds/Headphones

Middle school students may use cell phones and personal earbuds/headphones before and after school only. During the day, cell phones and personal earbuds/headphones should be stored in their lockers. If a student needs to communicate with parents during the school day, they should do so from the front office.

High school students may use cell phones before school, during breaks (passing periods, Titan Time, and lunch), and after school. During class, cell phones should be silenced and parked or stored in their classrooms or lockers. Students should also store their personal earbuds/headphones and refrain from using smart watches for non-academic purposes. Students must use their GWSD laptop to complete assignments, not their personal devices or cell phone.

There is a phone in the office available for student use.

The first cell phone violation will be dealt with at the discretion of the supervising teacher. The second cell phone violation will result in the loss of the phone which will be held in the office until the end of the day. A third cell phone violation will result in the loss of the phone until the end of the day as well as a consequence to be determined by the Assistant Principal.

Photographing, filming, and/or recording anyone on school grounds, in school vehicles, and at school activities/events without permission is strictly prohibited. A parent/guardian must give permission. Unauthorized images and recordings posted on social media may have legal consequences.

CBCS reserves the right to seize cell phones/electronic devices as needed for school related investigations.

Class Standing

A high school student's class standing is based on the number of credits they have completed prior to the beginning of each school year. This class standing is set by the criteria that a student can earn seven credits each school year. The class standing is as follows:

Freshman standing - 0 to 4 credits Sophomore standing - 5 to 11 credits Junior standing - 12 to 18 credits Senior standing - 19 or more credits

Communication

Email and voicemail are effective means of communication. Staff will respond in a professional and timely manner.

General school information is on the CBCS website: <u>cbcs.gunnisonschools.net</u>. Specific school information will be sent to parents/guardians and students via a weekly bulletin.

Complaints and Concerns

Complaints and concerns are best handled and resolved as close to their origin as possible. Please direct concerns to the appropriate parties in the following order:

- 1. the Teacher
- 2. the Principal
- 3. the Superintendent
- 4. the Board of Education

Disclosure Policy

CBCS follows the National Association for College Admission Counseling (NACAC) policies and ethical principles included in their Statement of Principles of Good Practice.

If a student's status changes after the filing of college applications, the student has the obligation to inform all schools to which an application has previously been submitted or the school at which the student has submitted an enrollment deposit. A change of status includes, but is not limited to, a significant drop in grades, a change in previously reported second semester courses, a change of status in Advanced Placement classes, honor infractions, suspension, or expulsion from the school. The student should notify the college or colleges within two weeks from the date of the change in status. Two weeks after the change in status, the school counselor will notify the colleges in writing about the reason for the student's change in status. The College Admissions officer will be directed to the student and the family for further information.

Upon direct request from the colleges for information pertaining to a student's discipline record, the student must honestly and fully disclose if they have been subject to a disciplinary response including, but not limited to: honor infractions (i.e. plagiarism), suspension, or expulsion from the school. Upon direct request from the colleges for information pertaining to a student's discipline record, the school counselor will honestly and fully disclose if a student has been subject to a disciplinary response, including, but not limited to, honor infractions, suspension, or expulsion from the school. The student should work closely with the school counselor to ensure that both are responding in a consistent and thoughtful manner. The school counselor will be available to assist the family in developing a personal statement that will help contextualize the situation.

Dress Code

Students have a right to express themselves through dress and appearance. Please keep in mind that school is a place of professional business – learning. With that said, please wear appropriate clothing. Clothing should not be see-through nor advertise alcohol, drugs, tobacco, sex, violence, or have obscene language.

