

Student Handbook, 2020-21



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Contents

Student Rights	3
Prohibition of Harassment, Violence and Hazing	3
Prohibition of Bullying and Intimidation	5
Nutrition and Wellness	6
Medication	6
Religion and Religious Expression	6
Anti-Discrimination	7
Special Education Services for Students	7
Section 504 Process for Students	8
Suspected Maltreatment of Minor	8
Safety and Security	9
Student Use of the Internet	9
Protection and Privacy of Student Records	10
Student Responsibilities	12
Student Attendance	12
Student Behavior and Discipline	13
Student Behavior Expectations and Consequences for Misbehavior	15
Staff Notification of Violent Behavior by Students (VSB)	16
Misbehaviors and Consequences	17
Special Education Students: Consequences for Misbehavior	22
Search and Seizure	25
Process for Student Dismissal: Removal from Class, Suspension, Exclusion and Expulsion	25

About this Handbook

This handbook includes an overview of HSRA policies, regulations and procedures about student rights and responsibilities. Those documents are periodically updated in response to changes in the law and other circumstances. Therefore, there may have been changes to the documents reviewed in this handbook since the handbook was printed. If you have questions or would like more information about a specific issue, contact school administration.

High School for Recording Arts Mission and Vision

The mission of HSRA is to provide youth the opportunity to achieve a high school diploma through the exploration and operation of the music business and other creative endeavors.

- Culturally Sensitive
- Alternative Educational Programming
- Personalized Project-Based Learning
- Diverse Population
- Drug-Free Learning Environment
- Adult-Supervised
- Positive Mentoring
- Safe Space
- Job Training

Vision: HSRA creates a culture of acceptance and creativity that realizes the full potential of all young people, despite previous challenges. We engage students through exploration of music, media, technology and the entertainment industry so that they acquire both core learning and real-world, 21st-century skills. In addition to earning a high school diploma, HSRA students are empowered to be responsible citizens and lifelong learners who pursue post-secondary education and productive careers.

Student Rights

The Board of Education recognizes that students are entitled to the civil liberties guaranteed all citizens. One of the primary goals of public education is to prepare students to successfully complete the transition from school into the general society in which they will live to accept the responsibility commensurate with the rights and privileges that they have and those they will assume.

HSRA provides an environment in which students may exercise the rights and privileges for the society in which they live, with its proportional amount of responsibility.

Students have the right to freely express ideas, verbally or in writing, within their school program. Responsible criticism and reasonable dissent are basic to the educational process. However, false statements, disruptive activities, threats, the use of obscenities, profanity or ridicule, and advocating violation of the law or school rules and regulations are unacceptable means of expression.

Students have the right to be safe and free from threatening situations on school property, at school activities and in district vehicles.

Prohibition of Harassment, Violence and Hazing

HSRA is committed to maintaining an education and employment environment that is free from harassment and violence, and hazing on the grounds of sex, sexual orientation, race, religion, color, creed, national origin, marital status, disability, status with regard to public assistance or age. HSRA prohibits,

any form of harassment and violence, and hazing on the grounds of sex, race, religion, color, creed, national origin, marital status, disability, status with regard to public assistance, sexual orientation or age.

It is a violation of this policy for any HSRA personnel (including school board members, school employees, agents, volunteers, contractors and/or other persons subject to the supervision and control of the school) or student to harass an employee, student, visitor or other person through conduct or communication of a sexual nature or regarding sex, race, religion, color, creed, national origin, marital status, disability, status with regard to public assistance, sexual orientation or age as defined by this policy and supporting statutes and administrative regulations. It is a violation of this policy for any HSRA personnel or student to inflict, threaten to inflict or attempt to inflict violence based on sexual, racial, religious, color, creed, national origin, marital status, disability, status with regard to public assistance, sexual orientation or age upon any employee, student, visitor or other person.

It is a violation of this policy for any HSRA personnel or student to plan, direct, encourage, aid or engage in hazing.

HSRA will act to investigate all complaints of harassment or violence or hazing, either formal or informal, verbal or written, based upon sex, race, religion, color, creed, national origin, marital status, disability, status with regard to public assistance, sexual orientation or age and will take steps to discipline or take appropriate action against any student, employee or other school personnel who is found to have violated this policy. HSRA has written procedures for reporting and investigating all complaints of sexual, racial, religious, color, creed, national origin, marital status, disabilities status with regard to public assistance, sexual orientation or age harassment or violence, or hazing and provides for appropriate disciplinary action based on results of the investigation and communicates these procedures to school personnel and students.

This policy does not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Minnesota Department of Human Rights, initiating civil action or seeking redress under state criminal statutes and/or federal law.

Nothing in this policy precludes teaching about sexual, racial, religious, color, creed, national origin, marital status, disability, status with regard to public assistance, sexual orientation or age issues as part of the school curriculum.

Sexual Harassment and Violence

Sexual harassment is a form of sex discrimination, which violates the Federal Civil Rights Law and the Minnesota Human Rights Act. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, other verbal or physical conduct or communication of a sexual nature or that is demeaning or hostile to an individual based upon their sex, when:

- Submission to that conduct or communication is made a term or condition, either explicitly, or implicitly of obtaining or retaining employment, or of obtaining an education
- Submission to or rejection of that conduct or communication by an individual is used as a factor in decision affecting that individual's employment or education, or
- That conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education, or creating an intimidating, hostile or offensive employment or education environment.

Sexual violence is a physical act of aggression or force or threat of aggression which involves the touching

of another person's intimate parts or forcing a person to touch any person's intimate parts.

Under certain circumstance, sexual harassment or sexual violence may constitute sexual abuse under Minnesota Statutes 609.341, subd. 10 to 609.345; 609.321 to 609.324 or 626.556, Reporting of Maltreatment of Minors. Nothing in this policy shall prohibit the district from taking immediate action to protect victims of alleged sexual abuse.

Hazing

Hazing means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person in order for the student to be initiated into or affiliated with a student organization.

See HSRA's Hazing Prohibition policy for further detail.

Prohibition of Bullying and Intimidation

Students have the right to be safe and free from threatening situations on school property, at school activities or at school sponsored events. Bullying interferes with students' ability to learn and teachers' ability to educate students in a safe environment. It is HSRA's intent to prevent bullying from occurring, and to investigate and respond to bullying if it does occur.

HSRA strives to create a culture of respect. School staff will model, teach and reinforce expected behaviors. HSRA encourages developmentally appropriate programmatic instruction to help students identify, prevent, and reduce bullying and create a safe learning environment. In this regard HSRA has implemented a school-wide bullying prevention program as part of its discipline policy and positive behavior support. Where appropriate for a student with a disability, as determined by the student's 504 team or Individualized Education Program (IEP) team, HSRA will allow the child's IEP or Section 504 plan to address the skills and proficiencies the child needs to respond to or not engage in bullying.

Bullying is defined as:

- An actual or perceived imbalance of power between bully and victim;
- Willful negative behavior toward the victim (examples include, but are not limited to, physical aggression, verbal aggression, cyberbullying, damage to property, exclusion of the victim or manipulation of others to bully);
- The negative behavior is repeated or forms a pattern;
- Actual harm (physical or psychological) or reasonable fear of harm is identified by the victim or another;
- The conduct materially and substantially interferes with the student's educational opportunities, performance, or ability to participate in school functions, activities or programs.

"Cyberbullying" is defined as using technology to bully another including, but not limited to, text messages, emails, social media posts, web cams, and image or video posts on the Internet or other uses of digital communication devices. Cyberbullying can be conducted by one person or by a group of people who are manipulated by a student or small group of students (known by some as "cybermobbing")

Any person who believes they have been the victim of bullying of any type or any person with knowledge or belief of conduct that may constitute bullying of any type will report the alleged acts of bullying to an HSRA staff member. HSRA staff members have an obligation to address bullying. Alleged bullying must have a connection to school before HSRA has jurisdiction to investigate or enforce discipline.

