

Fairlawn Local Schools

Elementary
PARENT/STUDENT HANDBOOK
2024-2025



Mission of the School District
Community + Commitment = Quality Education

Fairlawn Local Schools
18800 Johnston Rd
Sidney, OH 45365
(937)492-5930
<https://www.fairlawn.k12.oh.us/>

Welcome to Fairlawn Local Schools! The staff and I are pleased to have you as a student and will do our best to help make your experience here as enjoyable and successful as you wish to make it. This student handbook was developed to answer many of the commonly asked questions that you and your parents may have during the school year and to provide specific information about certain Board policies and procedures.

To help provide a safe and productive learning environment for students, staff, parents and visitors, the Board of Education publishes this updated Student/Parent Handbook annually to explain students' rights, responsibilities and consequences for misbehavior.

Parents are encouraged to review and discuss information in this handbook with their school-age children. Teachers will also review this handbook with students at the beginning of the school year. If you have any questions that are not addressed in this handbook, you are encouraged to talk to the building principal.

In addition to reviewing this handbook, students and parents also should review and familiarize themselves with applicable board adopted policies and procedures. Throughout this handbook there are references to board policies, where this occurs the applicable policy code(s) also are included. Board policies will periodically be updated and, when revised, supersede any conflicting language in this handbook. The most current policies are available on the district website.

Thank you for taking the time to become familiar with the important information in this handbook. If you have any questions, please contact the principal.

TBD, Principal

John Holtzapple, Superintendent

Amy Geiger, Guidance Counselor

Crystal Hilyard, Clinic Aide

Abby Wagner, School Secretary

Gretchen Hageman, Enrollment & EMIS Secretary

holtzapple@fairlawn.k12.oh.us

geiger@fairlawn.k12.oh.us

hilyard@fairlawn.k12.oh.us

awagner@fairlawn.k12.oh.us

hageman@fairlawn.k12.oh.us

Teacher Directory

Grade	Teacher	Email
PreK	Shay Jacob	jacob@fairlawn.k12.oh.us
Kindergarten	Beth Butler	butler@fairlawn.k12.oh.us
	Mindy Cox	cox@fairlawn.k12.oh.us
First	Tracy Eilerman	eilerman@fairlawn.k12.oh.us
	Renee Schulte	schulte@fairlawn.k12.oh.us
Second	Leslee Barhorst	barhorst@fairlawn.k12.oh.us
	Stacy Hamaker	hamaker@fairlawn.k12.oh.us
Third	Melyssa Conley	conley@fairlawn.k12.oh.us
	Molly Heath	heath@fairlawn.k12.oh.us
Fourth	Karen Ike	lke@fairlawn.k12.oh.us
	Kaylyn Hall	hall@fairlawn.k12.oh.us
Fifth	Stephanie Everett	everett@fairlawn.k12.oh.us
	Allison Witer	witer@fairlawn.k12.oh.us
K-1 st Intervention	Britnie Middleton	bmiddleton@fairlawn.k12.oh.us
2 nd -3 rd Intervention	Jo Peters	peters@fairlawn.k12.oh.us
4 th -5 th Intervention	Jill Smith	jsmith@fairlawn.k12.oh.us
Phys Ed	Kevin Gump	gump@fairlawn.k12.oh.us
Art	Kara Wiley	wiley@fairlawn.k12.oh.us
Music	Sonya Phillips	phillips@fairlawn.k12.oh.us
Library/Tech	Rycki Schmiesing	rschmiesing@fairlawn.k12.oh.us

2024-2025 School Year Calendar

Fairlawn Local Schools

2024							2025						
AUGUST							JANUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3				1	2	3	4
4	5	6	7	8	9	10	5	6	7	8	9	10	11
11	12	13	14	15	16	17	12	13	14	15	16	17	18
18	19	20	21	22	23	24	19	20	21	22	23	24	25
25	26	27	28	29	30	31	26	27	28	29	30	31	
SEPTEMBER							FEBRUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30						29	30					
OCTOBER							MARCH						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30						29	30					
NOVEMBER							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30						29	30					
DECEMBER							MAY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30						29	30					



Make-up days if needed: Martin Luther King Jr. Day, Presidents' Day, Spring Break, and additional days will be added to the end of the year

Daily Schedule

7:45 Students enter building to breakfast or homeroom/1st period

8:00 Tardy Bell Rings / Instruction Begins

Lunch Times	
Grade	Time Slot
K / 1st	10:40-11:10
2nd / 3rd	10:45-11:15
4th / 5th	11:10-11:40

3:10 Dismissal

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Nondiscrimination extends to students and applies to race, color, national origin, ancestry, citizenship status, religion, sex, economic status, age, disability or military status.

The Board does not discriminate on the basis of legally acquired genetic information.

Fairlawn Local Schools does not permit discriminatory practices and views harassment as a form of discrimination. Harassment is defined as intimidation by threats of or actual physical violence; the creation, by whatever means including the use of electronic communications devices, of a climate of hostility or intimidation; or the use of language, conduct or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice or to have the effect of insulting or stigmatizing an individual.

Students who engage in discrimination of another student shall be subject to disciplinary action.

Permission, consent or assumption of risk by an individual subjected to discrimination does not lessen the prohibition contained in this policy.

No one shall retaliate against a student because he/she files a grievance; assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual; or because he/she has opposed language or conduct that violates this policy.

The Board designates the following individual to serve as the District's compliance officer/civil rights coordinator:

Title: Superintendent
Address: 18800 Johnston Road, Sidney, Ohio 45365
Phone number: 937-492-5930
Email: holtzapple@fairlawn.k12.oh.us

ENROLLMENT AND WITHDRAWAL

NEW STUDENTS ENTERING SCHOOL

Students who desire to attend Fairlawn Local School must follow several guidelines. The parent (or custodial parent) or guardian of the student must live in the Fairlawn Local Schools or comply with the rules of open enrollment. Students who plan to attend must come to the school with a parent or guardian and complete a registration packet. Records from the student's previous school must be attainable for the student to proceed at Fairlawn School. The parent/guardian must furnish a copy of the student's birth certificate and immunization records. In the case of court-ordered custody of a student, the parent must present the proper and acceptable court documents before the student will be admitted to school.

Homeless students who meet the Federal definition of homeless may enroll and will be under the District Liaison Homeless Children with regard to enrollment procedures.

In addition, if a new student resides in the District with a grandparent and is the subject of a: (1) power of attorney designating the grandparent as the attorney-in-fact; or (2) a caretaker authorization affidavit executed by the grandparent that provides the grandparent with authority over the care, physical custody, and control of the child, including the ability to enroll the child in school, consent in all school related matters, and discuss with the District the child's educational progress, the student's grandparent may enroll the child in school on a tuition-free basis. However, in addition to the above referenced documents that are typically required for enrollment, the grandparent must provide the District with a duly executed and notarized copy of a power of attorney or caretaker authorization affidavit.

IMMUNIZATIONS

Students must be current with all immunizations required by law, including but not limited to poliomyelitis, measles, diphtheria, rubella, pertussis, tetanus, meningococcal, and mumps, or have an authorized exemption from State immunization requirements within 14 days of admission. Kindergarten students must be immunized against Hepatitis B and chicken pox. For the safety of all students, the school principal may remove a student from school or establish a deadline for meeting State requirements if a student does not have the necessary immunizations or authorized exemption. Any questions about immunizations or exemptions should be directed to the principal.

WITHDRAWING FROM SCHOOL

Parent/guardians of students who are leaving the school district due to moving, change of parental custody, or other acceptable reason must complete a withdrawal form. The student and/or parent/guardian must return the completed form to the office at least five days before the final day of the student. Any unpaid assigned school fees are to be paid at the time of withdrawal.

ACADEMIC REPORTING

Fairlawn has a standard grading procedure, as well as additional notations that indicate work in progress or incomplete work. Grades indicate the extent to which the student has acquired and demonstrated the necessary learning. In general, students are assigned grades based upon test results, homework, projects, and classroom participation. Each teacher may place a different emphasis on these areas when determining a grade and will so inform the students at the beginning of the course. If a student is not sure how his/her grade will be determined, s/he should ask the teacher.

Grading Scale for Grades K through 1st

M – Meets grade level expectations

P – Progressing towards grade level expectations

N – Needs improvement to meet grade level expectations

Grading Scale for Grades 2nd through 5th

A – 100-93

B – 92-85

C – 84-75

D – 74-65

F – 64 and below

Grade point average is calculated on a 4.0 basis as follows:

A 4 Points

B 3 Points

C 2 Points

D 1 Point

F 0 Point

STUDENT PROGRESS REPORTS TO PARENTS

The Board believes that it is essential for parents to be kept fully informed of their children's progress in school. The type of progress reports sent to parents are devised by the professional staff in cooperation with parents. Written reports are provided to parents of children in grades PK through 12 four times per year. Progress reports are provided to parents at the completion of each grading period. Interim reports are available electronically through Progress Book. A parent can request a paper copy by contacting the office. Conferences with parents are used as an integral part of the reporting system.

HONOR ROLL

The honor roll will be listed for each of the four grading periods for the school year. Grade point average will be used to determine the honor roll. There will be three categories:

Highest Honors 4.0 (A's in all classes)

High Honors 3.999-3.5

Honors 3.499 – 3.0

PROMOTION AND RETENTION OF STUDENTS

The promotion of each student is determined individually. The decision to promote or retain a student is made on the basis of a number of factors. The teacher takes into consideration: reading skill, mental ability, age, physical maturity, emotional and social development, social issues, home conditions and grade average. Input from parents is taken into consideration; however, the final decision will be at the discretion of the teachers and administration. Parents whose student is struggling academically should contact their student's teachers, counselor or principal to see what additional academic supports are available.

ATTENDANCE

TELEPHONE NOTIFICATION OF ABSENCES

If a student is going to be absent from school, the parent or guardian is requested to call the school attendance line (937-575-3727) before 9:00 am the day of the absence. Messages can be left on this line 24 hours a day. If a student is absent, and notification of the absence has not been received, the school will attempt to notify the parent or guardian. When the school must contact the parent, this will not be considered an excused absence and the student must bring a note upon their return to school for the absence to be considered excused.

EXCUSED AND UNEXCUSED ABSENCES

Regular attendance by all students is very important. In many cases, irregular attendance is the major reason for poor schoolwork; therefore, all students are urged to make appointments, do personal errands, etc., outside of school hours.

Reasons for which students may be medically excused include, but are not limited to

1. personal illness of the student;
2. illness in the student's family necessitating the presence of the child;
3. quarantine for contagious disease or
4. emergency or other set of circumstances in which the judgment of the Superintendent constitutes a good and sufficient cause for absence from school, which may include but not be limited to absences due to documented medical appointments.

After forty-nine (49) hours of medical absences a doctor's note may be required at the discretion of administration. If a doctor's note is not obtained, unexcused absence hours will begin to accumulate.

Reasons for which students may be nonmedically excused include, but are not limited to

1. needed at home to perform necessary work directly and exclusively for parents or legal guardians for a limited period of time when approved by the Superintendent (applies to students over 14 years of age only);
2. death in the family (applies to absences of up to 18 school hours unless a reasonable cause may be shown for a longer absence);
3. observance of religious holidays consistent with a student's truly held religious belief;
4. traveling out of state to attend a Board-approved enrichment activity or extracurricular activity (applies to absences of up to 24 school hours);
5. college visitation – may occur 2 times during a student's senior year and 1 time during junior year - prior approval needs to be sought through the school counselor;

6. absences due to a student's placement in foster care or change in foster care placement or any court proceedings related to their foster care status;
7. absences due to a student being homeless;
8. temporary internet outage for individual students or households;
9. technical difficulties for individual students or households occurring at inopportune times such as during a teacher-led remote learning lesson;
10. as determined by the Superintendent.

To excuse an absence, parent excuses or doctor's notes should be on file **within two (2) school days** of the absence or **the absence will be considered unexcused**. A telephone call received by 9:00 am from a parent/guardian will also suffice or direct parent contact on the day of the absence by the school office.

Each student who is absent must immediately, upon return to school, make arrangements with his/her teacher(s) to make up work missed. As a rule, students have one day for each day of absence to complete assignments and turn them in to their teacher. Students who are absent from school for reasons not permitted by State law may, or may not, be permitted to make up work. Each case is considered on its merits by the principal and the respective teacher(s). Students who are absent due to an in-school or out-of-school suspension are permitted to make up missed classroom assignments in accordance with District level policies and procedures. Students are requested to bring a note to school after each absence explaining the reason for the absence or tardiness.

While the Board values students attending school regularly, they recognize that students may be excused from school for vacations or other nonemergency trips up to five days per school year. The responsibility for such absences resides with the parent(s), and they must not expect any work missed by their child to be retaught by the teacher. If the school is notified in advance of such a trip, reasonable efforts are made to prepare a general list of assignments for the student to do while he/she is absent.