CBSS students shall wear:

• clothing that includes both a shirt with pants or skirt, or the equivalent (for example: dresses, leggings, or shorts) and shoes

- shirts and dresses that have fabric in the front, in the back, and on the sides (under the arms)
- clothing with opaque (not transparent) fabric that covers the breasts, navel, genitals, and buttocks throughout all movement during the school day
- clothing that covers undergarments (underwear is not outerwear)

CBSS students shall not wear:

- Hats, hoods, or sunglasses in the building (special circumstances may apply)
- Clothing that contains any of the following:
 - References to drugs, tobacco, alcohol, or weapons
 - Are of a sexual nature
 - By virtue of color, arrangement, trademark, or other attribute denote membership in gangs which advocate drug use, violence, or disruptive behavior
 - Are obscene, profane, vulgar, lewd, or legally libelous
 - o Threaten the safety or welfare of any person, including hate speech
 - Promote any activity prohibited by the student code of conduct
 - Otherwise disrupt the teaching-learning porcess

The staff and administration are responsible for enforcing and interpreting the dress code. Students may be asked to add layers of clothing or change clothes when out of compliance with dress code expectations. Hats, hoods, and sunglasses should not be worn in school and if worn, will be taken and stored in the office until the end of the day. Subsequent violations will be treated as defiance and may result in further disciplinary action.

Driving and Parking

All drivers must adhere to Colorado laws governing the operation of a motor vehicle on school property. In addition, students are not to access the parking lot during the day with the exception of juniors and seniors who qualify for off campus privileges when leaving for lunch.

Student drivers must:

- Have a displayed parking permit
- Observe the parking lot speed limit of 5 MPH
- Drive carefully at all times
- Park in designated parking lanes

Students may not:

- Loiter in the parking lot, including sitting in cars at lunch or Titan Time
- Go to vehicles during the day without permission from the Assistant Principal
- Park in undesignated parking spaces or the fire lane at any time

Violators may lose their parking privileges, be booted, ticketed, and/or towed.

Students assume risk for damage that may occur while the vehicle is on school grounds.

With reasonable suspicion, student vehicles are subject to search while on school property.

Drop-off/Pick-up

Students may be dropped off or picked up at the pull through in the secondary student parking lot. Drop-off and pick up are not permitted in the street or in teacher parking lots. Fire regulations prohibit parking in the fire lane. All drivers must observe the 15 MPH speed limit on Red Lady Avenue and 9th Street approaching the school, and the 5 MPH speed limit in the parking lots.

Emergency Operations

Our Emergency Operations Plan (EOP) has been designed according to national standards and in collaboration with law enforcement and emergency services. We conduct drills throughout the school year and review and revise the plan to ensure best practices.

Teachers will discuss emergency procedures with students. Students and parents are expected to cooperate with staff during drills and in emergencies. Parents will be notified via text, email, and voicemail through the electronic emergency contact system. It is critical that parents provide current emergency contact information to the school. During emergencies, please do not call or text the school or students' cell phones.

It is against the law to pull fire alarms or tamper with fire extinguishers without evidence of an emergency. If a fire alarm is accidentally triggered, the student should let the closest staff member know immediately.

In the event of an evacuation, students and staff will assemble in a waiting area at a designated evacuation location. This location will be communicated with parents at the time of the incident. At the evacuation location, parents/guardians should report to the check-in table. Students will only be released to a parent/guardian, or an emergency contact as listed on the student information form. Parents/guardians or emergency contacts will be asked to show identification. The adult will be asked to sign for each student to assist us with attendance and to prevent confusion. A staff member will then retrieve the student from the waiting area and reunite the parent/guardian and child at the check-in table. An adult must sign for each student K-12. No student will be released without an adult signature, and phone calls will not be an acceptable substitute for a signature. While this may seem formal, these procedures will allow us to keep an accurate record of students and ensure the safety of everyone in our school community.

The evacuation procedure and release and reunification protocol have been created to keep all students and district employees safe and to reunite students with parents/guardians in a calm, orderly manner. Because students will only be released to a parent/guardian, or emergency contact as listed on the student information form, please consider emergency contacts carefully as you complete such. If this information needs to be updated throughout the year, please notify the office staff in writing.

Events

Assemblies, athletic contests, pep rallies, concerts, etc. provide opportunities for learning and celebration outside of the normal classroom routine. Students attending school events are expected to demonstrate Events Seek the Peak behaviors.

Field Trips

Field trips are an important part of the school program. A student must have a signed permission form from a parent/guardian in order to participate. Students who do not have the signed permission form will remain at school. Students attending field trips are expected to demonstrate Events Seek the Peak behaviors.