Upon receipt of a report of bullying, the designated HSRA official will determine whether the incident meets the definition of bullying and has a connection to the school. If the reported incident meets the criteria, HSRA will investigate. HSRA may take immediate steps to protect the reporter, alleged victim, alleged bully and others pending completion of an investigation. When criminal conduct is suspected, HSRA may report alleged conduct to law enforcement. Upon completion of an investigation of alleged bullying, HSRA will take action towards a person or persons who are found to have engaged in an act of bullying, reprisal, intentional false reporting, or who permits, condones, or tolerates bullying.

See HSRA's Bullying Prohibition Policy for further detail.

Nutrition and Wellness

HSRA seeks to encourage and support healthy learners who thrive in our school community and to assure a school environment that promotes and protects students' safety, well-being and ability to learn.

HSRA works to develop and coordinate physical activity opportunities before, during and after school. All students will have access to physical education class and/or fitness-oriented activities.

Foods and beverages served at school will meet the nutrition recommendations of the U.S. Dietary Guidelines for Americans. The school's Nutrition Services department provides students with access to a variety of nutrition and appealing foods that meet the health and nutrition needs of students; accommodates the religious, ethnic and cultural diversity of the student body in meal planning; accommodates the special dietary needs of students and provides clean, safe and pleasant settings and adequate time for students to eat.

HSRA provides nutrition education and physical education to foster lifelong habits of healthy eating and physical activity. See HSRA's Wellness Policy for further detail.

Medication

HSRA acknowledges that some students may require prescribed drugs or medication during the school day. The school's licensed school nurse, trained health clerk, director, or teacher will administer prescribed medications in accordance with law and HSRA procedures. A student may possess and use nonprescription pain relief in a manner consistent with the labeling, as long as HSRA has received written authorization from the student's parent or guardian permitting the student to self-administer the medication.

See HSRA's Student Medication Policy for further detail.

Religion and Religious Expression

It is HSRA's policy to allow students and employees to engage in religious belief, expression and exercise thereof within the parameters of good order and current law. It is also HSRA's policy that school officials remain neutral regarding issues of religion and religious belief, expression and exercise

thereof. Upon signed and written request by a parent or legal guardian, students may be dismissed from school to attend off-campus religious instruction. Any absence from school on the basis of a religious commitment or requirement, as evidenced by a signed note from a student's parent or legal guardian, will be considered an excused absence. It is the responsibility of the parent and the student to communicate with the teacher about missed schoolwork.

See HSRA's Policy on Religion and Religious Expression for further detail.

Anti-Discrimination

HSRA complies with state and federal laws prohibiting discrimination, including Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1991 and the Minnesota Human Rights Act.

No person protected by these laws shall, on the grounds of race, color, creed, religion, national origin, sex, marital status, disability, status with regard to public assistance, sexual orientation or age, be excluded from participation in, be denied the benefits of or be otherwise subjected to discrimination under any educational program or activity operated by the district.

HSRA Administration has developed and implemented programs and processes to:

- Assure HSRA compliance in educational programs, athletics, counseling, activities and facilities;
- Evaluate HSRA operations in terms of applicable federal and state laws prohibiting discrimination;
- Establish a Title IX grievance process and has appointed a HSRA Title IX compliance officer, and
- Establish a Section 504 grievance process and has appointed a Section 504 compliance officer.

Students are responsible for reporting to school staff any evidence of discrimination on the basis of race, color, creed, religion, national origin, sex, marital status, disability, status with regard to public assistance, sexual orientation or age in the district.

Title IX Grievance Process - -Any student of HSRA who believes they have been a victim of discrimination on the basis of sex in violation of Title IX may file a grievance in writing with the HSRA Title IX compliance officer if the alleged discrimination is not grievable by means of another grievance procedure..

See HSRA's Student Disability Nondiscrimination, Student Sex Nondiscrimination, and Student Parental, Marital and Family Status Non-Discrimination policies for more details.

Special Education Services for Students

In accordance with state and federal mandates, HSRA seeks out, assesses and appropriately serves students with disabilities. HSRA staff use a comprehensive child study process to systematically screen, assess and, if appropriate, place students in special education services.

Students are entitled to a free appropriate public education in the "least restrictive environment." Services are provided in the following areas:

- Specific learning disabilities (SLD)
- Mild to moderate mental impairment (DCD)
- Speech and Language Impairment (SLI)
- Emotional/Behavioral Disorders (EBD)
- Developmental adapted physical education (DAPE)
- Occupational therapy (OT)
- Physical therapy (PT)
- Physical Impairments (PI)
- Hearing, vision and/or physically-impaired
- Work experience handicapped (WEH)
- Moderate to severe mental impairment (MSMI)
- Autism Spectrum Disorder (ASD)

Section 504 Process for Students

Section 504 is a federal law which prohibits discrimination against persons with a disability in any program receiving federal financial assistance.

The law defines a person with a disability as anyone who:

- Has a mental or physical impairment, which substantially limits one or more major life activities:
- Has a record of such an impairment, or
- Is regarded as having such an impairment.

HSRA has specific responsibilities under Section 504, which includes identifying, reviewing and, if the child is determined to be eligible, affording access to appropriate educational accommodation.

Suspected Maltreatment of Minor

School employees are required to report suspected maltreatment of minors (evidence of child physical or sexual abuse, neglect, emotional maltreatment, mental injury, threatened injury or prenatal exposure to controlled substances; suspected neglect or abuse within the past three years, kidnapping or depriving another of custodial or parental rights). Any person who is required to report actual or suspected maltreatment and who willfully fails to do so will be guilty of a misdemeanor. At the same time, any person who reports actual or suspected maltreatment in good faith is immune from civil or criminal liability that otherwise might result from such action.

The executive director, teacher, school nurse and/or other person who reports actual or suspected maltreatment may discuss the situation with the child or youth and emphasize that the school is not interested in accusing or punishing anyone, but rather is interested in helping ensure that the maltreatment does not continue.

Upon receiving a report of suspected maltreatment of a minor, the employee making the report or the director must call the proper authorities - the Child Protection Unit of Ramsey County Social Services, the local police department and/or the Minnesota Department of Education - within 24 hours of receiving such report of suspected maltreatment.

Safety and Security

HSRA has emergency plans that are reviewed and revised several times each year, as appropriate. In addition, to enhance the safety of students, staff and visitors, school officials follow the safety and security guidelines listed below.

- All visitors are asked to report to the front desk when they arrive at school.
- All visitors are given a nametag or badge to wear while they are in the building.
- Staff are expected to question people in the building whom they do not recognize and who are not wearing a nametag or badge, and to question people who are "hanging around" the building after hours.
- In the school, students are required to carry identification cards with them at all times while in school or on school property.
- Safety and security information is included in newsletters and handbooks for students, staff and parent(s).

See HSRA's Crisis Management Policy and crisis response procedures for details on how the school will respond to various potential crisis situations.

Student Use of the Internet

In making decisions regarding student access to the HSRA computer system and the Internet, including electronic communications, HSRA considers its own stated educational mission, goals and objectives. Electronic information research skills are now fundamental to preparation of citizens and future employees. Access to the HSRA computer system and to the Internet enables students to explore thousands of libraries, databases, bulletin boards, and other resources while exchanging messages with people around the world. The proper use of the Internet and the educational value to be gained from proper Internet use, is the joint responsibility of students, parents and employees of HSRA.