TRUANCY AND UNEXCUSED ABSENCES

The Board endeavors to reduce truancy through cooperation with parents, diligence in investigating the causes of absence and use of strict guidelines in regard to tardiness and unexcused absence.

When the Board determines that a student has been truant and that the parent, guardian or other person having care of a child has failed to ensure the child's attendance at school, State law authorizes the Board to require the parent to attend a specified educational program.

This program has been established according to the rules adopted by the State Board of Education for the purpose of encouraging parental involvement in compelling the child's attendance at school.

On the request of the Superintendent, or when it comes to the attention of the school attendance officer or other appropriate officer of the District, the designated officer must investigate any case of supposed truancy within the District and must warn the child, if found truant, and the child's parent in writing of the legal consequences of being a "habitual" truant.

A "habitual truant" is any child of compulsory school age who is absent without a legitimate excuse for 30 or more consecutive hours, 42 or more hours in one month or 72 or more hours in a school year.

The parent is required to have the child attend school immediately after notification. If the parent fails to get the child to attend school, the attendance officer or other appropriate officer, if directed by the Superintendent or the Board, must send notice requiring the child's parent to attend a parental education program.

Regarding "habitual truants," the Board must take as an intervention strategy any appropriate action contained in Board policy.

The Board directs the administration to develop intervention strategies that include all of the following actions if applicable:

1. providing a truancy intervention plan meeting State law requirements for any student who is excessively absent from school;
2. providing counseling for a habitual truant;
3. requesting or requiring a parent having control of a habitual truant to attend parental involvement programs;
4. requesting or requiring a parent of a habitual truant to attend truancy prevention mediation programs;
5. taking appropriate legal action.

The attendance officer provides notice to the parent of a student who is absent with a nonmedical excuse or without excuse for 38 or more hours in one school month or 65 or more hours in a school year within seven days after the date of the absence triggering the notice. At the time of notice, the District may take any appropriate action as outlined in this policy as an intervention strategy.

ARRIVING OR LEAVING DURING THE SCHOOL DAY

Students who arrive at school any time during the school day after the beginning of 1st period are required to come to the office and sign in. If the late arrival is due to a reason which is excusable, the proper note should be presented when signing in.

Students who do not sign in will be counted as absent.

Students who leave the school during the school day before the end of period 8 are required to come to the office and sign out. Students who leave during the school day must have parental permission (either a note or email) and permission/approval from the office. Seniors in good academic standing who have approved work programs also have to come to the office and sign out. Students who have signed out must leave the building and school grounds immediately. Students who leave the school without permission/approval and signing out will be subject to disciplinary action.

TARDINESS TO SCHOOL AND CLASSES

Students are expected to be on time for school and all classes. Students who are late to school are required to come to the high school office, sign in, and receive a tardy slip, marked excused or unexcused.

Teachers will keep a record of unexcused tardies for each of their classes, period 2 through 8 and may assign discipline as needed.

FOOD SERVICE PROGRAM

The Board operates a food services program in its schools. Food services include breakfasts and lunches in all schools through participation in the National Child Nutrition Programs. **THE USDA Food and Nutrition Services announced that all students will receive free breakfast and free lunch for the 2021-22 school year. Parents who wish to have their child's school fees waived must complete a book fee waiver form which is available in the office and on the school website.**

The food services staff cooperates with the principals of the schools in matters essential to the proper functioning of the food services program. The responsibility for control of students using the cafeteria rests with the building principal.

LUNCHROOM RULES

Lines should be single file in the dining area.

Students should clean up their space and push their chairs up to the table after they complete their lunch.

Throwing of any items may result in a **detention**

Food or drink does not leave the cafeteria.

The noise level should be kept to a minimum.

Students are not permitted into the kitchen area during serving times.

Students have a thirty minute lunch period. All lunches are to be eaten in the cafeteria. Students are not permitted to leave the school grounds during lunch. Students are not permitted to order or have delivered any commercially prepared food.

Students should always demonstrate courteous behavior in the lunch line. Books and other items should be put into lockers before getting in line. Students are responsible for disposing of trash in the proper containers. Parents will have the ability to deposit money in their child's account.

MEAL CHARGES

The food service staff asks that all students place their lunch money in an envelope with their first and last name, homeroom teacher's name, student ID number, and amount in an envelope. This information will help make sure your student's money gets into the right account. Money can be paid by the week, bi-weekly, monthly, and/or yearly.

Online payments can be made using the link on the Fairlawn Local Schools website.

Students may not be permitted to charge lunches. Students that do not have money may be given a peanut butter sandwich or cheese sandwich. The food service staff at Fairlawn Local School provides the opportunity for students to purchase food "a la carte".

STUDENTS WITH SPECIAL DIETARY NEEDS

At the beginning of each school year, or at the time of enrollment, parents are responsible for communicating any special dietary needs of their child, including food allergies, to the District. Students with dietary needs that qualify as disabilities under law are provided reasonable accommodation.

Substitutions to regular school meals provided by the District are made for students who are unable to eat regular school meals due to a qualifying dietary need when that need is certified in writing by the student's physician. Substitute meals are provided in the most integrated setting appropriate to the special needs of the student.

The nature of the student's qualifying dietary need, the reason this need prevents the student from eating regular school meals (including foods to be omitted from the student's diet), the specific diet prescription along with the needed substitution must be specifically stated in the physician's statement. The District, in compliance with the USDA Child Nutrition Division guidelines, provides substitute meals to food-allergic students based upon the physician's signed statement.

STUDENT HEALTH SERVICES

Students can be sent to the clinic if the illness prevents them from participating in school activities or the illness poses a risk of spreading. The clinic or the front office will contact the parent if the student needs to be sent home.

MEDICATION

Students needing medication are encouraged to receive the medication at home, if possible.

Only employees of the Board who are licensed health professionals, or who are appointed by the Board and have completed a drug administration training program meeting State law requirements, conducted by a licensed health professional and considered appropriate by the Board, can administer prescription drugs to students.

1. The person or persons designated to administer medication receives a written request, signed by the parent(s) having care or charge of the student, that the drug be administered to the student.
2. Each person designated to administer medication receives a statement, signed by the physician or other person licensed to prescribe medication, which includes all of the following information:
 - a. the name and address of the student;
 - b. the school and class in which the student is enrolled;
 - c. the name of the drug and the dosage to be administered;
 - d. the times or intervals at which each dosage of the drug is to be administered;
 - e. the date on which the administration of the drug is to begin;
 - f. the date on which the administration of the drug is to cease;
 - g. any severe adverse reactions which should be reported to the physician and one or more telephone numbers at which the person who prescribed the medication can be reached in case of an emergency and
 - h. special instructions for administration of the drug, including sterile conditions and storage.

3. The parent(s) agree to submit a revised statement signed by the physician who prescribed the drug to the person designated to administer medication if any of the information provided by the person licensed to prescribe medication as described above changes.
4. The person authorized to administer the drug receives a copy of the statement described above.
5. The drug is received by the person authorized to administer the drug to the student for whom the drug is prescribed in the container in which it was dispensed by the prescribing physician or other licensed professional.

INHALERS FOR ASTHMA

Students have the right to possess and use a metered-dose inhaler or a dry-powder inhaler to alleviate asthmatic symptoms or before exercise to prevent the onset of asthmatic symptoms. The right applies at school or at any activity, event or program sponsored by or in which the student's school is a participant.

In order for a student to possess the inhaler, he/she must have written approval from the student's physician and parent or other caretaker. The principal and/or the health aide must have received copies of these required written approvals.

EPINEPHRINE AUTOINJECTORS

Students are permitted to carry and use an epinephrine autoinjector (EpiPen) to treat anaphylaxis (severe allergic reactions). The right to carry and use an EpiPen extends to any activity, event or program sponsored by the student's school or activity, event or program in which the school participates.

Student possession of an EpiPen is permitted only if the student has written approval from the prescriber of the medication and, if a minor, from his/her parent. Written approval must be on file with the principal and, if one is assigned, the health aide. In addition, the principal or health aide must receive a backup dose of the medication from the parent or student.

DIABETES MEDICATION

If a student's treating physician determines a student with diabetes is capable of performing diabetes care tasks, the student is permitted to attend to the self-care and management of his/her diabetes during regular school hours, and at school-sponsored activities upon written request from the student's parent/guardian or other person having care or charge of the student. Students may perform these tasks in the classroom, in any area of the school or school grounds, and at any school-sponsored activity. Students are permitted to possess, at all times, the necessary supplies and equipment to perform the tasks in accordance with the student's treating physician's orders. This right may be revoked if the student performs any care tasks or uses medical equipment for purposes other than the student's own care. The student is provided with a private area for performing self-care tasks if requested by the student, student's parent/guardian or other person having care or charge of the student.

NONPRESCRIBED (OVER-THE-COUNTER) MEDICATIONS

No staff member will dispense nonprescribed, over-the-counter (OTC) medication to any student without prior parent authorization. Parents may authorize administration of a nonprescribed medication on forms that are available from the Principal's Office. Physician authorization is not required in such cases. By written notice parents may also authorize that their child may self-administer nonprescribed medication.

If a student is found using or possessing a nonprescribed medication without parent authorization, the student will be brought to the School office while the student's parents are contacted for authorization. The medication will be confiscated until written authorization is received.

MEDIA CENTER (THE HANGAR)

The Fairlawn Library Media Center operates under the following guidelines:

1. Students may come to the library media center whenever they have free time with a teacher's permission. A sign out/in sheet will be used to collect data on how often students use the library media center.
2. Students should arrive quietly to read or work in small groups. Remember that classes will be going on in the library media center and students should not be distractions for other students. Be considerate of others.
3. No food, drink or gum is permitted in the library media center because of the damage it can cause to equipment and books.
4. Everything in the library media center is for your use and everyone else's so treat it with care.
5. Ask for help whenever you need it.
6. Students will remain in the library media center once they have signed in unless they have their agenda and permission is given by the library media specialist.
7. Students need to check out any materials that they wish to use outside the library media center.
8. Students should return materials as soon as they are finished with them. Others want to use them.

Using the library media center is a privilege. Any disruptive behavior or inappropriate use of materials could result in the loss of this privilege.

STUDENT RECORDS AND DIRECTORY INFORMATION

In order to provide students with appropriate instruction and educational services, it is necessary for the District to maintain extensive educational and personal information. It is essential that pertinent information in these records be readily available to appropriate school personnel, be accessible to the student's parent(s) or the student in compliance with law, and yet be guarded as confidential information. The Family Educational Rights and Privacy Act (FERPA) affords parents and students who are 18 years of age or older ("eligible students") certain rights with respect to the student's education records. More information on these rights is included in board policy JO, Student Records and the accompanying regulation JO-R.

The Fairlawn Local School District is required to make available on request certain information known as "directory information". The Board has designated the following as "directory information": a student's name, address, telephone number, date and place of birth, participation in officially recognizable activities, height and weight, dates of attendance, date of graduation, awards or honors.

The above information is disclosed without prior written consent, except when the request is for a profit-making plan or activity or when the parent/eligible student has informed the Board that any or all such information should not be released without their prior written consent or when disclosure is otherwise prohibited by law.

At the end of this handbook is a form for parents to sign.

ENGLISH LEARNERS

The Board recognizes the need to provide equal educational opportunities for all students in the District. Therefore, if the inability to speak and understand the English language excludes a student from effective participation in the educational programs offered by the District, the District shall take appropriate action to rectify the English language deficiency in order to provide the student equal access to its programs. Students in a language minority or who are English learners are identified, assessed and provided appropriate services. Contact your child's principal for more information.

RESOURCE OFFICER

A school resource officer is present daily at Fairlawn to help with the safety and security of the school environment. The officer's duties include being a liaison for the school and students with the Sheriff's Department and the juvenile court system; being a support or resource for parents, students and administrators of the district; and being a part of the interviewing of students who are discipline referrals. By law, a law enforcement officer may talk with any juvenile in the presence of the principal without parent consent or notification unless the officer intends to incarcerate the juvenile.

PARENT/STUDENT INFORMATION

ACADEMIC COACHING PERIOD

Academic coaching period is to be used as a time for study. Students who are assigned to an academic coaching period should come prepared to work on their individual school assignments. This is not a time to socialize or sleep. Playing games is not utilizing a student's time in study hall and is not beneficial. Teachers may direct students to check the Progress book grades and engage in improving grades or completing missing assignments.

ANNOUNCEMENTS

Students are expected to keep themselves informed concerning all school activities. Public Address announcements will be made between 8:00-8:05 a.m. or 3:05-3:10 p.m.