Grades

Teachers provide their grading policy in writing and to students and parents. See scales below. The Work Habits score is visible in PowerSchool directly below the term letter grade on the Quick Lookup screen.

Grading Scale

A+ 100 - 97.5 %

A 97.4 – 92.5 %

A- 92.4 – 89.5 %

B+ 89.4 – 87.5 %

B 87.4 – 82.5 %

B- 82.4 – 79.5 %

C+ 79.4 – 77.5 %

C 77.4 – 72.5 %

C- 72.4 - 69.5 %

D+ 69.4 – 67.5 %

D 67.4 – 62.5 %

D- 62.4 – 59.5 %

F 59.4% & below

Work Habits

4 – Always prepared for class, uses class time productively, no late and/or missing assignments 3 – Usually prepared for class, uses class time

productively, few late and/or missing assignments

2 – Frequently unprepared, does not use class time productively, significant late and/or missing assignments

1 – Unprepared and unproductive in class, excessive late and/or missing assignments

Advanced Placement Grades

Students enrolled in an Advanced Placement course are required to take the AP exam in May. Grades in Advanced Placement classes are weighted in the GPA. If a student scores a 3, 4, or 5 on the AP exam, the student's second semester course grade will be adjusted upward if applicable as outlined in the chart below. The percent associated with the earned letter grade will be increased in ten percent increments not to exceed 100%. Students must request the grade adjustment in the counseling office no later than September 1st after the July exam scores have been reported.

AP Exam Score:	5	4	3
	F □ C -	$F \square D$	$D \square C$
	D □ B-	$D \square C$	C- /C□ C+
	C □ A-	С□В	
	$B \square A$	B- /B□ B+	
	A- /A□ A+		

PowerSchool

Grades can be accessed via PowerSchool. An ID and password are assigned to students at the beginning of the school year. PowerSchool can be accessed on the school's website, cbcs.gunnisonschools.net in the Quick Links section.

Graduation Requirements

Twenty six (26) credits are required for graduation and must meet the following requirements:

English: 4 credits

Social Studies: 3 credits

Civics: 0.5 credit Math: 3 credits

Science: 3 credits (2 credits must include lab sciences)

World Languages: 1 credit Fine and Applied Arts: 1 credit Physical Education: 1 credit

Health: 0.5 credit Electives: 9 credits The Principal determines whether credit will be granted for courses taken outside the district. Any online or correspondence course must have prior approval from the Principal to ensure credit.

Harassment

There is a no tolerance policy.

Harassment may take many forms, including verbal acts and name-calling; graphic and written statements, which may include use of cell phones or the Internet; or other conduct that may be physically threatening, harmful, or humiliating. Harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Harassment creates a hostile environment when the conduct is sufficiently severe, pervasive, or persistent so as to interfere with or limit a student's ability to participate in or benefit from the services, activities, or opportunities offered by a school.

Any student harassing another will be subject to disciplinary action which may include suspension.

If a student feels that they have been harassed, they should contact a trusted adult, including the Assistant Principal immediately.

Please see the following **Harassment Seek the Peak** for details.



CRESTED BUTTE COMMUNITY SCHOOL

VERBAL HARASSMENT INCLUDES:

- Shouting, swearing, name calling, and vulgarity directed towards a person
- Spreading malicious rumors, gossip, and lies
- Cruel comments, insults, and belittling
- Negative criticism or hurtful comments about performance
- Personal or offensive jokes or comments
- Threats

EMOTIONAL HARASSMENT INCLUDES:

- Behavior targeting race, gender, age, physical appearance, religion, sexual identity, or country of origin
- Intentional isolation, ignoring, and exclusion
- Intimidation or manipulation
- Invading a person's privacy or personal belongings

HARASSMENT WILL NOT BE TOLERATED

It is our school's policy to provide a respectful and safe environment for all students.

All harassment should be immediately reported to a school staff member.

STOP WALK TALK

PHYSICAL HARASSMENT INCLUDES:

- Unwanted physical contact of any nature
- Shoving, tripping, hitting, grabbing, kicking, and spitting
- Aggressive behavior
- · Making obscene gestures

SEXUAL HARASSMENT INCLUDES:

- Unwelcome sexual advances
- Requests for sexual favors
- · Making obscene gestures
- · Verbal or physical conduct of a sexual nature

Hazing

There is a no tolerance policy.