HSRA provides students with access to the HSRA computer system, which includes Internet access. The HSRA system has a limited educational purpose, which includes use of the system for classroom activities, educational research, and professional or career development activities. Users are expected to use Internet access through the HSRA system to further educational and personal goals consistent with the mission of the HSRA and school policies. Uses which might be acceptable on a user's private personal account on another system may not be acceptable on this limited-purpose network.

The following uses of the HSRA system and Internet resources or accounts are unacceptable:

- Users are prohibited from using the HSRA system to access, review, upload, download, store, print, post, receive, transmit or distribute:
 - pornographic, obscene or sexually explicit material
 - obscene, abusive, profane, lewd, vulgar, rude, inflammatory, threatening, disrespectful, or sexually explicit language
 - materials that use language or images that are inappropriate in the education setting or disruptive to the educational process;
 - information or materials that could cause damage or danger of disruption to the educational process;
 - materials that use language or images that advocate violence or discrimination toward other

people (hate literature) or that may constitute harassment or discrimination.

- Users are prohibited from using the HSRA system to knowingly or recklessly post, transmit or distribute false or defamatory information about a person or organization, to harass another person or to engage in personal attacks.
- Users are prohibited from using the HSRA system to engage in any illegal act or violate any local, state or federal statute or law.
- Users are prohibited from using the HSRA system to vandalize, damage or disable the property of another person or organization, will not make deliberate attempts to degrade or disrupt equipment, software or system performance by spreading computer viruses or by any other means, and will not tamper with, modify or change the HSRA system software, hardware or wiring or take any action to violate the HSRA's security system.
- Users are prohibited from using the HSRA system to gain unauthorized access to information resources or to access another person's materials, information or files without the implied or direct permission of that person.
- Users are prohibited from using the HSRA system to post private information about another person, personal contact information about themselves or other persons, or other personally identifiable information, and will not repost a message that was sent to the user privately without permission of the person who sent the message.

Users of the HSRA system do not have an expectation of privacy and HSRA reserves the right to review a student's use of the HSRA system including, a review of system use, website browsing history and review of any other use of HSRA system that might constitute a violation of HSRA's Internet Acceptable Use and Safety Policy.

The use of the HSRA system and access to use of the Internet is a privilege, not a right. Depending on the nature and degree of the violation and the number of previous violations, unacceptable use of the HSRA system or the Internet may result in one or more of the following consequences: suspension or cancellation of use or access privileges; payments for damages and repairs; discipline under other appropriate HSRA policies, including suspension, expulsion, exclusion; or civil or criminal liability under other applicable laws.

See HSRA's Internet Acceptable Use and Safety Policy for details regarding acceptable and unacceptable uses of computer resources and the Internet.

Protection and Privacy of Student Records

Privacy Rights

Educational records which identify or could be used to identify a student, other than directory information (see below), are private information pursuant to the Minnesota Government Data Practices Act, Minn. Stat. Chap. 13 and/or the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. 1232 (g), may not be released to members of the public without the written permission of the student's parent or guardian, or the student if the student is 18 years of age or older.

Directory Information

"Directory information" is a student's name, school address and telephone number (for students in grades 9-12 only, to respond to requests from military recruiters and institutions of higher education), sex, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, grade levels, degrees and awards received, the most recent previous educational agency or institution attended, school of attendance, photographs for publication on school-approved Internet and Web pages.

Directory information may be released to the public without prior consent of the parent, guardian or student unless the parent, guardian or student (if the student is age 18 or older) has objected in writing to the release of one or more category(ies) of such information.

Parent(s) and guardian(s) or students age 18 or older may object to the release of directory information by obtaining a Denial of Release of Directory information Form, from the Office of Student Records. The Form must be completed and returned to the Office of Student Records. If the Denial of Release of Directory Information Form is filed, the denial of release of information will remain in effect until the Form is modified or rescinded by the parent, guardian or eligible student.

Inspection of Records

Parent(s)/guardian(s) of a student, or a student who is age 18 or older, may request to inspect and review any of the student's educational records except those which are, by state or federal law, made confidential.

HSRA will comply with the request immediately, if possible, and, if not, within 10 days exclusive of weekends and holidays. Copies of records may be obtained upon written request.

Challenge to Accuracy of Records

A parent, guardian or student age 18 or older who believes that specific information in the student's educational records is inaccurate, misleading, incomplete or violates the privacy or other rights of the student, may request that HSRA amend the record in question. Challenges may be made by requesting and filing, Request to Amend Educational Records Form, with HSRA's Office of Student Records.

Transfer of Records to Other Schools

HSRA forwards educational records of students to other schools and school districts in which a student seeks or intends to enroll upon request of that school or school district. A parent, guardian or student who is age 18 years or older may request and receive a copy of the records that are transferred and may, pursuant to policy, challenge the accuracy of the records. HSRA does not, however, notify parent(s), guardian(s) or students age 18 or older prior to such transfer.

Types and Purposes of Data Gathering

Educational programs administered by HSRA involve the submission by students of assignments, reports and the taking of tests. Information required to be submitted by students in connection with such reports, assignments and tests is private data under the terms of the Minnesota Government Data Practices Act, Minnesota Statute 13.01, et, seq. Such information is gathered and used as part of the educational process, in part to determine what the student is learning and what the student needs to learn.

There is no legal requirement that students submit such data, but their failure to do so will have a direct result upon grades which are measured by evaluating such information.

Such information is treated as private information and is not to be disclosed to third parties without permission of the parent(s) or guardian(s) of minor students or students age 18 or older.

HSRA maintains the information described above in its educational records. There are two student record systems:

- Cumulative records gathered on all students in the regular education program, including group achievement and ability measures, interest inventories and other records, and logs and notes as appropriate; and
- Child study records gathered when direct and indirect services and programs are delivered to individual students, including individually administered achievement tests, sensory and motor function tests, intellectual measures and other records, and logs and notes as appropriate. Such services and programs include but are not limited to psychological services, special education services, Title I services, English-as-a-Second-Language services and Enhanced Learning Program (gifted) services.

Location of Records

The educational records gathered on students are maintained in secure location in HSRA Administrative Office.

Complaints for Non-Compliance

Parent(s), guardian(s) and students age 18 or older may submit written complaints of violation of rights accorded them by 20 USCA Section 1232(g) to the Family Educational Rights and Privacy Act (“FERPA”) to the U.S. Department of Education, Washington, DC 20201.

See HSRA’s Protection and Privacy of Pupil Records policy for more detail.

Student Responsibilities

Student responsibilities include: conscientious effort in school work and activities; respect for the rights of other students, staff and visitors; and cooperation and adherence to upholding local, state and federal laws and school policies, rules and regulations. Most of all, students share with the administration and staff the responsibility of establishing and maintaining a safe, stimulating and productive learning environment.

Student Attendance

A major student responsibility at all grade levels is regular attendance. Many studies correlate regular attendance with success in school. Students are expected to attend school at HSRA for the entire day every day school is in session at HSRA.

Establishing a pattern of good attendance will benefit the student in school and thereafter, in the workplace. HSRA has established more detailed guidelines for high school student attendance, as follows.

Type of Absences: Excused Absences

Absences which are considered excused include, but are not limited to:

- School-sponsored curricular and co-curricular activities;
- Official religious holidays;
- Death of an immediate family member (parent, step-parent, guardian, sibling, grandparents);
- Unique or emergency circumstances which are authorized (or, whenever possible, pre-authorized) by a school administrator;
- Chronic or long-term illnesses which are verified by a doctor's signed statement and authorized appointments with authorized appointment with school personnel.
- Also excused absences are those absences which are verified by the parent/guardian with reasons accepted by the school, such as illness, medical or dental appointments that cannot be made outside of school time; court appearances; pre-authorized, pre-planned absence of one day or more (arranged prior, preferably at least one week, to the absence in order to be verified); in-school suspension, out-of-school suspension and transitional study hall.