ASSEMBLIES

At various times during the school year assemblies will be scheduled. The content of assemblies covers a wide range of topics. Some are educational, some are for enjoyment, and some are serious in nature. Students are expected to behave appropriately in all assemblies.

Assemblies are a privilege and administration reserves the right to revoke student's participation at assemblies. Students will not be permitted to leave school early following an assembly.

BACKPACKS

Backpacks are allowed to bring items to and from school. During school, backpacks should be stored away in the student's locker. Students may use a small draw string type bag to transport items for Phys Ed classes.

CHANGE OF ADDRESS/PHONE NUMBERS

Parents are responsible for notifying the office of their current address, telephone number(s), work number, custodial changes, and authorization of pick up info for each student. Changes of any of this information should be promptly reported to the school.

DELIVERIES TO SCHOOL

Deliveries (flowers, etc.) made to the school must be brought to the office. Any delivery which is made will be kept in the office until the end of the school day and then given to the student to take home. Balloons will not be permitted to be taken on the school bus.

DISASTER DRILLS

It is essential that all students become familiar with the emergency drill routes posted in each classroom. The **fire**, **tornado**, and **emergency** drills are different. Please take time to familiarize yourself with each route. Drills are to be taken seriously. Drills are conducted in accordance with state law. Classes are to stay together and with their teacher. Misbehavior during any disaster drill may result in discipline.

EQUAL OPPORTUNITY

All students of the District have equal educational opportunities. Students have the right to be free from discrimination on the basis of race, color, national origin, citizenship status, ancestry, religion, sex, economic status, marital status, pregnancy, age, disability or military status in all decisions affecting admissions; membership in school-sponsored organizations, clubs or activities; access to facilities; distribution of funds; academic evaluations or any other aspect of school-sponsored activities. Any limitations with regard to participation in a school-sponsored activity are based on criteria reasonably related to that specific activity.

EXCESSIVE MISSING ASSIGNMENTS AND CONSEQUENCES

The completion of classwork and items which are assigned to be accomplished outside of the class are critical to the learning experience. When these assignments are not completed our students do not gain the valuable skills they need to be successful in their academic career. If a student exceeds three or more missing assignments in a class during a quarter he/she may be assigned a detention in order to provide them time to make up the missing assignments.

FEES AND FINES

Students enrolled in District schools are furnished basic textbooks without cost. However, a fee for consumable materials and supplies used in the instructional program is established at the beginning of each school year and may vary as the cost of materials and supplies fluctuates. Such fees are to be deposited in the rotary operating funds of the Board to defray the cost of the materials and supplies.

The District does not charge students eligible for free lunch under the National School Lunch Act or Child Nutrition Act a fee for any materials needed to participate fully in a course of instruction. Any fees charged to students eligible for free lunch under the National School Lunch Act or Child Nutrition Act will be charged in compliance with State and Federal law. This exception only applies to recipients of free lunch, not students who receive reduced-price lunch. This provision does not apply to extracurricular activities and student enrichment programs that are not courses of instruction. Unpaid meal charges are considered delinquent debt when payment is past due.

When school property, equipment or supplies are damaged, lost or taken by individuals, a fine is assessed. The fine is reasonable, seeking only to compensate the school for the expense or loss incurred. Free lunch eligibility does not exempt a student from paying fines for damage to school property.

Student fees are annually adopted by the Board of Education. Fines may be levied for lost or damaged school property. Grades and credits are not made available to any student, graduate or to anyone requesting same on his/her behalf until all fees and fines for that student have been paid in full, except where required by State law. Students shall be prohibited from participating in commencement exercises unless payment has been received.

Students in grades 4th through 12th are charged a \$35 yearly fee for the use of a laptop. This fee allows for the laptop assigned to that student to be fixed or replaced one time for accidental breakage. If a second breakage occurs, the student will be assigned a fee of \$50 for the laptop to be fixed regardless of liability. If a third breakage occurs, the full replacement cost of the laptop will be assigned to the student as a fee. When a technology fee is assigned due to breakage, the student will be assigned an old laptop for use until the fee is paid.

FIRST AID

The following requirements shall be adhered to by all personnel.

1. A health aide or other trained persons are responsible for administering first aid and emergency care. An emergency medical service will be called in case of serious illness or injury.
2. The parents of all students are asked to sign and submit an emergency medical authorization form that indicates the procedure they wish to be followed in the event of a medical emergency involving their child. The forms are kept readily accessible in the central office of each school.
3. Only emergency care and first aid are provided. A physician or health aide provides training for first-aid treatment and emergency care for various types of illness and injury. Use of medications is limited to topical applications as directed by a physician for certain types of injuries or to such medication as might have been officially authorized for an individual student.
4. In cases in which the nature of an illness or an injury appears serious, the parent(s) are contacted and the instructions on the student's emergency medical authorization are followed. In extreme emergencies, arrangements may be made for a student's immediate hospitalization whether or not the parent(s) can be reached.

FIELD TRIP GUIDELINES FOR STUDENTS

Field trips are an important extension of our school curriculum. In order for your child to benefit from these activities, appropriate behavior from all students is necessary. Fairlawn Local Schools reserves the right to prohibit students from attending field trips because of disruptive behavior.

1. Students will be given a trip form prior to the trip. This form should be taken to parents for signature stating permission for their child to attend the trip. Students who do not have parental permission to attend the trip will not be permitted to participate. Students are not permitted to attend field trips without an emergency medical form on file in the office.
2. The forms must be turned into the teacher at least two school days prior to the date of the trip.
3. **It is the responsibility of the student to get assignments from classes that they will miss before attending the field trip.**
4. Students should be aware that a teacher might recommend to the principal that they not attend the field trip. There are four valid reasons to request a student not attend a field trip.
 - a. Excessive tardiness or absences.
 - b. Discipline issues.
 - c. Failing grades or incomplete assignments in the classes they would be missing.

5. Field trips are considered a privilege. **Administration has the right to revoke field trip privileges for students without prior notification to parent/guardian. Money paid in advance will be forfeited when advance registration is required.** Students are to act in a behavior that reflects the school in a positive manner. Should a student misrepresent the school on a trip, the principal may opt to recommend that the student not participate in future trips for the remainder of the school year.

6. There will be additional guidelines for overnight field trips. The trip organizer is responsible for distributing the paperwork to students and parents.

The Code of Conduct and all other school rules and regulations set forth by the Board of Education apply on field trips.

GIFTED IDENTIFICATION AND SERVICES

In accordance with the belief that all students are entitled to education commensurate with their particular needs, students in the district who are gifted are provided opportunities to progress as their abilities permit. Fairlawn believes that these students require services beyond those offered in regular school programs in order to realize their potential contribution to themselves and society.

Students who are gifted are identified annually by qualified professionals using a variety of assessment procedures. Fairlawn follows the identification eligibility criteria as specified by state law.

Fairlawn provides gifted services based on the student's areas(s) of identification and individual needs and is guided by a written education plan (WEP) developed in collaboration with an educator who holds a licensure or endorsement in gifted education. The District provides parents with periodic reports regarding the student's progress toward meeting goals and the effectiveness of the services provided in accordance with the WEP.

LOCKERS – GRADES 4/5

Prior to school all lockers are cleaned and repaired. Students are responsible for the condition and contents of their assigned locker and will be assessed for damages. Any damage to a locker should be reported to the office immediately. Locks are attached to each locker. The school is not responsible for lost or stolen items. A locker is assigned to each student at the beginning of the year. Each locker number and the student to whom the locker is assigned will be recorded in the office. The sharing of lockers or the use of a locker that is not assigned to the student is prohibited. Disciplinary action may result if a student shares their assigned locker combination with another student. Student lockers are the property of the District, and since random searches have a positive impact on reducing drugs and other criminal activity, the Board permits building administrators/designees to search any locker and its contents as the administrator/designee believes necessary. The Superintendent is authorized for the use of dogs trained in detecting the presence of drugs and explosive devices. The dogs may be used to patrol the school facilities and grounds, including the lockers and parking areas. Use of dogs may be unannounced and random. If a trained canine alerts to a particular vehicle, locker or other container, it shall create reasonable suspicion to search that vehicle, locker or container in accordance with this policy.

LOST & FOUND

Fairlawn Local School's staff are not responsible for monitoring any lost or stolen student property. Students should not carry large sums of money or other valuables to school. Students' items that are left unattended outside of the students' lockers are solely the responsibility of the student. There is a designated lost and found box in the office. We make announcements periodically and then items not picked up will be given to a charitable organization.

PBIS

The school staff is trained in Positive Behavioral Interventions and Supports and these are incorporated into our daily routines.

RESTRICTED AREAS

Several areas are restricted during the school day. Students should not be there unless they have permission from school personnel. The areas are:

1. Any custodial or maintenance area;
2. The kitchen
3. Teacher workrooms
4. Weight Room
5. Outside the building;
6. The school parking lots;
7. Any room or area not under the supervision of school personnel
8. Coaches' offices

RESTROOM USE

Students are expected to use the restroom located on their end of the building. Students should use the restroom before class or at lunch.

SALES

No student shall be involved with any sales on District property except those connected with school activities and approved by the school administration.

SCHOOL CLOSINGS

The **One Call Now** system will be utilized to inform families of important school announcements. Please make certain that you have a correct phone number on file in the office so you receive the necessary information. School closings may also be heard on local radio, television stations, the Remind App, Twitter and placed on the school website.

SCHOOL TELEPHONES

School telephones are for the main purpose of school business. Parents who need to leave messages for children can call the office and leave a message with the secretary. Students who need to get a message to parents should come to the main office and ask to use the phone or ask for permission to use their own phone when appropriate. Students are not permitted to text or use any electronic device to reach parties outside the school during the school day without prior permission.

SEARCHES

Searches of School Property Assigned to a Student

The following rules apply to the search of school property assigned to a student (locker, desk, etc.) and the seizure of items in his/her possession.

1. General housekeeping inspection of school property may be conducted with reasonable notice. Random searches of lockers may be conducted.
2. A search of a desk or other storage space may be conducted when there exists reasonable suspicion for school authorities to believe that the area being searched contains evidence of a crime or violation of school rules.
3. Search of an area assigned to a student should be for a specifically identified item and should be conducted in his/her presence and with his/her knowledge.
4. Items, the possession of which constitutes a crime or violation of school rules, or any other possessions reasonably determined to be a threat to the safety or security of others may be seized by school authorities at any time.

Searches of a Student's Person or Personal Property by School Personnel

Building administrators/designees are permitted to search the person and personal property (purse, backpack, gym bag, etc.) of a student where there is reason to believe that evidence will be obtained indicating the student's violation of either the law or school rules. The following rules apply in such cases.

1. There should be reasonable suspicion to believe that the search will result in obtaining evidence that indicates the student's violation of the law or school rules.
2. Searches of a student's person are conducted by a member of the same sex as the student.
3. Searches are conducted in the presence of another administrator or staff member.
4. Parents of a minor student who is the subject of a search are notified of the search and are given the reason(s) for the search as soon as feasible after completion of the search.
5. When evidence is uncovered indicating that a student may have violated the law, law enforcement officials shall be notified.

Searches of Unattended Bags by School Personnel

Building administrators/designees are permitted to search any unattended bag found on District property for safety and identification purposes. Once the administrator/designee has determined the identity of the owner and that no safety or security issue exists, any subsequent searches of the item are based upon reasonable suspicion.

Searches of Student Property by Law Enforcement Officials

A law enforcement agency must have probable cause or produce a warrant prior to conducting any search of a student's personal property kept on school premises. When the law enforcement officials have reason to believe that any item which might pose an immediate threat to the safety or security of others is kept in a student locker, desk or other storage space, searches may be conducted without a previously issued warrant.

SERVICE ANIMALS

In compliance with Federal law, the Board permits the use of service animals in the schools for those individuals with qualified disabilities. Service animals must:

1. be on a harness, leash or other tether or be under the control of the handler either through voice commands, signals or other means;
2. be housebroken and
3. be up-to-date on vaccinations.

In the rare case the animal is aggressive or disruptive and not housebroken, the school may exclude the animal.

STUDENTS WITH SUSPECTED DISABILITIES

Ongoing efforts are made to identify, locate and evaluate children below 22 years of age who reside within the District and have a confirmed or suspected disability in accordance with all federal regulations and state standards. If you suspect your child has a disability, please contact your child's principal.

TEXTBOOKS

The Fairlawn Local Board of Education provides textbooks and electronic textbooks. Normal wear is expected. Fines will be charged for defaced or lost books.

VISITORS

Every visitor is required to report to the building administrator's office, have administrative approval to be in the building, and sign in as a visitor. Students are not permitted to have non-parental visitors during the day or visitors during lunch. Between the hours of 7:30am – 3:15pm, parents are required to report to the office upon entering and leaving the building. Parents will not be permitted past the office without administrative approval, including walking students to/from classes. As a reminder all visitors on school grounds are expected to abide by all applicable laws, board policies as well as district and building regulations.