Hazing is defined as being subject to harassment or ridicule; i.e., forcing prolonged physical activity, inflicting physical brutality, forcing excessive consumption of any substance, forcing prolonged deprivation of sleep, food, or drink, or any behavior which recklessly endangers the health or safety of an individual for purposes of initiation into any student group.

Any student hazing another will be subject to disciplinary action which may include suspension.

Health

Immunizations

No student may attend school in the district unless the student has presented to the school an up-to-date certificate of immunization or a completed exemption form per Colorado state law. (See GWSD policy JLCB-R-Immunization of Students) A student may be exempted with the following documents:

1. If allergies or other medical reasons prevent your child from being immunized, you can find the medical exemption form signed by the child's medical provider. This form will need to be signed and returned to the school to be kept on file. You can find the only acceptable form to meet State Requirements at:

FINAL Medical Exemption Form.pdf

2. If your child is not immunized because of personal or religious reasons, there are two options:

Option 1: A non-medical exemption form will need to be signed by the child's medical provider **yearly.** The Non-medical exemption form can be found at:

FINAL Nonmedical Exemption Form.pdf

Option 2: The Parent or Guardian will need to submit the certificate received from completing the CDPHE's Online Immunization Education Module to the school. The Module will need to be repeated and a new certificate submitted to the school **yearly**.

CDPHE's Online Immunization Education Module can be accessed at:

Immunization Education Module

In the event of an outbreak of disease against which immunization is required, no exemption will be recognized and those students will be excluded from school.

Your child's immunization information is documented in the Colorado Immunization Information System (CIIS), a confidential, statewide immunization record tracking system. You can choose to exclude your child's immunization information from CIIS at any time. Additionally, you can have your child's immunizations received outside of the state of Colorado entered in CIIS. Please contact the District Nurse for further information.

Medications (JLCD-R - Administering Medications to Students)

If under exceptional circumstances a student is required to take medication during school hours, only the school nurse or designee may administer the medication to the student in compliance with the following regulations. In the alternative, the parent/guardian may come to school to administer the medication. For purposes of this policy,

the term "medication" includes both prescription medication and nonprescription medication but does not include medical marijuana (see GWSD policy <u>JLCDB - Administration of Medical Marijuana to Qualified Students</u>)

- 1. Medication must be in the original properly labeled container. If it is a prescription medication, the student's name, name of the medication, dosage, how often it is to be administered and name of the prescribing health care practitioner shall be printed on the container.
- 2. The school must have received written permission (medication forms can be found here) from the student's parent/guardian to administer the medication to the student and either:
 - a. written permission to administer the medication from the student's health care practitioner with prescriptive authority under Colorado law; or
 - b. a standing medical order, for an over-the-counter medication such as Advil or Tylenol.
- 3. An individual record will be kept of medications administered by school personnel.

Self-administration of medication for asthma, allergies or anaphylaxis: A student may possess and self-administer medication, such as an inhaler or epinephrine, if all of the following conditions are met:

- 1. Written authorization signed by the student's health care practitioner must be on file with the school which includes the student's name; the name, purpose, prescribed dosage, frequency, and length of time between doses of the medication(s) to be self-administered; with confirmation that the student has been instructed and is capable of self-administration of the medication.
- 2. The District Nurse or designee, the student's health care practitioner, and the student's parent/guardian collaborate to make an assessment of the student's knowledge of his or her condition and ability to self-administer medication.
- 3. A written statement signed by the student's parent/guardian must be on file with the school, which includes permission for the student to self-administer their medication and a release from liability for any injury arising from the student's self-administration of such medication.

A treatment plan authorizing a student to possess and self-administer medication for asthma or anaphylaxis will be in effect for the school year in which it is approved.

Illness

Management of common communicable diseases will be in accordance with Colorado Department of Public Health and Environment "<u>How Sick is Too Sick</u>" guidelines. A student who exhibits symptoms of a readily-transmissible communicable disease may be temporarily excluded from school attendance.