Unexcused absences are counterproductive to student success. Students who have excessive unexcused absences may be assigned a school mentor. Unexcused absences occur when a student chooses to be absent from school without the approval of the school. Such absences include, but are not limited to, truancy, oversleeping, car trouble and planned absences which were not pre-approved by the school.

Tardiness is defined as being late to class without a pass. Like unexcused absences, excessive tardiness is counterproductive to student success. Students who have excessive tardiness may be assigned a school mentor.

Student Behavior and Discipline

Behavior is a student's demeanor and conduct in relation to:

- Treatment of other people;
- Care for property;
- Responsibility for personal possessions, and
- Accountability for their own actions.

Students are expected to behave in accordance with federal, state and local laws and rules and school policies, rules and regulations, and in any other way that respects the rights and safety of others. Staff will take corrective action to discipline a student and/or to modify a student's behavior when a student's behavior does not fall within these parameters of student expectations.

School staff may report suspected criminal misconduct by a student to law enforcement. Law enforcement officers shall be permitted to carry out necessary law enforcement functions in the schools, including the removal of a student from school grounds in appropriate circumstances.

Actions which may be used by staff to discipline students and/or encourage them to modify their behavior include but are not limited to: student conference, parent or guardian notification, parent or

guardian conference, conflict resolution/mediation, restitution, removal from class, dismissal from school, out-of-school suspension, exclusion, expulsion and referral to law enforcement authorities.

In addition to the school building and grounds, student behavior expectations apply when students are participating in HSRA-sponsored events away from the school site. Being transported by HSRA on a field trip or to a school-sponsored event, or on public transportation when provided for by HSRA, is a privilege, not a right. HSRA's student behavior rules are in effect for all students when transported by the school or at the school's expense. Consequences for student misconduct while being transported by HSRA will be imposed by the school under adopted administrative discipline procedures. In addition, serious misconduct may be reported to local law enforcement. See the HSRA Student Transportation Safety Policy for details.

Discipline:

- Sets behavioral limits and guidelines to lead students to and through adulthood;
- Develops individual respect for law, authority, property, and the rights of others and self, and
- Develops a mature individual capable of self-control and direction.

Disciplinary efforts are to be as positive as possible and are to include recognizing and strengthening appropriate behavior. Every student and employee in HSRA is entitled to learn and work in a safe school environment. Therefore, HSRA is responsible for making reasonable rules and regulations governing student behavior and conduct and maintaining proper control and discipline. To ensure these goals are attained, it is important that HSRA establish and communicate clear student behavior expectations and support these expectations with appropriate consequences that are applied consistently.

Some additional HSRA guidelines on student behavior and discipline include the following:

Corporal Punishment -The use of corporal punishment (inflicting physical hurt upon a child in order to punish her or him for misconduct) is not permitted.

Victims -When an incident occurs in which one or more students have been physically or emotionally harmed by the misbehavior of another student(s), HSRA staff will be sensitive to the need to provide support to the victim(s) and to inform their parent(s) or guardian(s) about the incident.

Physical Restraint -In certain instances, it may become necessary for staff to use physical restraint in accordance with the law to provide a safe environment for students.

Reasonable force may be used on a student without the student's consent when used by an administrator, teacher or other staff member in the exercise of lawful authority to restrain or correct such a student. Special care will be taken for students with disabilities to follow any guidelines for physical restraint, which may be written into their individual education plan (IEP).

Physical restraint may be used by staff members:

- To quell a disturbance threatening injury to the student or others;
- To obtain weapons or other dangerous objects that are in the possession of or within the control of a student;
- For self-defense;
- To protect the student, other persons and/or property;
- Teaching staff may use reasonable restraint to correct a student to avoid undue or deliberate

- disruption of the classroom or other parts of the school, or
- To protect a student from the student's own actions.

Such acts shall not be construed to constitute corporal punishment within the meaning and intent of this policy.

Student Behavior Expectations and Consequences for Misbehavior

The consequences for student misbehavior and misconduct are designed to be fair, firm and consistent for all students in HSRA. The consequences apply to all students in the school or other HSRA property, in HSRA vehicles, at school bus stops, and at school or HSRA events.

Because it is not possible to list every misbehavior that occurs, misbehaviors not below will be responded to as necessary by HSRA staff.

Minor misbehaviors are to be addressed by classroom teachers, counselors, administrators and other appropriate HSRA staff.

Cheating, lying, plagiarism, copyright violations, and other "academic" misbehavior will be addressed in the context of the student's classroom or co-curricular activities and are not addressed in the chart of misbehaviors set forth below.

Administrators may involve law enforcement authorities as necessary. If a student violates a HSRA policy or regulation, which is also a violation of a law, the student may be referred to law enforcement in addition to being subject to discipline as described in this student handbook. In accordance with state law, administrators will refer to the juvenile delinquency or criminal justice system any student who brings a firearm to school unlawfully.

Administrators may recommend longer suspensions, expulsion or other discipline on a case-by-case basis. This may include more severe consequences for students with multiple offenses in different categories of misbehavior.

In the charts on the following pages, suspension is defined as out-of-school suspension. A one-day suspension is for a consecutive period of time equivalent to one school day. For example, if a student is suspended at noon, the student may be suspended until noon on the following school day.

Consequences

For each misbehavior described in the following charts, there are specific consequences for first, second, third and fourth violations. The definitions of those consequences and other consequences for misbehavior, are as follows:

Conference - Student conferences and parent or guardian notification; may include, but is not limited to parent conference, restitution, and up to one day out-of-school suspension.

Dismissal -Dismissing a student from school for less than one school day.

Exclusion -Action taken by the school board to prevent a student from enrolling or re-enrolling for a period of time not to extend beyond the school year.

Expulsion -A school board action to prohibit an enrolled student from further attendance for up

to 12 months from the date the student is expelled.

Mediation -Mediation is designed to:

- Prevent minor misbehaviors from escalating to the point where disciplinary consequences need to be applied. (For example, teasing, name-calling, spreading rumors, etc., can be mediated if both parties are willing to participate.)
- Resolve interpersonal conflicts that may also require disciplinary consequences. (For example, after a student has received the designated disciplinary consequences for physical fighting, he or she must participate in mediation to prevent the problem from escalating in the future.)

Notification of Parent or Guardian - Conversation (in person or by telephone) and/or written contact between a school employee (usually a teacher, student support staff member or administrator) and a student's parent/guardian or other supportive adult in the student's life.

Notification of Police - Contact by the school administration with the local police department to inform them about an illegal misbehavior engaged in by a student.

Parent Conference - Scheduled meeting between a school employee and a student's parent or guardian.

Removal from Class - Action taken by a teacher, director or other HSRA employee to prohibit a student from attending one or more class periods or activity periods for up to five days.

Restitution -Compensation or compensatory service required of a student who has damaged, taken or destroyed school or personal property.

Suspension, In-School - Action taken by the executive director or director's designee to prohibit a student from attending more than one class and/or activity period for a period of time not to exceed five days.

Suspension, Out-of-School - Action taken by the executive director or director's designee to prohibit a student from attending school for a period of time of no more than 10 school days. (A one day suspension is for a consecutive period of time equivalent to one school day. For example, if a student is suspended at noon, the student may be suspended until noon the following school day.) If a suspension is longer than five days, the suspending administrator shall provide the superintendent or designee with a reason for the suspension. A student who is out-of-school suspension may not be in the school, on school or district property or attend school or district activities during the period of the suspension.