Parent visitation to the classroom:

Should a parent request to visit his/her child's classes, this may be arranged by contacting the building principal 24 hours prior to his/her visit. As always, parents are required to report to the office upon entering and leaving the building.

STUDENT ACTIVITIES

Fairlawn is committed to offering a wide range of extracurricular activities. All students are encouraged to become involved in the various activities. Not only do these activities give students the opportunity to develop leadership and social skills, they also provide a great deal of enjoyment. Involvement in activities is a great way to increase the enjoyment of school. **Remember that all students are held to the code of conduct when participating in or attending school activities whether at home or away.**

Students suspended and expelled from school are banned from extracurricular activities. Students may also be suspended from extracurricular activities for violations of the student code of conduct or the code of conduct of the particular activity in which they participate. Students absent from school are not permitted to participate in extracurricular activities on that date.

Students may be removed from extracurricular activities when their presence poses a continuing danger to persons or property or an ongoing threat of disruption. If a student is removed from extracurricular activities, such removal may include all extracurricular activities in which the student is involved.

SURVEILLANCE EQUIPMENT

Surveillance cameras are installed and in use inside and outside of the school as well as buses. Electronic surveillance systems are installed to monitor activity for the safety and security of the staff and students. Images and recordings from the use of the cameras are for use by school personnel only.

Students have NO reasonable expectation of privacy in their actions in public areas including but not limited to, common areas, hallways, cafeterias, classrooms and gymnasiums. The District also uses video cameras in such areas and on all school vehicles transporting students to and from regular and extracurricular activities.

Anything that is found in the course of surveillance may be used as evidence of a violation of school rules or the law, and may be taken, held or turned over to the police. The use of cameras are in compliance with the law to protect the privacy rights of students and staff.

CELL PHONES/TECHNOLOGY/ELECTRONIC DEVICES

Technology use prepares students for college, careers, and jobs. Technology also changes rapidly, and schools must constantly adapt policies. A student shall not use any technological device in an unauthorized manner that violates the student network and Internet Acceptable Use and Safety Agreement without the permission of the Administration or Staff.

Students should not use electronic devices:

1. To take pictures during the school day, except pursuant to the instruction of the teacher.
2. To video unauthorized content.
3. To record any conversations, except pursuant to the instruction of the teacher.
4. To be used in the classroom without teacher authorization.
5. To make or receive phone calls.
6. Used in any manner that causes noise that would disrupt others or conflict with the student receiving verbal instructions.
7. To contact home about an illness or injury without notifying the school nurse or secretary.

Use of Cell Phones/Technology/Electronic Devices is a privilege not a right. Students are expected to use these devices respectfully and responsibly. If a parent allows a students to bring their personal device, such as a tablet or cell phone, the device must be turned off and placed in the student's locker.

Students violating District procedures for use of electronic devices may have their device confiscated and may be subject to discipline.

The District assumes no liability if these devices are broken, lost or stolen.

STUDENT CODE OF BEHAVIOR AND CONDUCT

The following code sets forth rules prohibiting certain types of student conduct. The Student Code of Conduct is an attempt to list the major rules, but other acts not listed could be disciplined if the act is disruptive to the educational process, hinders other students' learning, or is deemed inappropriate for a school setting. In addition, the Student Code of Conduct governs student activities at all times when such student conduct is reasonably related to health, safety, and welfare of students and/or staff or such conduct would unreasonably interrupt the educational process of Fairlawn Local Schools.

The items in this Code are applicable to all students when under the authority of all school personnel during regular school activities, events, and functions whether on property owned, rented, and/or maintained by the Board of Education, or on property owned, rented, and/or maintained by another party. Additionally, the provision of this Code shall apply to all students if the prohibited act(s) takes place on properties immediately adjacent to school property, within the line of sight of school property, on school transportation, or if the act affects the operation of the school.

This Code shall also be inclusive for the right to exercise authority and for personal and property protection of administrators, teachers, substitute teachers, librarians, teacher and school aides, monitors, school volunteers, tutors, secretaries, cooks, custodians, bus drivers, coaches, or any other authorized school personnel. All disciplinary consequences (except expulsion) are at the discretion of the principal.

Violation by a student of any one or more of the following rules of behavior and conduct may result in disciplinary action(s) which may include, but not limited to: student conference, verbal warning, detention, Saturday School, parental contact by telephone or letter, emergency/disciplinary removal from class, in-school restriction, out of school suspension, alternative school, referral to law enforcement and/or legal authorities, expulsion, or permanent exclusion. A student may be suspended pending the outcome of expulsion proceedings.

A major component of the educational program (at the school) is to prepare students to become responsible citizens by learning how to conduct themselves properly and in accordance with established standards. Students are expected to behave in accordance with Federal, State and local laws and rules and Board policies and Administrative Guidelines, and in a way that respects the rights and safety of others. Staff will take corrective action to discipline a student and/or to modify the student's behavior when a student's behavior does not fall within these parameters.

EXPECTED BEHAVIORS

Students are expected to:

1. act courteously to adults and fellow students;
2. be prompt to school and attentive in class;
3. work cooperatively with others when involved in accomplishing a common goal regardless of the other's ability; race, color, national origin, ancestry, citizenship status, religion, sex, economic status, age, disability or military status
4. complete assigned tasks on time and as directed;
5. help maintain a school environment that is safe, friendly, and productive;
6. act at all times in a manner that reflects pride in self, family, and in the School.

HAZING AND BULLYING

(Harassment, Intimidation and Dating Violence)

Hazing means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.

Throughout this policy the term bullying is used in place of harassment, intimidation and bullying.

Bullying, harassment and intimidation is an intentional written, verbal, electronic or physical act that a student has exhibited toward another particular student more than once. The intentional act also includes violence within a dating relationship. The behavior causes mental or physical harm to the other student and is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student. This behavior is prohibited on school property, on a school bus or at a school-sponsored activity. Students found responsible for harassment, intimidation or bullying by an electronic act may be suspended. Discipline procedures will not infringe on any student's rights under the First Amendment to the Constitution of the United States. When the behavior is sexual harassment, the Title IX sexual harassment grievance process will be followed, if applicable, prior to imposing any discipline that cannot be imposed without resolution of the Title IX process.

Permission, consent or assumption of risk by an individual subjected to hazing, bullying and/or dating violence does not lessen the prohibition contained in this policy.

Prohibited activities of any type, including those activities engaged in via computer and/or electronic communications devices or electronic means, are inconsistent with the educational process and are prohibited at all times. The District educates minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

No administrator, teacher or other employee of the District shall encourage, permit, condone or tolerate any hazing and/or bullying activities. No students, including leaders of student organizations, are permitted to plan, encourage or engage in any hazing and/or bullying.

Administrators, teachers and all other District employees are particularly alert to possible conditions, circumstances or events that might include hazing, bullying and/or dating violence. If any of the prohibited behaviors are planned or discovered, involved students are informed by the discovering District employee of the prohibition contained in this policy and are required to end all such activities immediately. All hazing, bullying and/or dating violence incidents are reported immediately to the principal/designee and appropriate discipline is administered. When employees have actual knowledge that the behavior is sexual harassment, they must contact the Title IX Coordinator.

The Superintendent/designee must provide the Board President with a semiannual written summary of all reported incidents and post the summary on the District's website, to the extent permitted by law.

The administration provides training on the District's hazing and bullying policy to District employees and volunteers who have direct contact with students and by November 30 annually reports to the Ohio Department of Education compliance with this

requirement through the consolidated school mandate report. If the District reports noncompliance, the Superintendent/designee must provide a written explanation to the Board within 30 days explaining this noncompliance and a written plan of action for accurately and efficiently addressing the problem.

Additional training is provided to elementary employees in violence and substance abuse prevention and positive youth development.

District employees, students and volunteers have qualified civil immunity for damages arising from reporting an incident of hazing and/or bullying. Administrators, teachers, other employees and students who fail to abide by this policy may be subject to disciplinary action and may be liable for civil and criminal penalties in compliance with State and Federal law.

No one is permitted to retaliate against an employee or student because he/she files a grievance or assists or participates in an investigation, proceeding or hearing regarding the charge of hazing and/or bullying of an individual.

The prohibition against hazing, dating violence, harassment, intimidation or bullying is publicized in student handbooks and in the publications that set the standard of conduct for schools and students in the District. In addition, information regarding the policy is incorporated into employee handbooks and training materials. When the behavior involves allegations of sexual harassment, the Title IX sexual harassment grievance process will be followed, as applicable. When the behavior is sexual harassment, the Title IX sexual harassment grievance process will be followed, if applicable, prior to imposing any discipline that cannot be imposed without resolution of the Title IX process.

School Personnel Responsibilities and Complaint Procedures

Hazing, bullying behavior and/or dating violence by any student/school personnel in the District is strictly prohibited, and such conduct may result in disciplinary action, up to and including suspension and/or expulsion from school. Hazing, bullying and/or dating violence means any intentional written, verbal, graphic or physical acts, including electronically transmitted acts, either overt or covert, by a student or group of students toward other students/school personnel with the intent to haze, harass, intimidate, injure, threaten, ridicule or humiliate. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school-sponsored activity; in any District publication; through the use of any District-owned or operated communication tools, including but not limited to District email accounts and/or computers; on school-provided transportation or at any official school bus stop.

Hazing, bullying and/or dating violence can include many different behaviors. Examples of conduct that could constitute prohibited behaviors include, but are not limited to:

1. physical violence and/or attacks;
2. threats, taunts and intimidation through words and/or gestures;
3. extortion, damage or stealing of money and/or possessions;
4. exclusion from the peer group or spreading rumors;
5. repetitive and hostile behavior with the intent to harm others through the use of information and communication technologies and other Web-based/online sites (also known as "cyberbullying"), such as the following:
 - a. posting slurs on websites, social networking sites, blogs or personal online journals;
 - b. sending abusive or threatening emails, website postings or comments and instant messages;
 - c. using camera phones to take embarrassing photographs or videos of students and/or distributing or posting the photos or videos online and
 - d. using websites, social networking sites, blogs or personal online journals, emails or instant messages to circulate gossip and rumors to other students.
6. excluding others from an online group by falsely reporting them for inappropriate language to internet service providers.

In evaluating whether conduct constitutes hazing or bullying, special attention is paid to the words chosen or the actions taken, whether such conduct occurred in front of others or was communicated to others, how the perpetrator interacted with the victim and the motivation, either admitted or appropriately inferred.

Teachers and Other School Staff

Teachers and other school staff who witness acts of hazing, bullying and/or dating violence, as defined above, promptly notify the building principal/designee of the event observed, and promptly file a written incident report concerning the events witnessed.

Teachers and other school staff who receive student or parent reports of suspected hazing, bullying and/or dating violence promptly notify the building principal/designee of such report(s). If the report is a formal, written complaint, the complaint is forwarded to the building principal/designee no later than the next school day. If the report is an informal complaint by a student that is received by a teacher or other professional employee, he/she prepares a written report of the informal complaint that is forwarded to the building principal/designee no later than the next school day.

Complaints

1. Formal Complaints

Students and/or their parents or guardians may file reports regarding suspected hazing, harassment, intimidation, bullying and/or dating violence. The reports should be written. Such written reports must be reasonably specific including person(s) involved; number of times and places of the alleged conduct; the target of suspected harassment, intimidation and/or bullying and the names of any potential student or staff witnesses. Such reports may be filed with any school staff member or administrator. They are promptly forwarded to the building principal/designee for review and action.

2. Informal Complaints

Students, parents or guardians and school personnel may make informal complaints of conduct that they consider to be harassment, intimidation and/or bullying by verbal report to a teacher, school administrator or other school personnel. Such informal complaints must be reasonably specific as to the actions giving rise to the suspicion of hazing, harassment, intimidation and/or bullying, including person(s) involved, number of times and places of the alleged conduct, the target of the prohibited behavior(s) and the names of any potential student or staff witness. The school staff member or administrator who receives the informal complaint promptly documents the complaint in writing, including the above information. This written report by the school staff member and/or administrator is promptly forwarded to the building principal/designee for review and action.

3. Anonymous Complaints

Students who make informal complaints as set forth above may request that their name be maintained in confidence by the school staff member(s) and administrator(s) who receive the complaint. The anonymous complaint is reviewed and reasonable action is taken to address the situation, to the extent such action (1) does not disclose the source of the complaint, and (2) is consistent with the due process rights of the student(s) alleged to have committed acts of hazing, bullying and/or dating violence.

4. False Complaints

Students are prohibited from deliberately making false complaints of harassment, intimidation or bullying. Students found responsible for deliberately making false reports of harassment, intimidation or bullying may be subject to a full range of disciplinary consequences.