Students who complain of illness at school may be referred to the school nurse or designee and may be sent home as soon as the parent or person designated on the student's emergency medical authorization profile has been notified.

The district reserves the right to require a medical provider's statement authorizing a student's return to school.(GWSD policy JLCC - Communicable/Infectious Diseases)

Health Education

According to Colorado School Law, any school district offering a comprehensive health education program shall, upon request of the student's parent or guardian, exempt a student from all, or a portion, of the local health education program. (GWSD policy IHAM-R - Health Education)

The curriculum and materials used are available for public inspection upon request.

Honor Roll

The honor roll is calculated every semester for students carrying a full class load (four or more core content courses) and is based on A, A/B or B letter grades and only scores of 3 or 4 in Work Habits.

The President's Education Award for Academic Excellence will be awarded to students who earn an honor roll for both first and second semester.

Honor Cords will be awarded to seniors with an unweighted cumulative GPA of 3.5 or higher.

Homework

As your child enters middle and high school, naturally, their homework time will increase. As subjects get harder and more information needs to be retained for assessments and projects, more time is needed to practice and prepare. Here are some general homework time estimations for middle school and high school students:

- The general guideline is that each grade level will spend 10 minutes per grade level per night. Students in middle school ranging from grades 6 8 can expect to spend between 60 80 minutes per night.
 Students in high school ranging from grades 9 12 can expect to spend between 90 120 minutes per night.
- Advanced Placement classes, however, require an even more increased time commitment outside of school as the workload for an AP class is intended to be comparable to a college course. Students who wish to take one or multiple AP classes should expect an average of one hour per night per AP class.

These times are only guidelines and are also influenced by a student's productive use of class time as well as the types of courses a student has selected.

Hours

Building hours are from 8:00 a.m. until 3:45 p.m. on school days. Breakfast is served from 8:00-8:25 in the cafeteria. The Library Media Center (LMC) is open at 8:00 for students to do school work. Students are expected to follow the code of conduct at all times when they are in the school building or on school grounds. Any student in the building before or after these times must be directly supervised by a teacher, sponsor, or coach.

Library Media Center (LMC)

The LMC is available for student use from 8:00-3:45 during supervised hours. The LMC offers a wide variety of materials and the teacher librarian is available to offer research and technology support. Students are responsible for returning library materials in good condition and on time as indicated by the due date. There will be a fine for all damaged or missing materials. Students are expected to demonstrate LMC and Technology Seek the Peak behaviors.

Lockers

Middle school and high school students are assigned a locker. Those students participating in athletics need to furnish a combination lock for their P.E. locker. Your locker is for the storage of school materials. Do not give your combination to anyone.

The Assistant Principal will handle all assignments, changes, and combinations for student lockers. If you have trouble with your locker, report the problem to the Assistant Principal.

Lockers are to be kept neat and orderly. Only pictures of an appropriate nature are permitted on the inside of your locker. Please use only masking tape or magnets to attach items. Students are responsible for the cost of repair to damaged lockers.

The security of these lockers is negligible. If it becomes necessary to bring items of value to school, leave them in the main office with the administration where they can be secured. If items are stolen from your locker, please fill out a theft report with the Assistant Principal. CBCS cannot be responsible for losses.

Lockers are considered school property and may be searched without notice at any time.

Lost and Found

If you lose any items, please check the Lost and Found located inside the cafeteria. If you find any items, please take them to the office. Any unclaimed items will be given to a charitable organization.

Media

There are several times during the school year that the CBCS staff and/or media will want to recognize students for various accomplishments. Your child may be photographed for the GWSD website, the CBCS website, teacher websites, classroom media productions, school yearbooks, or other media publications (i.e. Crested Butte News, Hometown Happenings, etc.). If you are opposed to this practice, please decline such on the Student Information Form.

Messages

Messages to students in classrooms disrupt the educational process and will not be delivered except for emergencies. All messages will be announced for students to pick up in the office at the end of the day.