Staff Notification of Violent Behavior by Students (VSB)

Identification of Students with a History of Violent Behavior -A student who engages in conduct classified as "VSB" (violent student behavior) in the consequences chart will be identified as a student with a history of violent behavior.

Notification to Teacher/Staff -Teacher notification will occur with a copy placed in the student's educational record and retained pursuant to the school's records retention schedule. Written notification should be provided to all of the student's classroom teachers. Building directors have discretion to provide notice to other staff members who also interact with the student. Written notification to the teacher will occur prior to the placement of a student in the teacher's classroom whenever possible.

Once a student has been identified as a student with a history of violent behavior, notification will occur for the remainder of the school year and the following school year. The period of notification will be extended accordingly for each new incident of violent behavior that occurs.

Misbehaviors and Consequences

Students are prohibited from engaging in the following conduct. The consequences apply regardless of whether the misbehavior took place in school, on school property, in a school vehicle, at a school or school activity. The consequences may also apply for misbehaviors which take place at other locations, but directly affect school programs or activities. The executive director may recommend longer suspensions, expulsion, denial or transportation privileges or other discipline on a case-by-case basis. This may include more severe consequences for students with multiple offenses in different categories of misbehavior.

Misbehavior	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense
<p>1. Alcohol or Chemicals, Possession or Use - Possessing, being under the influence of or using any narcotic or controlled substance, or item purported or believed to be a narcotic or controlled substance, or possessing or distributing drug paraphernalia where possession or use is prohibited by Minnesota or federal law; or use of over the-counter or prescription drugs for the purpose of mood alteration or intoxication, or inhaling the fumes of certain volatile substances for their mood-altering or intoxicating effect. (Any prescription or over-the-counter medication a student is required to take, with the exception of inhalers and epi-pens must be left with and administered by the school.)</p>	<p>1-day suspension with chemical assessment</p>	<p>5-day suspension with chemical assessment and agreement to follow assessment</p>	<p>10-day suspension with chemical assessment and agreement to follow assessment recommendations or expulsion.</p>	
<p>2. Alcohol, Possession With Intent to Distribute or Sell -Selling or distributing, or intending to sell or distribute alcohol where sale or distribution is prohibited by Minnesota or federal law.</p>	<p>5-day suspension with chemical assessment and referred to Ramsey County Judicial Center</p>	<p>10 day suspension up to expulsion</p>		

Misbehavior	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense
<p>3. Weapons - In general, students are prohibited from possessing, using or distributing a weapon when in a school location. As defined in the HSRA Weapons Policy, HSRA takes a position of “Zero Tolerance” in regard to the possession, use or distribution of weapons by students.</p>	<p>Immediate out-of-school suspension; confiscation of the weapon; immediate notification of police; parent or guardian notification; and recommendation to the executive director of expulsion for a period of time not to exceed one year.</p>			
<p>4. Ammunition, Mace or Pepper Gas Possession - Possession of bullets, other projectiles designed to be used in a weapon or other material designed to cause pain or injury. Under narrowly defined circumstances students may be permitted to carry Mace to the school but will be required to turn in the Mace at the reception desk. See the HSRA Weapons Policy for details.</p>	<p>5-day suspension and notification of VSB</p>			
<p>5. Arson - Intentional destruction or damage to school or district building or property by means of fire.</p>	<p>Expulsion, restitution and VSB</p>			
<p>6. Assault, Aggravated - Committing an assault upon another person with a weapon or a device used as a weapon, or an assault which inflicts great bodily harm upon another person.</p>	<p>Expulsion and VSB</p>			
<p>7. Assault, Physical - Acting with intent to cause fear in another person or immediate bodily harm or death, or intentionally bullying, inflicting or attempting to inflict bodily harm upon another person. Any intentional, harmful or potentially harmful physical contact or bullying initiated by a student against a staff member will be considered to be assault.</p>	<p>10-day suspension or expulsion. Upon staff - expulsion and VSB</p>	<p>Expulsion and VSB</p>		
<p>8. Assault: Verbal, Written or Otherwise Expressed - Confrontation with a student or staff member which bullies, intimidates, threatens or causes fear of bodily harm or death.</p>	<p>Upon student - 3-day suspension Upon staff - 5-day and VSB</p>	<p>5-day suspension and VSB Expulsion and VSB</p>	<p>Expulsion</p>	

Misbehavior	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense
<p>9. Bodily, Harm, Inflicting -Committing an act which unintentionally inflicts bodily harm upon another person.</p>	<p>3-day suspension Upon staff - 10 day suspension up to expulsion</p>	<p>5-day suspension</p>	<p>5-day suspension up to expulsion</p>	
<p>10. Bomb Threat, False - Intentionally giving a false alarm of a bomb.</p>	<p>Expulsion</p>			
<p>11. Burglary - Entering a building or a specific area of a building without consent and with intent to commit a crime or entering a building without consent and committing a crime.</p>	<p>Expulsion and restitution</p>			
<p>12. Chemicals, Possession With Intent to Distribute or Sell - Selling, or distributing, or intending to sell or distribute, any narcotic, controlled substance, or item purported or believe to be a narcotic or controlled substance, or paraphernalia, where sale or distribution is prohibited by Minnesota or federal law; or selling or distributing over-the-counter drugs or prescription drugs to be used for the purpose of mood alteration or intoxication, or violate substances which can be inhaled for the purpose of mood alteration or intoxication.</p>	<p>Expulsion</p>			
<p>13. Damage of Property (Vandalism) - Defacing, cutting or otherwise damaging property that belongs to the school, other students, employees, or others. (NOTE: Tampering with or disabling surveillance or security equipment will automatically result in consequences at the 2nd offense level.)</p>	<p>3-day suspension, restitution</p>	<p>5 suspension and restitution</p>	<p>Expulsion and restitution</p>	
<p>14. Dress - clothing may not include words or visuals which are lewd*, obscene*, disruptive*, abusive* or discriminatory*, or which advertise drugs, alcohol or tobacco. Dress or grooming which is disruptive of the classroom or school atmosphere is not allowed. Shoes must be worn at all times for health and safety reasons. Students may not wear facemasks that would prevent the student from being identified (including dark-tinted, non-prescription glasses and/or hoods). Clothing should not be overtly sexualized or suggestive.</p>	<p>Verbal warning</p>	<p>1-day suspension</p>	<p>3-day suspension</p>	<p>5-day suspension</p>

Misbehavior	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense
15. Driving, Careless or Reckless - Driving on school property in such a manner as to endanger persons or property. See the HSRA Student Transportation Safety Policy.	Verbal warning; revocation of driving privileges	3-day suspension; revocation of driving privileges	5-day suspension; revocation of driving privileges	Expulsion
16. Explosives, Possession and/or Use - Possessing or using any compound or mixture, the primary or common purpose of which is to function by explosion, with substantially instantaneous release of gas and heat.	Expulsion and VSB			
17. Fighting - Adversarial physical contact (differentiated from poking, pushing, shoving or scuffing) in which one or the other party(ies) or both contributed to the situation by verbally instigating a fight and/or physical action. Promoting/instigating a fight - contributing to a fight verbally or through behavior.	10-day suspension or expulsion 1-day suspension	Expulsion 3-day suspension	 5-day suspension	 Expulsion
18. Fire Alarm, False - intentionally giving a false alarm of a fire or tampering or interfering with any fire alarm.	5-day suspension	Expulsion		
19. Fire Extinguisher, Unauthorized Use - Unauthorized handling of a fire extinguisher.	5-day suspension	Expulsion		
20. Fireworks, Possession - Possessing or offering for sale any substance, combination of substances or article prepared to produce a visible or audible effect by combustion, explosion, deflagration or detonation.	3-day suspension	5-day suspension	Expulsion	
21. Fireworks, Use - Using any substance or combination of substances prepared for the purpose of producing a visible or audible effect by combustion, explosion, deflagration or detonation.	10-day suspension	Expulsion		
22. Gambling - Playing a game of chance for stakes.	Verbal Warning	3-day suspension	5-day suspension	Expulsion