Intervention Strategies

1. Teachers and Other School Staff

In addition to addressing both informal and formal complaints, school personnel are encouraged to address the issue of hazing, bullying and/or dating violence in other interactions with students.

School personnel may find opportunities to educate students about harassment, hazing, intimidation and bullying and help eliminate such prohibited behaviors through class discussions, counseling and reinforcement of socially appropriate behavior. School personnel should intervene promptly whenever they observe student conduct that has the purpose or effect of ridiculing, humiliating or intimidating another student/school personnel, even if such conduct does not meet the formal definition of harassment, hazing, intimidation or bullying.

2. Administrator Responsibilities

a. Investigation

The principal/designee is notified of any formal or informal complaint of suspected harassment, hazing, intimidation or bullying. Under the direction of the building principal/designee, all such complaints are investigated promptly. A written report of the investigation is prepared when the investigation is complete. The report includes findings of fact, a determination of whether acts of hazing, bullying and/or dating violence were verified, and when prohibited acts are verified, a recommendation for intervention, including disciplinary action, is included in the report. Where appropriate, written witness statements are attached to the report.

Notwithstanding the foregoing, when a student making an informal complaint has requested anonymity, the investigation of such complaint is limited as is appropriate in view of the anonymity of the complaint. Such limitation of the investigation may include restricting action to a simple review of the complaint (with or without discussing it with the alleged perpetrator), subject to receipt of further information and/or the withdrawal by the complaining student of the condition that his/her report be anonymous.

When hazing and/or bullying is based on race, color, national origin, sex, or disability, and the behavior creates a hostile environment, the applicable nondiscrimination grievance procedures are implemented where applicable.

b. Non disciplinary Interventions

When verified acts of hazing, bullying and/or dating violence are identified early and/or when such verified acts do not reasonably require a disciplinary response, students may be counseled as to the definition of the behavior, its prohibition and their duty to avoid any conduct that could be considered harassing, hazing, intimidating and/or bullying.

If a complaint arises out of conflict between students or groups of students, peer mediation may be considered. Special care, however, is warranted in referring some cases to peer mediation. A power imbalance may make the process intimidating for the victim and therefore inappropriate. The victim's communication and assertiveness skills may be low and could be further eroded by fear resulting from past intimidation and fear of future intimidation. In such cases, the victim should be given additional support. Alternatively, peer mediation may be deemed inappropriate to address the concern.

c. Disciplinary Interventions

When acts of harassment, intimidation and bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences. Discipline procedures will not infringe on any student's rights under the First Amendment to the Constitution of the United States.

Anonymous complaints that are not otherwise verified, however, cannot provide the basis for disciplinary action.

In and out-of-school suspension may be imposed only after informing the accused perpetrator of the reasons for the proposed suspension and giving him/her an opportunity to explain the situation.

Expulsion may be imposed only after a hearing before the Board, a committee of the Board or an impartial hearing officer designated by the Board in accordance with Board policy. This consequence is reserved for serious incidents of harassment, intimidation or bullying and/or when past interventions have not been successful in eliminating prohibited behaviors.

Allegations of criminal misconduct are reported to law enforcement, and suspected child abuse is reported to Child Protective Services, per required time lines.

Report to the Custodial Parent or Guardian of the Perpetrator

If, after investigation, acts of harassment, intimidation and bullying by a specific student are verified, the building principal/designee notifies the custodial parent or guardian of the perpetrator, in writing, of that finding. If disciplinary consequences are imposed against such student, a description of such discipline is included in such notification.

Strategies are developed and implemented to protect students from new or additional harassment, intimidation or bullying, and from retaliation following reporting of incidents.

Reports to the Victim and His/her Custodial Parent or Guardian

If, after investigation, acts of bullying or hazing against a specific student are verified, the building principal/designee notifies the custodial parent/guardian of the victim of the finding.

In providing such notification, care must be taken to respect the statutory privacy rights of the perpetrator.

Bullying matters, including the identity of both the charging party and the accused, are kept confidential to the extent possible. Although discipline may be imposed against the accused upon a finding of guilt, retaliation is prohibited.

School administrators shall notify both the custodial parents or guardians of a student who commits acts of harassment, intimidation, bullying and/or dating violence and the custodial parents or guardians of students against whom such acts were committed, and shall allow access to any written reports pertaining to the incident, to the extent permitted by law.

Police and Child Protective Services

In addition to, or instead of, filing a complaint through this policy, a complainant may choose to exercise other options including, but not limited to, filing a complaint with outside agencies or filing a private lawsuit. Nothing prohibits a complainant from seeking redress under any other provision of State law or common law that may apply.

The District must also investigate incidents of hazing, bullying and/or dating violence for the purpose of determining whether there has been a violation of District policy or regulations, even if law enforcement and/or the public children's services are also investigating. All District personnel must cooperate with investigations by outside agencies.

SEXUAL HARASSMENT

The District does not discriminate on the basis of sex in any education program or activity that it operates, including admission and employment. The District is required by Title IX of the Education Amendments of 1972 and the regulations promulgated through the U.S. Department of Education not to discriminate in such a manner. Inquiries about the application of Title IX to the District may be referred to the District's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both.

The Board designates the following individual to serve as the District's Title IX Coordinator:

Title: Superintendent
Address: 18800 Johnston Road, Sidney, Ohio 45365
Phone number: 937-492-5930
Email: holtzapple@fairlawn.k12.oh.us

Any person may report sex discrimination, including sexual harassment, at any time, including during non-business hours. Such a report may be made in person, by mail, by telephone or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

For purposes of this policy and the grievance process, "sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

1. A District employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the District's education program or activity or
3. "Sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8) or "stalking" as defined in 34 USC 12291(a)(30).

When the harassment or discrimination on the basis of sex does not meet the definition of sexual harassment, the Title IX Coordinator directs the individual to the applicable sex discrimination process for investigation.

Retaliation Prohibited

The District prohibits intimidation, threats, coercion or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation proceeding or hearing, if applicable. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation.

Confidentiality

The District must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any individual who has been alleged to be the victim or perpetrator of conduct that could constitute sexual harassment, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA) or as required by law, or to carry out the purposes of the Title IX regulations, including the conduct of any investigation, hearing or judicial proceeding arising thereunder.

Notice Requirements

The District provides notice to applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees and the union(s) with the name or title, office address, email address and telephone number of the Title IX Coordinator and notice of the District grievance procedures and process, including how to report or file a complaint of sex discrimination, how to file a formal complaint of sexual harassment and how the District will respond. The District also posts the Title IX Coordinator's contact information and Title IX policies and procedures in a prominent location on the District website and in all handbooks made available by the District.

Training Requirements

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receives training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process including hearings, appeals and informal resolution processes, when applicable, and how to serve impartially including by avoiding prejudgment of the facts at issue, conflicts of interest and bias. The District also ensures that decision-makers and investigators receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant as set forth in the formal procedures that follow, and training on any technology to be used at a live hearing, if applicable. Investigators also receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. All materials used to train individuals who receive training under this section must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment and are made publicly available on the District's website.

Conflict of Interest and Bias

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process do not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Determination of Responsibility

The individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment is presumed not responsible for alleged conduct. A determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation in accordance with the process outlined in the accompanying regulation. No disciplinary sanctions will be imposed unless and until a final determination of responsibility is reached.

SEXUAL HARASSMENT GRIEVANCE PROCESS

The Board requires the following grievance process to be followed for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited as sexual harassment by Title IX. The Board directs the process to be published in accordance with all statutory and regulatory requirements.

Definitions

The following definitions apply for Title IX policies and procedures:

“Actual knowledge:” notice of sexual harassment or allegations of sexual harassment to the District’s Title IX Coordinator or any official of the District who has authority to institute corrective measures on behalf of the District, or to any employee of an elementary or secondary school.

“Education program or activity:” includes locations, events or circumstances over which the District exercised substantial control over both the individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment, and the context in which the sexual harassment occurs.

“Complainant:” an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

“Respondent:” an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

“Formal complaint:” a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the District investigate the allegation of sexual harassment.

“Supportive measures:” non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available and without fee or charge to the Complainant or Respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

District Requirements

When the District has actual knowledge of sexual harassment in an education program or activity of the District, the District will respond promptly in a manner that is not deliberately indifferent. When the harassment or discrimination on the basis of sex does not meet the definition of sexual harassment, the Title IX Coordinator will direct the individual to the applicable sex discrimination process for investigation.

The District treats individuals who are alleged to be the victim (Complainant) and perpetrator (Respondent) of conduct that could constitute sexual harassment equitably by offering supportive measures. Supportive measures are designed to restore or preserve equal access to the District’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District’s educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, mutual restrictions on contact between the parties, leaves of absence, increased security and monitoring of certain areas of the District’s property, campus escort services, changes in work locations and other similar measures.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Upon the receipt of a complaint, the Title IX Coordinator must promptly contact the Complainant to discuss the availability of supportive measures, consider the Complainant’s wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint. If the District does not provide the Complainant with supportive measures, then the District must document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

Timelines

The District has established reasonably prompt time frames for the conclusion of the grievance process, including time frames for filing and resolving appeals and informal resolution processes. The grievance process may be temporarily delayed or extended for good cause. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. In the event the grievance process is temporarily delayed for good cause, the District will provide written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action.

Response to a Formal Complaint

At the time of filing a formal complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the District with which the formal complaint is filed. A formal complaint may be filed with the Title IX Coordinator in person, by mail, by electronic mail, or other means designated by the District.

The District must follow the formal complaint process before the imposition of any disciplinary sanctions or other actions that are not supportive measures. However, nothing in this policy precludes the District from removing a Respondent from the District's education program or activity on an emergency basis, provided that the District undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal. Nor does it preclude the District from placing a non-student employee Respondent on administrative leave during the pendency of the grievance process. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

Upon receipt of a formal complaint, the District must provide written notice to the known parties including:

1. Notice of the allegations of sexual harassment, including information about the identities of the parties involved in the incident, the conduct allegedly constituting sexual harassment, the date and location of the alleged incident, and any sufficient details known at the time. Such notice must be provided with sufficient time to prepare a response before any initial interview;
2. An explanation of the District's investigation procedures, including any informal resolution process;
3. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation;
4. Notice to the parties that they may have an advisor of their choice who may be, but is not required to be, an attorney, and may inspect and review any evidence and
5. Notice to the parties of any provision in the District's code of conduct or policy that prohibits knowingly making false statements or knowingly submitting false information.

If, in the course of an investigation, the District decides to investigate allegations about the Complainant or Respondent that are not included in the notice initially provided, notice of the additional allegations must be provided to known parties.

The District may consolidate formal complaints as to allegations of sexual harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

Investigation of a Formal Complaint

When investigating a formal complaint and throughout the grievance process, the District must:

1. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the District and not the parties';
2. Provide an equal opportunity for the parties to present witnesses and evidence;
3. Not restrict either party's ability to discuss the allegations under investigation or to gather and present relevant evidence;

4. Allow the parties to be accompanied with an advisor of the party's choice who may be, but is not required to be, an attorney. The District may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties;
5. Provide written notice of the date, time, location, participants, and purpose of any interview or meeting at which a party is expected to participate, with sufficient time for the party to prepare to participate;
6. Provide the parties equal access to review all the evidence collected which is directly related to the allegations raised in a formal complaint and comply with the review periods outlined in this process;
7. Objectively evaluate all relevant evidence without relying on sex stereotypes;
8. Ensure that Title IX Coordinators, investigators, decision-makers and individuals who facilitate an informal resolution process, do not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent;
9. Not make credibility determinations based on the individual's status as Complainant, Respondent or witness;
10. Not use questions or evidence that constitute or seek disclosure of privileged information unless waived.

Dismissal of Formal Complaints

If the conduct alleged in the formal complaint would not constitute sexual harassment even if proved, did not occur in the District's education program or activity, or did not occur against a person in the United States, then the District must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under this policy.

The Title IX Coordinator also may dismiss the formal complaint or any allegations therein at any time during the investigation or hearing, if applicable, when any of the following apply:

1. a Complainant provides written notification to the Title IX Coordinator that the Complainant would like to withdraw the formal complaint or any allegations therein;
2. the Respondent is no longer enrolled or employed by the District or
3. specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon dismissal, the Title IX Coordinator promptly sends written notice of the dismissal and the reasons for dismissal simultaneously to both parties.

Evidence Review

The District provides both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation. The evidence provided by the District must include evidence that is directly related to the allegations in the formal complaint, evidence upon which the District does not intend to rely in reaching a determination regarding responsibility, and any inculpatory or exculpatory evidence whether obtained from a party or other source. Prior to completion of the investigative report, the Title IX Coordinator must send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy. The parties have 10 calendar days to submit a written response to the Title IX Coordinator, which the investigator will consider prior to completion of the investigative report.