MyPaymentsPlus

MyPaymentsPlus is the payment system utilized by CBCS for managing student lunch accounts, activity fees, athletic fees, etc.. Families are able to facilitate payments and fees in one system. Create a free account online at MyPaymentsPlus.com. Please contact the school's office if you do not know your child's student ID number

Off Campus Lunch

Off campus lunch privileges are for juniors and seniors only. There are no exceptions to this privilege.

Junior and senior students wishing to eat lunch off campus must satisfy the following criteria:

- be in good behavioral standing
- be in good academic standing
- be in good attendance standing
- have a signed parent/guardian permission on file
- sign in and out of the office
- arrive to class on time following lunch

The first tardy or truancy will result in a warning. The second tardy or truancy during the same semester will result in the loss of off campus privileges for one month. The third tardy or truancy will result in loss of off campus privileges for the remainder of the semester. Chronic tardies or truancies may result in loss of off campus privileges for the year.

The school is not responsible for the safety of students when they leave campus.

Personal Rights

Each and every person is entitled to be treated with respect. The dignity of each individual is best served when all concerned treat one another as they themselves would like to be treated.

Freedom of Expression: The First Amendment of the United States Constitution gives students the right to freedom of expression. In the classroom, this means that students may express their opinions in speaking or in writing. Students, however, should express their opinions in a fair, responsible, and safe manner so that they do not infringe upon the rights of others or disrupt the educational process.

Freedom of Association: In addition, students are free to associate with, join, and participate in groups of their own choosing. Some of these groups will be school related and/or school-sponsored groups; others will not. No group may engage in activities that infringe upon the rights of others or disrupt the educational process.

Peaceful Assembly: Students are free to peacefully assemble on school grounds. Such an assembly must comply with attendance regulations and not infringe upon the rights of others or disrupt the educational process.

Privacy: The Fourth Amendment of the United States Constitution protects students against unreasonable searches and seizures of their persons, papers, and effects. Such a right, however, must be balanced against CBCS' need to maintain order and to protect the health and welfare of all. A search may be conducted if the school has reasonable suspicion that the search may produce evidence that the student has violated either school rules or state law. If during such a search, prohibited articles or missing property are found, such articles will be seized.

Protection Against Sex Discrimination: Title IX of the Federal Educational Amendments states that "...no person shall, on the basis of sex, be excluded from participation in, denied the benefits of, or be subjected to discrimination under any education program or activity...."

Physical Assault/Battery

There is a no tolerance policy.

Any student who has committed an act of physical assault or battery will be suspended and may be expelled.

Posters and Signs

Appropriate school related posters may be displayed in the hallways with prior approval from the Principal or Assistant Principal.

Public Display of Affection

Excessive physical displays of affection distract from the educational atmosphere and will not be permitted.

Safety

Safe2Tell is available to Colorado schools and students or anyone who needs to report a concern but wants to remain anonymous. Reasons to call can include but are not limited to alcohol abuse, animal cruelty, assaults, bullying, child abuse, domestic violence, drugs, explosives, fighting, fire starting, gangs, graffiti, guns, harassment, hate crimes, knives, planned fights, sexual abuse, stealing, suicide threats, suspicious acts, taunting, threats, unsafe situations, and vandalism. If you need to call, dial the toll-free hotline at 1-877-542-7233. Safe2Tell is answered 24 hours a day, 7 days a week. There is no caller ID, and you do not have to provide your name. You can also make a report at www.safe2tell.org.

Crisis support is available for student safety concerns. The national crisis hotline is 1-800-SUICIDE (1-800-784-2433). Locally, The Midwestern Mental Health Center is available at 1-970-641-0229. Students can also utilize the Crisis Text Line by texting 741741.

CBCS takes all threats seriously. Any threat made to a student will be handled according to the District Threat Assessment Protocol. Members of the CBCS Threat Assessment Team will conduct an initial Threat Assessment Screen in order to determine the seriousness of the threat. The outcome of the screening will determine the course of action and whether or not a Full Team Threat Assessment will be conducted. Parents/guardians will be notified following the initial Threat Assessment Screen. All steps to ensure student safety will be taken.