<p>23. Harassment, Including Sexual Harassment - Participating in or conspiring with others to engage in acts that injure, degrade, intimidate or disgrace other individuals, including indecent exposure displaying pornography and word or actions that negatively impact an individual or group based on their racial, cultural or religious background, their sex, their sexual orientation, any disabilities they may have or their color, creed, national origin, marital status, status with regard to public assistance or age.</p>	<p>1-day suspension</p> <p>Upon Staff- 3 day suspension</p>	<p>3-day suspension</p> <p>Upon Staff- 5 day suspension</p>	<p>5-day suspension</p> <p>Upon Staff- 10 day suspension or expulsion</p>	<p>Expulsion</p>
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Misbehavior	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense
24. Hazing - Committing an act against a student or coercing a student into committing an act that creates a substantial risk of harm or holds a student up to ridicule in order for the student to be initiated into or affiliated with a student organization, group or club.	3-day suspension	5-day suspension	Expulsion	
25. Insubordination - Willful refusal to follow an appropriate direction given by a staff member.	Verbal Warning	3-day suspension	5-day suspension	Expulsion
26. Interference, Disruption or Obstruction - Any action taken to attempt to prevent one or more staff members or students from exercising their assigned duties, or interference or distraction from an electronic device (including pagers, radios, headsets and telephones).	Verbal Warning	3-day suspension	5-day suspension	Expulsion
27. Lighting Incendiary Devices - Unauthorized igniting of matches, lighters and other devices that produce flames.	1-day suspension	3-day suspension	5-day suspension	Expulsion
28. Nuisance Devices/language - Causing a nuisance with objects that cause distractions, such as pagers, radios, headsets, telephones, universal remote controls and laser pointers or use of profanity or inappropriate language.	Verbal warning	1-day suspension	3-day suspension	5-day suspension
29. Pornography, Possession - Possession of sexually explicit material.	1-day suspension	3-day suspension	5-day suspension	
30. Records or Identification Falsification -Falsifying signatures or data or refusing to give proper identification or giving false information to a staff member.	1-day suspension	3-day suspension	5-day suspension	5-day suspension up to expulsion
31. Robbery or Extortion - Obtaining property from another person where his or her consent was induced by use of force, threat of force or under false pretenses.	10-day suspension and restitution or Expulsion	Expulsion and restitution		
32. Sexual Misconduct - A physical act of force, or the threat of aggression of force, which involves sexual contact or sexual intercourse with another person, including intentional touching of clothing covering a person's intimate parts, intentional touching of a person's intimate parts, or intentional attempted or actual removal of clothing covering a person's intimate parts or undergarments.	5-day suspension up to expulsion			

Misbehavior	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense
33. Terroristic Threat - Threatening, directly or indirectly, to commit a crime or violence with the purpose to terrorize another or with reckless disregard of the risk of causing terror in another.	5-day suspension up to expulsion			
34. Theft, or Knowingly Receiving or Possessing Stolen Property - Unauthorized taking of the property of another person or receiving or possessing such property.	3-day suspension and restitution or referral to Ramsey County Judicial Center	5-day suspension and restitution or referral to Ramsey County Judicial Center	Expulsion and restitution	

* Lewd and Obscene is defined as follows: 1) The average person, applying contemporary community standards, would find that the clothing taken as a whole appeals to the prurient interest of minors of like age; 2) The clothing depicts or describes sexual conduct in a manner that is patently offensive to prevailing standards in the adult community concerning how such conduct should be presented to minors of like age, and 3) The clothing taken as a whole lacks serious literary, artistic, political or scientific value for minors.

* Disruptive is defined as reasonably forecasted to materially and substantially interfere with the requirements of appropriate discipline in the operation of the school or the work of the school or to impinge on the rights of other students.

* Abusive is defined as insulting, contemptuous or defamatory.

*Discriminatory is defined as demonstrating prejudice against groups or individuals, as referred to in the district's anti-discrimination policy.

See HSRA's Student Discipline and Notice of Suspension policy for further detail.

Special Education Students: Consequences for Misbehavior

In general, all students are expected to comply with HSRA policies, regulations and rules on student behavior. However, for special education students the policies, regulations and rules may be adjusted as required by federal and state laws and regulations, and by the student's individual education plan (IEP).

Whenever possible, the staff will develop positive interventions to manage the behavior of special education students rather than administer discipline.

In-School Suspension (ISS)

A Special education student may receive ISS.

Out-of-School Suspension (OSS)

If a special education student has been suspended (OSS) for more than 10 consecutive school days, or for 10 days total in a school year, in accordance with applicable federal law, an IEP meeting and Manifestation Determination meeting will be held to review the issues that resulted in the OSS days. All special education documents will be reviewed and a determination will be made whether the incidents were a result the disability. An IEP team meeting must be held within 10 school days of an OSS when the student is removed from the student's current placement for six or more consecutive school days, or when the student's total days or removal from the student's placement during the school year exceeds 10 cumulative days in a school year.

If a student's total days of removal from school exceeds 10 cumulative days in a school year, HSRA will convene a special education meeting with the student and the student's parent or guardian prior to subsequently removing the student from school. The purpose of the meeting is to attempt to determine the student's need for assessment or other services. A functional behavior assessment (FBA) and a formal re-evaluation may be the outcome of the meeting.

A written notice of the meeting will be sent to the student's parent or guardian. The student's IEP team will:

- Conduct a review of the relationship between the student's disability and the behavior subject to disciplinary action.
- Determine the appropriateness of the student's education plan and determine if the IEP was being implemented by HSRA staff.
- Review the student's IEP and amend the goals and objectives or develop a new annual IEP.

If the IEP team determines that the incident is a manifestation of the student's disability, the OSS may still take place, or a change of placement may take place with the agreement of the student's parent(s) or guardian(s).

If the IEP team determines that the incident is not a manifestation of the student's disability, action will be taken in accordance with the appropriate process that is implemented for a student who is not receiving special education services.

If at any time the IEP team determines that the student cannot follow HSRA policies and regulations governing student behavior due to the student's disability, the IEP will be reviewed and an assessment may be proposed and conducted which may lead to writing a formal Behavior Intervention Plan.

Expulsion/Exclusion

An expulsion or exclusion is initiated with an out-of-school suspension. Before proceeding with an expulsion or exclusion, HSRA must initiate a review of the student's individual education plan (IEP), review the relationship between the student's disability and the behavior subject to disciplinary action and determine whether the behavior resulting in proposed expulsion or exclusion was a manifestation of the student's education plan. A written notice of suspension will be sent to the student's parent(s) or guardian(s).

The student's IEP team will:

- Determine whether the misconduct is a manifestation of the student's disability (including reviewing the student's IEP);
- Review any assessment and determine the need for further assessment, and
- Review the IEP and amend the goals and objectives or develop an alternative IEP.

If the IEP team determines that the incident is a manifestation of the student's disability, an OSS may still take place, and expulsion or exclusion may be proposed to the school board. However, the school may use due process procedures to propose a change in the student's IEP and placement.