Investigative Report

The investigator must prepare an investigative report that fairly summarizes relevant evidence and send the report to the Title IX Coordinator. The Title IX Coordinator must send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. The parties have 10 calendar days to submit a written

response to the Title IX Coordinator.

Decision-Maker's Determination

The investigative report is submitted to the decision-maker. The decision-maker cannot be the same person(s) as the Title IX Coordinator or the investigator. The decision-maker cannot hold a hearing or make a determination regarding responsibility until 10 calendar days from the date the Complainant and Respondent receive the investigator's report.

Prior to reaching a determination regarding responsibility, the decision-maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. Questions must be submitted to the Title IX Coordinator within three calendar days from the date the Complainant and Respondent receive the investigator's report.

The decision-maker must issue a written determination regarding responsibility based on a preponderance of the evidence standard. The decision-maker's written determination must:

1. Identify the allegations potentially constituting sexual harassment;
2. Describe the procedural steps taken, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
3. Include the findings of fact supporting the determination;
4. Draw conclusions regarding the application of any District policies and/or code of conduct rules to the facts;
5. Address each allegation and a resolution of the complaint including a determination regarding responsibility, the rationale therefor, any recommended disciplinary sanction(s) imposed on the Respondent, and whether remedies designed to restore or preserve access to the educational program or activity will be provided by the District to the Complainant and
6. Explain the procedures and permissible bases for the Complainant and/or Respondent to appeal the determination.

A copy of the written determination must be provided to both parties simultaneously, and generally will be provided within 60 calendar days from the District's receipt of a formal complaint.

The determination regarding responsibility becomes final either on the date that the District provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Where a determination of responsibility for sexual harassment has been made against the Respondent, the District will provide remedies to the Complainant that are designed to restore or preserve equal access to the District's education program or activity. Such remedies may include supportive measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. The Title IX Coordinator is responsible for effective implementation of any remedies. Following any determination of responsibility, the District may implement disciplinary sanctions in accordance with State or Federal law and or/the negotiated agreement. For students, the sanctions may include disciplinary action, up to and including permanent exclusion. For employees, the sanctions may include any form of responsive discipline, up to and including termination.

Appeals

Either the Complainant or Respondent may appeal the decision-maker's determination regarding responsibility or a dismissal of a formal complaint, on the following bases:

1. Procedural irregularity that affected the outcome of the matter;

2. New evidence that was not reasonably available at the time that could affect the outcome and
3. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent that affected the outcome.

The request to appeal must be made in writing to the Title IX Coordinator within seven calendar days after the date of the written determination. The appeal decision-maker must not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent and cannot be the Title IX Coordinator, the investigator, or the decision-maker from the original determination.

The appeal decision-maker must notify the other party in writing when an appeal is filed and give both parties a reasonable equal opportunity to submit a written statement in support of, or challenging, the outcome. After reviewing the evidence, the appeal decision-maker must issue a written decision describing the result of the appeal and the rationale for the result. The decision must be provided to both parties simultaneously, and generally will be provided within 10 calendar days from the date the appeal is filed.

Informal resolution process

Except when concerning allegations that an employee sexually harassed a student, at any time during the formal complaint process and prior to reaching a determination regarding responsibility, the District may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and determination of responsibility, provided that the District:

1. Provides to the parties a written notice disclosing:
 - a. The allegations;
 - b. The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the Title IX formal complaint process with respect to the formal complaint and
 - c. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
2. Obtains the parties' voluntary, written consent to the informal resolution process.

The informal resolution process generally will be completed within 30 calendar days, unless the parties and the Title IX Coordinator mutually agree to temporarily delay or extend the process. The formal grievance process timelines are stayed during the parties' participation in the informal resolution process. If the parties do not reach resolution through the informal resolution process, the parties will resume the formal complaint grievance process, including timelines for resolution, at the point they left off.

Recordkeeping

The District must maintain for a period of seven years records of:

1. Each sexual harassment investigation, including any determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to the District's education program or activity;
2. Any appeal and the result therefrom;
3. Any informal resolution and the result therefrom and
4. All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. The District must make these training materials publicly available on its website.

The District must create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the District's education program or activity.

CODE OF CONDUCT VIOLATION CATEGORIES

1. Abuse of Others

No student shall use, direct, or display to or about, a school employee (on or off school property) or student such words, phrases, or actions which are considered to be racial, ethnic or sexual slurs, slanderous, disrespectful, or degrading in nature and/or obscene, profane, or inappropriate as defined by school administration.

2. Aiding and Abetting

A student shall not in any way knowingly aid or abet another student who is violating the Code of Conduct. Students behaving in this manner will be disciplined according to the consequences for the rule being violated by the other student. This includes providing false information or opening outside doors to anyone during school hours.

3. Alcohol, Drugs, and Narcotics

No student shall possess, use, handle, give, store, conceal, offer to sell, sell, transmit, acquire, buy, represent, make, apply, or show signs of consumption of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, tranquilizer, prescription drug, over-the-counter medication (without administrative approval), counterfeit or look alike controlled substances, steroids, alcoholic beverages, intoxicant, solvent, gas, or mood altering substance/chemical. No student shall possess, use, handle, conceal, offer to sell, sell, deliver, transmit, buy or make an instrument used for drug abuse or paraphernalia including but not limited to rolling papers, roach clips, pipes, hypodermic needles, etc. Items to be searched include, but are not limited to, book bags, wallets, purses, cars, lockers, etc.

Violations may result in automatic suspension of 10 days out-of-school minimum. Students may be referred for prosecution for this type of violation.

For any violations involving alcohol or other drugs, law enforcement authorities (possible charges) and/or the Department of Motor -Vehicles officials (possible suspension of driving privileges) may be contacted.

4. Physically assaulting a staff member/student/person associated with the District.

Acting with intent to cause fear in another person of immediate bodily harm or death, or intentionally bullying, inflicting or attempting to inflict bodily harm upon another person. Physical assault of a staff member, student, or other person associated with the District, regardless of whether it causes injury, will not be tolerated. Any intentional, harmful or potentially harmful physical contact or bullying initiated by a student against a staff member will be considered to be assault. Assault may result in criminal charges and may subject the student to expulsion.

5. Bomb Threats, and other false alarms and reports

-Making a bomb threat (i.e., intentionally giving a false alarm of a bomb) against a school building or any premises at which a school activity is being held at the time the threat is made may result in expulsion for a period of up to one (1) school year. Additionally, intentionally giving a false alarm of a fire, or tampering or interfering with any fire alarm is prohibited. It should be remembered that false emergency alarms or reports endanger the safety forces that are responding to the alarm/report, the citizens of the community, and the persons in the building. What may seem like a prank, is a dangerous stunt that is against the law and will subject the student to disciplinary action.

5. Hazing/Bullying/Dating Violence

Hazing, bullying dating violence prohibited in accordance with board adopted policy and may be disciplined for such.

6. Cell Phones and Other Electronic Devices

No student during the school day shall use or possess his/her personal technology devices or other electronic or battery operated devices outside of the permissible areas/times as described by the Principal. This includes cell phones, laser pointers, computers, cameras and other electronic devices.

The school's cell phone and electronics policy is as follows:

1st Offense –Detention

2nd Offense –Detention

3rd Offense and beyond– ISR and/or suspension

Violations may result in the device being confiscated. Refusal to comply with a request to confiscate the device will be considered insubordination and may result in an additional consequence.

7. Cheating/Plagiarism

Cheating and/or plagiarism is considered to be any work that is copied or taken from another source and submitted for benefit of a grade or provided to another student. Disciplinary action will be taken based on the knowledge of all the circumstances surrounding the incident and determination that it is more probable than not that cheating and/or plagiarism occurred.

1st Offense Student will receive a 0/F on the assignment, quiz, test, project, etc.; the parent will be notified by the teacher; and the student will serve 3 lunch detentions.

2nd Offense Student will receive a 0/F on the assignment, quiz, test, project, etc.; the parent will be notified by the principal; and the student will serve 1 day of ISR

3rd Offense and beyond Student will receive a 0/F on the assignment, quiz, test, project, etc.; the parent will be notified by the principal; and the student will receive ISR and/or an out of school suspension

8. Damage to Property

No student shall at any time destroy or deface property or equipment of the school district or the personal property of another person. Restitution for damages may be required.

9. Dress and Grooming Guidelines

School dress should enhance a positive image of the students and the District and not threaten the health, welfare and safety of the members of the student body. Any form of dress or grooming that attracts undue attention, prompting a disruption of the learning environment or violating the previous statement, is unacceptable.

Requirements include the following.

- a. Dress and grooming standards require cleanliness in the interest of health, sanitary conditions and safety requirements.
- b. When a student is participating in school activities, his/her dress and grooming must not disrupt his/her performance or that of other students or constitute a health threat to himself/herself or other students.
- c. Dress and grooming are not such as to disrupt the teaching/learning process.

The following statements are intended to provide *minimal guidelines* for a standard of student dress and grooming. The major responsibility for meeting these standards is established at home. Student dress and grooming must meet conventional standards of dress and modesty during all school functions. Students who violate the student dress and grooming guidelines will be instructed to remedy the situation and may be subject to further disciplinary action.

1. Students should make every attempt to be clean and well-groomed at all times. Attempts by student to call undue attention to themselves by unusual, bizarre, or revealing dress will not be permitted. Students should dress that does not cause a health or safety threat. (shop class, etc.)
2. Clothing with profane, suggestive, or questionable pictures and/or lettering is prohibited.
3. Clothing should be worn as designed and should not display inappropriate parts of the body or undergarments. (no bra straps, cutoffs, or sagging pants)
4. While on field trips, the teacher/chaperones in charge will determine the mode of dress appropriate.
5. Shorts, skirts, or dresses are not permitted unless they are appropriate length. The clothing must extend past the tip of the middle finger when arms are extended to the side.
6. Students must wear a sleeved shirt over tank tops, or spaghetti strapped shirts, cut out backs, lace backs/sleeves, V-dipped backs. Shirts must come below the belt line and no cleavage is to show. When a student is sitting or walking down the hall, or when the student's hand is raised, the shirt should cover the midriff region including the backside.
7. Tank tops are not to be worn; unless covered by another shirt - shoulders are to be covered.
8. Shoes must be worn at all times.
9. No hats or head coverings of any kind unless it is a special school activity day authorized by the administration.
10. Items, such as dog chokers, dangling chains, jewelry with sharp points (i.e. studded collars, bracelets, and ear tapers) are prohibited.

11. Wearing coats is not permitted unless approved by the administration due to temperature problems in the building. A coat is anything considered outerwear. If question arise, the administration will make the final determination about what is or is not a coat.
12. Shorts and pants with pictures or writing across the seat are unacceptable.

The administration reserves the right to determine if a violation of the dress code has occurred.

10. Extortion/Shakedown

Extortion is the use of threat, intimidation, force, or deception to take, or receive something from someone else. Extortion is against the law.

11. Fighting

Engaging in adversarial physical contact (differentiated from poking, pushing, shoving or scuffling) in which one or the other party(ies) or both contributed to the situation by verbally instigating a fight and/or physical action. Promoting or instigating a fight (i.e., contributing to a fight verbally or through behavior).

12. Forgery, Removing or Altering Student Records and/or Office Forms

Students shall not be involved in any form of forgery. No student shall remove any student record from its official place or deposit without permission of the record custodian or alter school forms in any way. No student shall inappropriately use computers and/or computer programs.

13. Gambling

No student shall participate in gambling of any kind. All material will be confiscated and returned only to a parent.

14. Gang Policy

The Fairlawn Local School District recognizes that a school must create a safe environment conducive to learning. The presence of school gangs disrupts the environment by threatening the safety of students and by disrupting the academic process. As a result, the Fairlawn Local School District bars all gangs, gang related activity, and gang related clothing from school buildings and property. A record of all known gangs and members of such gangs will be shared with local law enforcement officials. Gangs, gang activity, and wearing of gang clothing may be dealt with severely through suspension and/or expulsion.

15. Leaving School Property

No student shall leave school property or assigned educational location once he/she has come under the supervision of a school employee or entered onto school property prior to specified dismissal times without an administrator's permission. In addition, no student shall leave the building during the school day without prior approval from an administrator; this includes leaving early following a special event or assembly.

16. Loitering/Off Limits

No student shall loiter in off limits or unauthorized areas of the school grounds before or after school. Only under the supervision of a school staff employee will students be permitted in the weight room or gymnasium.

17. Non-compliance - Insubordination

No student shall disobey directions of administrators, teachers, substitute teachers, student teachers, teacher aides, bus drivers, or other school personnel who are authorized to give such directions during any specific period of time when they are subject to the authority of such school personnel. Also, no student shall falsify information to a staff member or administrator.