Schedules

Schedule changes must be completed within the first two weeks of the semester. A student must meet with the counselor to make a schedule change. If the schedule change affects core classes or graduation requirements, parent/guardian permission will be required. The drop/add period ends on the Friday of the second week of each semester. Students who drop after the first two weeks of the semester and before completion of the course will receive no credit and a Withdraw Pass or Withdraw Fail will be recorded on the transcript depending upon the current grade in that class.

Security Cameras

CBCS utilizes security cameras both inside and outside to monitor the building and grounds.

Sports Equipment, Frisbees, Hacky Sacks, Etc.

For safety reasons, frisbees, hacky sacks, and similar sports equipment should only be used in the gym or outside. In addition, the appropriate use of such equipment is expected. Any behavior that may be dangerous is not tolerated.

Student Organizations

Students may organize and conduct meetings such as student clubs or other groups to pursue specialized activities outside of the classroom. Such groups must meet during non-instructional time so they do not interfere with the orderly conduct of the educational activities. Membership must be open to all interested or eligible students. An adult sponsor is necessary. Please see the Principal to get permission for such a meeting.

Student Publications

A publication written substantially by students and made generally available throughout the school shall be deemed to be a public forum and shall only be subject to prior restraint when the expression is as follows:

- obscene
- libelous, slanderous, or defamatory under state law
- false as to any person who is not a public figure or involved in a matter of public concern
- clear and present danger of the commission of unlawful acts, the violation of lawful school policies, or the material and substantial disruption of the orderly operation of the school
- violates the privacy of others
- threatens violence to persons or property
- attacks any person because of sexual orientation, gender identity, religion, disability, race, creed, color, sex, age, national origin, or ancestry
- advocates illegal acts including the use of alcohol, drugs, or tobacco
- deemed unsuitable or too mature for our younger students

No expression made by students in the exercise of freedom of speech or press shall be deemed to be an expression of school policy. No District employee or parent/guardian shall be held liable in any civil or criminal action for any expression made or published by students.

Technology

GWSD issues laptops to students to be used as learning tools. All students must read, understand, and abide by the district's computer use policy. The annual Acceptable Use Agreement must be signed by both students and parents/guardians. School laptops should be used for school-related work. Do not use school laptops to access personal email, social media sites, games, music, shopping, etc. All GWSD laptops are monitored by Go Guardian, a software to manage student online safety.

In addition, all students have a Google G-Suite account. Students in grades 8-12 have access to a school Gmail account for academic use. Students should use their @gwsds.net email account for all academic work.

Transcripts

The official transcript reflects a student's academic history. All semester classes are included in computing the cumulative grade point average. Grade point average is calculated on a 4.0 scale. Advanced Placement classes receive additional weight.

Trespassing

No student is allowed on school grounds or at any school sponsored activity without permission.

Vehicles

Riding in school district suburbans and on buses is a privilege. Students are expected to demonstrate Seek the Peak behaviors while in school district vehicles. Behavior deemed inappropriate will result in the loss of riding privileges for a time to be determined by the Assistant Principal.

Visitors

All visitors must sign in at the office and will receive a visitor sticker to be worn during their visit.

Students not enrolled at CBCS may only visit during Titan Time and lunch after checking in at the office. Any visiting student who is potentially enrolling at CBCS must have their parents/guardians meet with the counselor and schedule a school tour.

Weapons

There is a no tolerance policy.

Students carrying, bringing, using, or possessing any dangerous or deadly weapon in any school building, on school grounds, in any school vehicle or at any school sponsored activity will be suspended and may be expelled. Dangerous and deadly weapons include, but are not limited to, firearms (loaded or unloaded) or a firearm facsimile, any pellet, BB gun or other device, operational or not, designed to propel projectiles by spring action or compressed air, a fixed blade that measures longer than three inches or a spring loaded knife or pocket knife with a blade longer than three and a half inches, or any object, device, instrument, material, or substance, whether animate or inanimate, used or intended to be used to inflict serious bodily injury. Facsimiles of weapons are also prohibited, including toy guns or knives.

In addition, all knives, regardless of their length, are prohibited. Students who violate this policy shall be referred for appropriate disciplinary proceedings.