If the IEP team determines that the incident is not a manifestation of the student's disability, the school may proceed with appropriate procedures to expel or exclude the student. Educational services must continue during the expulsion period.

Exceptions

In accordance with the federal Individuals With Disabilities Education Act (IDEA) Improvement Act of 2007, if a student with an IEP in a school or at school function is in possession of a dangerous weapon as defined in federal law; possesses, uses, solicits sale of or sells medications or illegal drugs; or causes serious physical or emotional injury as a result of physical assault, the following course of action may be followed:

If the IEP team determines that the student's behavior was a manifestation of the student's disability, the student may not be expelled for the behavior. However, one or more of the following actions may take place:

- The student may be removed from school for 10 school days or less, and placed by administration in an interim alternative educational setting for up to 45 school days if the conduct is a drugs or weapons offense as described above;
- The district may request a local due process hearing to seek an order to remove the student from school if the district believes that maintaining the student in the current educational placement is substantially likely to result in injury to the student or to others, and/or
- The district may initiate a change in placement procedures for the student, subject to the parent(s)' or guardian(s)' right to due process for a significant change of placement.

Involvement of Law Enforcement Officers and Crisis Teams

Law enforcement officers may not be used to perform educational interventions, including regulated procedures, either on an emergency basis or in accordance with an IEP. Law enforcement officers shall not be involved in an educational decision to remove a student from school as a disciplinary consequence.

School staff members may report a crime suspected to have been committed by a child with a disability to law enforcement and law enforcement will be allowed to exercise its responsibilities to respond to reports of criminal conduct, including the removal of a student from school grounds in appropriate circumstances. School staff members shall neither request nor interfere with a law enforcement decision to remove a student from school for law enforcement purposes; however, reasonable efforts will be made to inform a student's parent or guardian of the involvement of law enforcement.

School staff members will not utilize a county crisis team to remove a student from school grounds except when authorized by a student's IEP or when requested by a parent, guardian or eligible student in an emergency situation. See HSRA's policy on Use of Peace Officers and Crisis Teams to Remove Students with IEP's from School Grounds for more details.

HSRA will seek to establish an agreement with the county regarding procedures to coordinate the implementation of Minnesota Statutes 245.487 - 245.488 for students with a serious emotional disturbance or others students who have an IEP whose behavior may be addressed by crisis intervention.

Search and Seizure

If the executive director has reason to believe an illegal act or violation of school rules has been committed, or is about to be committed, the executive director is authorized to search the student and the student's personal property, or any school property used by the student, and seize any item the possession of which is specifically prohibited by law, school policies or school rules.

Whenever feasible, the student will be present when the student's property or school property which the student uses is being searched.

A general search of school properties, including but not limited to lockers or desks, may occur at any time, and items belonging to the school may be seized. (See below for more information regarding school lockers.)

All items will be given to the proper authorities or returned to the owner.

School Lockers - School lockers are the property of HSRA. School lockers are provided for the convenience of students and at no time does HSRA relinquish its exclusive control of lockers.

Inspection of the interior of lockers may be conducted by school authorities at any time based upon reasonable suspicion, without notice, without student consent and without a search warrant.

The personal possessions of students within a school locker may be searched only when school authorities have a reasonable suspicion that the search will uncover evidence of a violation of law or school rules.

As soon as practicable after the search of a student's personal possessions, school authorities must provide notice of the search to students whose lockers were searched unless disclosure would impede an on-going investigation by police or school officials.

See HSRA's policy regarding Search of Student Lockers, Desks, Personal Possessions, and Students Person for further detail.

Process for Student Dismissal: Removal from Class, Suspension, Exclusion and Expulsion

Grounds for Dismissal

A student may be expelled or excluded on any one of the following grounds:

- Willful violation of any school policy or regulation, or school or classroom rule. Such regulations must be sufficiently clear and definite to provide notice to students that they must conform their conduct to those requirements.
- Willful conduct that significantly disrupts the right of others to an education, or the ability of school personnel to perform their duties, or school-sponsored extracurricular activities; or
- Willful conduct that endangers school employees, the student or other students, surrounding persons or school property.

Removal from Class/In-School Suspension (ISS)

"Removal from Class" or "In-school suspension" is defined as any actions taken by a teacher, director or other school employee to prohibit a student from attending more than one class and/or activity period.

"Class period" or "activity period" is defined as a block of time devoted to one subject area or activity.

A student may be removed from a class or activity period or receive ISS after the teacher consults with and receives approval from the executive director or the executive director's designee.

- The decision for removal or ISS will be made by the executive director or the executive director's designee.
- The student will be notified verbally. The parent(s) or guardian(s) will be notified by telephone or first class U.S. mail.
- The student will be removed from class or receive ISS without an informal administrative conference if the student exhibits willful conduct which materially and substantially disrupts the right of others to an education or willful conduct which endangers HSRA employees, the student or other students or school property.
- The school retains custody of the student during the removal from class or ISS. The executive director or executive director's designee is responsible for the student who has been removed from class or suspended.
- Students will return to class upon completion of the removal or suspension period.
- After a student has been removed from class from more than 15 times in one school year, the school will notify and meet with the student's parent or guardian to discuss the problem that is causing the student to be removed from class.

Suspension from School for More than One Day/ Out of School Suspension (OSS) -"Suspension" means an action taken by the school administration, under rules promulgated by the school board, prohibiting a student from attending school for a period of no more than 10 school days. (This definition does not apply to dismissal from school for one school day or less.)

Before out-of-school suspension begins, the school administration shall attempt to provide alternative educational services except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property.

When a student is suspended for more than one day, the student shall have an informal administrative conference before the suspension except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property, in which case the conference shall take place as soon as practicable following the suspension.

At or before the informal administrative conference, a school administrator shall notify the student of the grounds for the suspension and provide an explanation of the evidence the authorities have, and the student may present the student's version of the facts.

The following documents shall be personally served upon the student at or before the time the suspension is to take effect, and upon the student's parent or guardian by U.S. mail within 48 hours of the conference:

- A written notice containing the grounds for suspension;

- A brief statement of the facts;
- A description of the testimony;
- A readmission plan;
- A copy of Minnesota Statutes 121A.40 to 121A.56, and
- Appropriate alternative educational services (when the suspension exceeds five days). (Alternative educational services may include, but are not limited to: Special tutoring, modified curriculum, modified instruction, other modification or adaptations, instruction through electronic media, special education services as indicated by appropriate assessment, homebound instruction, supervised homework, or enrollment in another district or in an alternative learning center selected to allow the student to progress toward meeting graduation requirements.)

If a student's total days of removal from school exceeds 10 cumulative days in a school year, the school shall make reasonable attempts to convene a meeting with the student and the student's parent or guardian prior to subsequently removing the student from school. The purpose of the meeting shall be to attempt to determine the student's need for assessment or other services.

The school shall make reasonable efforts to notify the parent(s) or guardian(s) of the suspension by telephone as soon as possible following suspension.

In the event a student is suspended without an informal administrative conference on the grounds that the student will create an immediate and substantial danger to self or to surrounding persons or property, the written notice shall be served upon the student and the student's parent(s) or guardian(s) by U.S. mail within 48 hours of the conference. Service by U.S. Mail is complete upon mailing. A copy will be retained by the executive director.

Consecutive Suspension - Suspension may not be consecutively imposed against the same student for the same course of conduct or incident of misconduct except in the following circumstances:

- When the student will create an immediate and substantial danger to self or to surrounding persons or property, or
- When the school is in the process of initiating an expulsion, in which case the administration may extend the suspension up to 15 days.

A separate administrative conference is required for each period of suspension.