18. Sexual Harassment

Every student at Fairlawn has the right to be treated with dignity and respect. Unwanted advances, either verbal or physical, should be reported immediately to the office. All sexual harassment complaints will be managed in compliance with required Title IX sexual harassment policies and procedures.

19. State Assessment Security

If a student has been found to have cheated or otherwise violated state assessment security, he/she is subject to suspension or expulsion from school and the results of his/her tests will be nullified. Personal electronic devices are prohibited by state law at all state testing sites.

20. Suggestive, Obscene, Lewd, and Violent Materials

No student shall possess and/or present to a teacher or others any material that is suggestive, offensive, obscene, lewd, or violent as defined by school administration. Students shall not search for this material using the school network or devices.

21. Theft/Possession of Stolen Property

No student shall attempt to steal or possess stolen property or equipment of the school district or the personal property of another person while under the school's jurisdiction.

22. Tobacco

No student shall possess, use, handle, give, store, conceal, offer to sell, sell, transmit, acquire, buy, represent, make, apply, or show signs of consumption of any tobacco products. The Board prohibits the smoking, use or possession of tobacco in any form by any student in any area or vehicle under the control of the District or at any activity supervised by any school within the District.

"Tobacco" is defined as any product made or derived from tobacco or containing any form of nicotine, if it is intended for human consumption or is likely to be consumed, whether smoked, heated, chewed, absorbed, dissolved, inhaled or ingested by any other means including but not limited to: any lighted or unlighted cigarette, cigar, pipe, bidi, clove cigarette, alternative nicotine products, electronic smoking devices, vapor products, any other smoking product, and spit tobacco, also known as smokeless, dip, chew, and snuff, in any form.

1st Offense Student may receive a three day in school restriction

2nd Offense Student may receive a five day out of school suspension

3rd Offense Student may receive a ten day out of school suspension with a recommendation for expulsion.

23. Unauthorized Publication (Non-School Sponsored)

No student shall publish or distribute publications of matter, which is, in the constitutional sense, considered unprivileged, libelous, or obscene. No posters or writings shall be displayed without prior administrative approval.

24. Use and/or possession of a weapon or firearm

The Board is committed to providing the students of the District with an educational environment that is free of the dangers of firearms, knives and other weapons.

The definition of a firearm is any weapon (including a starter gun) which is designed to or may readily be converted to expel a projectile by the action of an explosive; the frame or receiver of any such weapon; any firearm muffler or firearm silencer or any destructive device (as defined in 18 U.S.C.A. Section 921) that includes any explosive, incendiary or poisonous gas, bomb, grenade, rocket having a propellant charge of more than four ounces, missile having an explosive or incendiary charge of more than one-quarter ounce, mine or device similar to any of the devices described above. A knife is defined as a cutting instrument having a sharp blade that is capable of causing serious bodily injury.

Unless a student is permanently excluded, the Superintendent shall expel a student from school for a period of one year for bringing a firearm or knife to a school within the District or onto any other property owned or controlled by the Board, or for possessing a firearm or knife at a school or on any other property owned or controlled by the Board, which firearm or knife was initially brought onto school property by another person, except that the Superintendent may reduce this requirement on a case-by-case basis in accordance with this policy. Any such expulsion shall extend, as necessary, into the school year following the school year in which the incident that gives rise to the expulsion takes place.

Matters that might lead to a reduction of the expulsion period include the student's mental and/or physical characteristics or conditions, the age of the student and its relevance to the punishment, the prior disciplinary history of the student and/or the intent of the perpetrator.

A student may be expelled for up to one year for firearm-related or knife-related incidents occurring off school property while at a school-sponsored interscholastic competition, extracurricular event or other school-sponsored activity.

A student suspended, expelled, removed or permanently excluded from school for misconduct involving a firearm or knife also loses his/her driving privileges. The District must notify the county juvenile judge and registrar of motor vehicles within two weeks of the suspension, expulsion or permanent exclusion.

The Board prohibits students from knowingly possessing an object on school premises, in a school or a school building, at a school activity or on a school vehicle if both of the following apply.

- a. The object is indistinguishable from a firearm, whether or not the object is capable of being fired.
- b. The person indicates that the person possesses the object and that it is a firearm, or the person knowingly displays or brandishes the object and indicates that it is a firearm.

☒

- c. As defined by State law and for purposes of this policy, an “object that is indistinguishable from a firearm” means an object made, constructed or altered so that, to a reasonable person without specialized training in firearms, the object appears to be a firearm.

☒

- d. Students found in violation of numbers 1 and 2 above may be reported to the local law enforcement authority and may be prosecuted under State criminal statutes, as well as disciplined in accordance with the provisions of the District’s student code of conduct and State law.

25. Use of Technology

Students will follow the Technology User Policy for Students whenever using technology on Fairlawn property or when using a Fairlawn device. Violations may result in consequences.

26. Terroristic Threats

Students will not make threats to commit an act at school or towards school personnel or other students that would reasonably result in death, terror, serious injury, or serious physical property damage. This includes threats made online or on any form of social media. Violations may result in up to 10 days of out of school suspension with referral for expulsion.

27. Other Behaviors

Other behaviors not specifically defined elsewhere but cause a disruption to the safe and orderly operation of the school are prohibited and are subject to discipline.

28. Recess Behavior

Leadership behaviors are expected on the playground as well as in the classroom. Below are the positive actions needed to maintain a safe area:

- a. Work together when playing games.
- b. Give others their personal space.
- c. Share equipment. Taking turns with others shows that you put others before yourself.
- d. Disagreements will happen. Try and work the problem out yourself before going to an adult for help.
- e. Include everyone in your games. As a family, we accept all who want to play.
- f. Show respect for all who are with you at recess. If you want to say something mean, don’t say anything at all.

BEHAVIOR CONSEQUENCES

It shall be the decision of the appropriate school administrator as to which corrective measures are appropriate or adequate, after carefully weighing all the facts and circumstances pertaining to an incident of misconduct and in light of the student’s past record of behavior. The action may include, but is not limited to, loss of school privileges, after school detention, assigned to after school program, out-of-school suspension, emergency removal from school, or expulsion.

DETENTION POLICY

Detentions may be assigned in multiple formats and times. Students/ parents will be given at least 2 days’ notice before an after school detention is assigned. If the original detention is skipped, **the detention will be doubled. If there are further issues with serving these detentions, ISR may be issued.**

SATURDAY SCHOOL ASSIGNMENT

A student may be required by an administrator to attend a Saturday School. Saturday School is held from 8:00 a.m. until 11:00 a.m. Parents are responsible for providing transportation.

IN-SCHOOL RESTRICTION (ISR)

A student may be assigned time for discipline infractions in a supervised learning environment. Teachers send assignments for students to complete so that credit for work completed may be given while the student serves the designated amount of time.

OUT-OF-SCHOOL SUSPENSION

The Superintendent, principals, assistant principals and other designated administrators may suspend a student from school for disciplinary reasons outlined in the student code of conduct. A student cannot be suspended from school solely because of unexcused absences. When an employee has actual knowledge that the behavior is sexual harassment, the Title IX Coordinator must be contacted. The Title IX sexual harassment grievance process will be followed, if applicable, prior to imposing any discipline that cannot be imposed without resolution of the Title IX process.

During such time that a student is suspended out-of-school, he/she is not allowed on school property.

No period of suspension is for more than 10 school days. If, at the time a suspension is imposed, fewer than 10 days remain in the school year, the Superintendent cannot apply any or all of the period of suspension to the following year.

The Superintendent may instead require a student to perform community service or another alternative consequence for the number of hours remaining in the student's suspension. The Board directs the Superintendent to develop a list of alternative consequences that may be used. If the student is required to perform community service or another alternative consequence during the summer, he/she will be required to begin serving the consequence during the first full weekday of summer break. If a student fails to complete the community service or assigned alternative consequence, the Superintendent may determine the next course of action but still cannot require the student to serve the remaining time of the out-of-school suspension at the beginning of the following school year.

The District permits students to complete any classroom assignments missed due to suspension. Students will receive at least partial credit upon completion of any assignment missed due to suspension. The Board directs the Superintendent to develop written procedures for completing and grading these assignments. Grade reductions are permitted, but students will not receive a failing grade on a completed assignment solely due to the student's suspension.

It is the student's responsibility to get the work they missed and be ready to turn it in as soon as their suspension is complete.

The guidelines listed below are followed for all out-of-school suspensions.

1. The student is informed in writing of the potential suspension and the reasons for the proposed action.
2. The student is provided an opportunity for an informal hearing to challenge the reason for the intended suspension and explain his/her actions.
3. An attempt is made to notify the parent(s) by telephone if a suspension is issued.
4. Within one school day, a letter is sent to the parent(s) stating the specific reasons for the suspension and including notice of the right to appeal such action.
5. Notice of this suspension is sent to the:
 - A. Superintendent and
 - B. student's school record (not for inclusion in the permanent record).
6. Permanent Exclusion — If the offense is one for which the District may seek permanent exclusion, the notice contains that information.

Appeal Procedure

Should a student or a student's parent(s) choose to appeal the principal's suspension, he/she must do so within 10 calendar days of the notice of suspension. The appeal shall be in writing and made to the Superintendent. The student may be excluded from school during the appeal process.

Appeal to the Court

Under State law, appeal of the Board's or its designee's decision may be made to the Court of Common Pleas.

EMERGENCY REMOVAL

If a student's presence poses a continuing danger to persons or property or an ongoing threat of disrupting the academic process, the Superintendent, principal, assistant principal or personnel employed to direct, supervise or coach a student activity

program may remove the student from the premises. When the behavior is sexual harassment as defined by Title IX regulations, the student may be removed on an emergency basis, provided that the District undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the student with notice and an opportunity to challenge the decision immediately following the removal.

If either suspension or expulsion is contemplated, a due process hearing is held on the next school day after the removal is ordered. Written notice of the hearing and the reason for removal and any intended disciplinary action is given to the student as soon as practicable prior to the hearing. The student has the opportunity to appear at an informal hearing before the principal, assistant principal and the Superintendent/designee and has the right to challenge the reasons for the removal or otherwise explain his/her actions. The person who ordered or requested the removal is present at the hearing. Within one school day of the decision to suspend, written notification is given to the parent(s) of the student. This notice includes the reasons for the suspension and the right of the student or parent(s) to appeal to the Superintendent/designee.

If the Superintendent or principal reinstates a student prior to the hearing for emergency removal, the teacher may request, and is given, written reasons for the reinstatement. The teacher cannot refuse to reinstate the student.

In an emergency removal, a student can be kept from class until the matter of the alleged misconduct is disposed of either by reinstatement, suspension or expulsion.

In all cases of normal disciplinary procedures in which a student is removed from a curricular or extracurricular activity for less than 24 hours and is not subject to further suspension or expulsion, due process requirements do not apply.

EXPULSION

Only the Superintendent may expel a student. Expulsion is the removal of a student for more than 10 days, but not more than one year. An expulsion can extend beyond the end of the school year if there are fewer school days than expulsion days remaining. The Superintendent may apply any remaining part or all of the period of the expulsion to the following school year.

The Superintendent may require a student to perform community service in conjunction with or in place of an expulsion. The Board may adopt guidelines to permit the Superintendent to impose a community service requirement beyond the end of the school year in lieu of applying the expulsion into the following school year.

At times, the behavior of a student can be considered so serious as to justify total removal from the educational program for a prolonged period of time. Actions meriting expulsion are outlined in the student code of conduct. A student cannot be expelled from school solely because of unexcused absences. When an employee has actual knowledge that the behavior is sexual harassment, the Title IX Coordinator must be contacted. The Title IX sexual harassment grievance process will be followed, if applicable, prior to imposing any discipline that cannot be imposed without resolution of the Title IX process.

The Superintendent shall give the student and parent(s) written notice of the intended expulsion, including reasons for the intended expulsion. The student and parent(s) or representative have the opportunity to appear on request before the Superintendent/designee to challenge the action or to otherwise explain the student's actions. This notice shall state the time and place to appear, which must not be fewer than three days nor more than five days after the notice is given.

Within 24 hours of the expulsion, the Superintendent shall notify the parent(s) of the student and the Treasurer.

The notice shall include the reasons for the expulsion, the right of the student or parent(s) to appeal to the Board or its designee, the right to be represented at the appeal and the right to request that the hearing be held in executive session.

The Superintendent will initiate expulsion proceedings against a student who has committed an act that warrants expulsion even if the student withdraws from school before the Superintendent has held the hearings or made the decision to expel the student.

Permanent Exclusion

If the offense is one for which the District may seek permanent exclusion, the notice shall contain that information.