Notice of Right to be Reinstated -Whenever a student fails to return to school within 10 days of the termination of suspension the school administrator shall inform the student and his or her parent(s) or guardian(s) by U.S. mail of the student's right to attend and to be reinstated in the public school.

Exclusion and Expulsion

Exclusion means a school board action to prevent enrollment or re-enrollment of a student for a period that shall not extend beyond the school Year.

Expulsion means an action taken by the school board to prohibit an enrolled student from further attendance for up to 12 months from the date the student is expelled.

The School Board is the only authority that may exclude or expel a student. No exclusion or expulsion may be imposed without a hearing, unless the right to a hearing is waived by the student and parent(s) or guardian(s) in writing. A Waiver of Hearing will be used for this purpose.

A Notice of Intended Expulsion (or Exclusion) and Hearing will be prepared and submitted to the student and the student's parent or guardian by the executive director or the executive director's designee in the following manner:

- Be served upon the student and the student's parent(s) or guardian(s) personally or by U.S. mail;
- Contain a complete statement of facts, a list of witnesses and a description of their testimony;
- State the date, time and place of the hearing;
- Be accompanied by a copy of the Pupil Fair Dismissal Act, Minnesota Statutes 121A.40-121A.56;
- Describe alternative educational services accorded the student in an attempt to avoid the expulsion proceedings, and
- Inform the student and parent(s) or guardian(s) of the right to:
 - Have a representative of the student's own choosing, including legal counsel, at the hearing. (The district shall advise the student's parent or guardian that free or low-cost legal assistance may be available from the Minnesota Department of Education);
 - Examine the student's records before the hearing;
 - Present evidence, and
 - Confront and cross-examine witnesses.

Hearing -The hearing shall be scheduled within 10 days of the service of the written notice unless an extension, not to exceed five days, is requested for good cause by the School Board, student, or parent(s) or guardian(s).

- The Board of Education may appoint a hearing officer for exclusion or expulsion of students.
- The executive director or designee shall designate the site of hearings. Clerical assistance and supplies expenses shall be borne by HSRA.
- The hearing shall be at a time and place reasonably convenient to the student and parent(s) or guardian(s).
- The hearing shall be closed unless the student, or parent(s) or guardian(s) requests an open hearing.
- The student shall have a right to a representative of his or her own choosing, including legal counsel. If a student is financially unable to retain counsel, the board shall advise the student's parent(s) or guardian(s) of available legal assistance.
- The hearing shall take place before an independent hearing officer, a member of the School Board, committee of the board or the full board, as determined by the school board.
- The hearing shall be conducted in a fair and impartial manner.
- The school board shall record the hearing proceedings at school expense, and a party may obtain a transcript at its own expense.
- Testimony shall be given under oath. The hearing officer or a member of the board shall have the power to issue subpoenas and administer oaths.
- At a reasonable time before the hearing, the student, parent(s) or guardian(s), or the student's representative shall be given access to all school records pertaining to the student, including any tests or reports upon which the proposed action may be based.

- The student, parent(s) or guardian(s), or the student’s representative shall have the right to compel the attendance of any official employee or agent of HSRA or any public employee or any other person who may have evidence, upon which the proposed action may be based, and to confront and cross-examine any witness testifying for the school.
- The student, parent(s) or guardian(s), or the student’s representative shall have the right to present evidence and testimony, including expert psychological or educational testimony.
- The student cannot be compelled to testify in the expulsion/exclusion proceedings.
- A copy of the hearing record will be made available to the student or the student’s parent(s) or guardian(s) or representative in transcript form as determined by the School Board upon request and without charge.
- The recommendation of the hearing officer or board member or committee shall be based solely on substantial evidence presented at the hearing, and must be made to the board and served upon the parties within two days of the end of the hearing.
- The School Board shall base its decision upon the recommendation of the hearing officer or board member or committee, and shall render its decision at a special meeting within five days after receiving the recommendation.
- The school board may provide the parties with the opportunity to present exceptions and comments to the hearing officer’s recommendations provided that neither party presents any evidence not admitted at the hearing.
- The decision by the school board must be based on the record, must be in writing and must state the controlling facts on which the decision is made in sufficient detail to apprise the parties and the Minnesota Commissioner of Education of the basis and reason for the decision.

Appeal -A party to an exclusion or expulsion decision made under Minnesota Statutes 121A.40 to 121A.56 may appeal the decision to the Minnesota Commissioner of Education (“Commissioner”) within 21 calendar days of school board action.

Upon being served with a notice of appeal, HSRA shall provide the Commissioner and the parent(s) or guardian(s) with a complete copy of the hearing record within five days.

- All written submissions by the appellant must be submitted and served on the respondent within 10 days of its actual receipt of the transcript.
- All written submissions by the respondent must be submitted and served on the appellant within 10 days of its actual receipt of the written submissions of the appellant.
- In accordance with state law, the decision of the school board will be implemented during the appeal to the Commissioner.
- In an appeal under this section, the Commissioner may affirm the decision of the school, may remand the decision for additional findings, or may reverse or modify the decision if the substantial rights of the petitioners may have been prejudiced because the administrative findings, inferences, conclusions or decisions are:
 - In violation of constitutional provisions;
 - In excess of the statutory authority or jurisdiction of HSRA;
 - Made upon unlawful procedure, except as provided in Minnesota Statute 121A.48;
 - Affected by other error of law;
 - Unsupported by substantial evidence in view of the entire record submitted, or
 - Are arbitrary or capricious.

The Commissioner or the Commissioner's representative shall make a final decision based upon the record of evidence. The Commissioner shall issue a decision within 30 calendar days of receiving the entire record and the parties' written submission on appeal. The Commissioner's decision shall be final and binding upon the parties after the time for appeal expires under Minnesota Statute 121A.50.

Judicial Review -The decision of the Minnesota Commissioner of Education made under Minnesota Statutes 121A.40 to 121A.56 is subject to judicial review under Minnesota Statutes 14.63 to 14.69. The decision of the Commissioner is stayed pending an appeal under this section.

Reports to Service Agency -The School Board shall report any action taken pursuant to Minnesota Statutes 121A.40 to 121A.56 to the appropriate public service agency, when the student is under the supervision of such agency.

Report to Minnesota Commissioner of Education -The School Board shall report such exclusion or expulsion within 30 days of the effective date of the action to the Commissioner of Education.

- This report shall include a statement of alternative educational services given the student and the reason for, the effective date and the duration of the exclusion or expulsion.
- The School Board must include state student identification numbers of affected students on all dismissal reports required by the Department of Education.

Notice of Rights to Be Reinstated -Whenever a student fails to return to school within 10 school days of the termination of expulsion, a school administrator shall inform the student and the student's parent(s) or guardian(s) by U.S. mail of the student's right to attend and to be reinstated in the school.

Admission or Readmission Plan -A school administrator shall prepare and enforce an admission or readmission plan for any student who is excluded or expelled from school. This plan may include measures to improve the student's behavior and require parental involvement in the admission or readmission process, and may indicate the consequences to the student of not improving his or her behavior.

STUDENT HANDBOOK ACKNOWLEDGEMENT FORM

I have received a copy of the HSRA Student Handbook. I acknowledge my obligation to read and understand its contents, and further acknowledge and agree that:

The handbook is only intended to provide a general overview of HSRA student policies and does not necessarily represent all such policies or practices in force at any particular time.

This handbook, dated 2020-21, supersedes and replaces any previously or contemporaneously stated written policies or practices covering the same or similar subjects or matters, including but not limited to, those contained in any manuals, handbooks, correspondence, memoranda, or oral discussions.

I understand that HSRA reserves discretion to add, change or rescind any policy or practice at any time, with or without prior notice.

Student Name (print)

Student Signature

Date