Appeal to the Board

A student or a student's parent(s) may appeal the expulsion by the Superintendent to the Board or its designee. The expulsion appeal must be within 14 calendar days after the notice of intent to expel was provided to the student, parent, guardian or custodian. The appeal request shall be in writing to the Treasurer and at the request of the student or of the student's parent(s) or attorney, the meeting may be held in executive session. The student may be represented in all such appeal proceedings and is granted a hearing before the Board or its designee. All witnesses are sworn and a verbatim record is kept of the hearing. The decision of the Board shall be acted upon at a public meeting. The student may be excluded from school during the appeal process.

Appeal to the Court

Under State law, the decision of the Board may be further appealed to the Court of Common Pleas.

Any student who is expelled from school for more than 20 days or into the following semester or school year is referred to an agency that works towards improving the student's attitudes and behavior. The Superintendent provides the student and his/her parent(s) with the names, addresses and telephone numbers of the public and private agencies providing such services.

PERMANENT EXCLUSION

When the behavior is sexual harassment, the Title IX sexual harassment grievance process will be followed, if applicable, prior to imposing any discipline that cannot be imposed without resolution of the Title IX process.

Any building administrator witnessing, or having knowledge of, one of these acts must report the incident to the Superintendent within 24 hours, whether or not the student is over 16 years of age.

If the Superintendent receives notification that a student has been found guilty of or is adjudicated delinquent for any of the listed offenses, a determination must be made whether the student's continued attendance endangers the health and safety of other students or employees or whether the student's attendance poses a danger of disruption to the graded course of study. If the Superintendent determines that either danger exists, he/she may recommend that the Board adopt a resolution requesting the State Superintendent of Public Instruction to permanently exclude the student from attendance in any Ohio school. Written notice of the Superintendent's recommendation for permanent exclusion is provided to the student and his/her parent(s).

The Board acts upon the Superintendent's recommendation within 14 days. Among the items the Board considers is information on:

1. academic and extracurricular activity record of the student;
2. disciplinary record of the student;
3. social history of the student;
4. response to prior discipline and sanctions;
5. seriousness of the offense and any aggravating circumstances;
6. any mitigating circumstances;
7. evidence regarding the possible danger to other students and employees if the student remains in the District;
8. evidence regarding the probable disruption of the graded course of study and
9. availability of less serious sanctions that would permit the student to stay in the District without conflict with either (7) or (8).

The Board may allow for the hearing of witnesses and the presentation of additional evidence.

If the Board adopts the resolution to permanently exclude the student, the Board:

1. forwards the written resolution, together with the adjudication or conviction and a copy of the student's entire school record, to the State Superintendent;
2. promptly designates a representative to present the District's case for permanent exclusion to the State Superintendent and
3. forwards a copy of the resolution to the student and his/her parent(s).

If the State Superintendent rejects the resolution, the student shall be readmitted to the District's schools.

No employee shall knowingly admit, or cause by inaction to be admitted, any student who has been permanently excluded.

Readmission

If the Superintendent determines that a permanently excluded student no longer represents a danger to the health and safety of other students or staff, the Superintendent may recommend that the student be readmitted.

On the recommendation of the Superintendent, the Board considers a resolution requesting the State Superintendent to revoke the permanent exclusion. If the Board adopts the resolution, it is forwarded to the State Superintendent, together with the reasons for the resolution and any relevant information.

Probationary Admission Following Permanent Exclusion

Under State law, a student permanently excluded from school may request probationary admission for a period not to exceed 90 days in any public school district.

If a student requests consideration of probationary admission into this District, the Superintendent may enter into discussions with the student and his/her parent(s) to develop a probationary admission plan designed to meet the educational needs of the child and the disciplinary requirements of the District.

If a satisfactory plan is developed, the Superintendent recommends that the Board allow the student to attend classes according to the terms of the plan. The Board acts on the recommendation within 14 days.

If a student violates the terms of the readmission plan, the Superintendent may immediately remove the student, pending action by the Board. The Board's action must take place within five days from receipt of the Superintendent's recommendation to revoke the readmission.

A student in compliance with his/her probationary readmission plan may request either an extension of the plan for an additional 90 days or for the Superintendent to recommend that the permanent exclusion be revoked.

TECHNOLOGY USER POLICY FOR STUDENTS

Students will be asked to sign a new policy each year during which they are students in the School District before they are given a network access account, a computer usage account, or may use electronic devices at school.

The Fairlawn Local School District reserves the right to monitor, inspect, copy, review, and store at any time and without prior notice any and all usage of the computer network and Internet access and any and all information transmitted or received in connection with such usage. All such information files shall be and remain the property of Fairlawn Local Schools and no user shall have any expectation of privacy regarding such materials. The use of personal electronic devices on campus is a privilege which the school grants to any student who is willing to assume the responsibility of abiding by the guidelines set forth in this policy. This is part of the student's signed Acceptable Use Policy and does not replace that document in any way. All policies set in place in the Acceptable Use Policy continue to apply when the student uses his/her personal electronic devices on campus. A user violates this policy by his/her own action or by failing to report any violations by others that comes to the attention of the user. Fairlawn Local Schools may also take other disciplinary actions in such circumstances.

COMPUTER/ONLINE SERVICES (ACCEPTABLE USE AND INTERNET SAFETY)

Technology can greatly enhance the instructional program, as well as the efficiency of the District. The Board recognizes that careful planning is essential to ensure the successful, equitable and cost-effective implementation of technology-based materials, equipment, systems and networks.

Computers and use of the District network or online services support learning and enhance instruction, as well as assist in administration. For purposes of this policy computers include District-owned desktop computers, laptops, tablets and other mobile computing devices.

All computers are to be used in a responsible, efficient, ethical and legal manner. Failure to adhere to this policy and the guidelines below will result in the revocation of the user's access privilege. Unacceptable uses of the computer/network include but are not limited to:

1. violating the conditions of State and Federal law dealing with students' and employees' rights to privacy, including unauthorized disclosure, use and dissemination of personal information;

2. using profanity, obscenity or other language that may be offensive to another user or intended to harass, intimidate or bully other users;
3. accessing personal social networking websites for noneducational purposes;
4. reposting (forwarding) personal communication without the author's prior consent;
5. copying commercial software and/or other material in violation of copyright law;
6. using the network for financial gain, for commercial activity or for any illegal activity;
7. "hacking" or gaining unauthorized access to other computers or computer systems, or attempting to gain such unauthorized access;
8. accessing and/or viewing inappropriate material and
9. downloading of freeware or shareware programs.

The Superintendent/designee shall develop a plan to address the short- and long-term technology needs and provide for compatibility of resources among school sites, offices and other operations. As a basis for this plan, he/she shall examine and compare the costs and benefits of various resources and shall identify the blend of technologies and level of service necessary to support the instructional program.

Because access to online services provides connections to other computer systems located all over the world, users (and parents of users who are under 18 years old) must understand that neither the school nor the District can control the content of the information available on these systems. Some of the information available is controversial and sometimes offensive.

The Board does not condone the use of such materials. Employees, students and parents of students must be aware that the privileges to access online services are withdrawn from users who do not respect the rights of others or who do not follow the rules and regulations established. A user's agreement is signed to indicate the user's acknowledgment of the risks and regulations for computer/online services use. The District has implemented technology-blocking measures that protect against access by both adults and minors to visual depictions that are obscene, child pornography, or, with respect to the use of computers by minors, harmful to minors. The District has also purchased monitoring devices that maintain a running log of internet activity, recording which sites a particular user has visited.

"Harmful to minors" is defined as any picture, image, graphic image file or other visual depiction that:

1. taken as a whole and with respect to minors appeals to a prurient interest in nudity, sex or excretion;
2. depicts, describes or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts or a lewd exhibition of genitals and
3. taken as a whole, lacks serious literary, artistic, political or scientific value as to minors.

The District will educate minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response. The Superintendent/designee will develop a program to educate students on these issues.

Annually, a student who wishes to have computer network and internet access during the school year must read the acceptable use and internet safety policy and submit a properly signed agreement form. Students and staff are asked to sign a new agreement each year after reviewing the policies and regulations of the District. The District reserves the right to amend policies and regulations as necessary throughout the school year. Users are notified of the updated policies and regulations and must comply with the updated requirements. These policies and regulations also apply to use of District-owned devices, or accessing of District intranet and software programs off District property. All users using platforms established for e-learning regardless of whether the student or employee is using a personal or District provided device must be used in accordance with the standards for conduct outlined in this policy and the accompanying regulation. Users in violation of this policy or the accompanying regulation may be subject to discipline.

The following guidelines and procedures shall be complied with by staff, students or community members who are specifically authorized to use the District's computers or online services.

1. Use appropriate language. Do not use profanity, obscenity or other language that may be offensive to other users. Illegal activities are strictly forbidden.
2. Do not reveal your personal home address or phone number or those of other students or colleagues.
3. Note that electronic mail (email) is not guaranteed to be private. Technology coordinators have access to all messages relating to or in support of illegal activities and such activities may be reported to the authorities.
4. Use of the computer and/or network is not for financial gain or for any commercial or illegal activity.
5. The network should not be used in such a way that it disrupts the use of the network by others.
6. All communications and information accessible via the network should be assumed to be property of the District.
7. Rules and regulations of online etiquette are subject to change by the administration.
8. The user in whose name an online service account is issued is responsible for its proper use at all times. Users shall keep personal account numbers and passwords private. They shall use this system only under the account numbers issued by the District.
9. The system shall be used only for purposes related to education or administration. Commercial, political and/or personal use of the system is strictly prohibited.
The administration reserves the right to monitor any computer activity and online communications for improper use.
10. Users shall not use the system to encourage the use of drugs, alcohol or tobacco nor shall they promote unethical practices or any activity prohibited by law or Board policy.
11. Users shall not view, download or transmit material that is threatening, obscene, disruptive or sexually explicit or that could be construed as harassment, intimidation, bullying or disparagement of others based on their race, color, national origin, ancestry, citizenship status, sex, sexual orientation, age, disability, religion, economic status, military status, political beliefs or any other personal or physical characteristics.
12. Copyrighted material may not be placed on the system without the author's permission.
13. Vandalism results in the cancellation of user privileges. Vandalism includes uploading/downloading any inappropriate material, creating computer viruses and/or any malicious attempt to harm or destroy equipment or materials or the data of any other user.
14. Users shall not read other users' mail or files; they shall not attempt to interfere with other users' ability to send or receive electronic mail, nor shall they attempt to read, delete, copy, modify or forge other users' mail.
15. Users are expected to keep messages brief and use appropriate language.
16. Users shall report any security problem or misuse of the network to the teacher, his/her immediate supervisor or building administrator.

TRANSPORTATION/BUS REGULATIONS

The purpose of a school transportation system is to safely deliver students to and from school and to authorized curricular and extracurricular events; therefore, the same conduct expected in school is required on school buses and other district managed transportation.

The Board furnishes transportation in compliance with State law. This fact does not relieve parents of students from the responsibility of supervision until such time as the student boards the vehicle and after the student leaves the vehicle at the end of the school day.

Students on District managed transportation are under the authority of, and directly responsible to, the driver. The driver has the authority to enforce the established regulations for rider conduct. Disorderly conduct or refusal to submit to the authority of the driver is sufficient reason for refusing transportation services or suspending transportation services to any student once proper procedures are followed.

Students, while on district managed transportation, are the district's responsibility and are under the authority of the bus driver.

The following regulations pertain to student conduct on District managed transportation and are intended to ensure the safety and welfare of the students, the driver and other drivers on the road and to ensure safety and proper maintenance of school vehicles.

Students will:

1. be careful in approaching bus stops, walk on the left facing oncoming traffic, be sure that the road is clear both ways before crossing the highway and wait in a location clear of traffic;
2. arrive at the bus stop at least five minutes before the bus is scheduled to arrive in order to permit the bus to follow the time schedule;
3. not exhibit behavior at the bus stop that threatens life, limb or property of any individual;
4. sit in assigned seats (drivers have the right to assign a student to a seat and to expect reasonable conduct similar to conduct expected in a classroom);
5. reach assigned seat without disturbing or crowding other students and remain seated while the vehicle is moving;
6. obey the driver promptly and respectfully and recognize that he/she has an important responsibility and that it is everyone's duty to help ensure safety;
7. keep the vehicle clean and sanitary, refrain from chewing gum or consuming candy, food or drinks on the vehicle at any time (except as required for medical reasons);
8. refrain from using profane language and from loud talking or laughing (unnecessary confusion diverts the driver's attention and might result in a serious accident);
9. remain seated keeping aisles and exits clear, keep head, arms and hands inside the vehicle at all times and not throw or pass objects on, from or into the vehicle;
10. be courteous to fellow students and to the driver;
11. treat equipment as one would treat valuable furniture in his/her home (damage to the school vehicle is strictly forbidden);
12. not use tobacco on the vehicle or possess alcohol or drugs on the vehicle except as prescription medications may be required for a student and
13. carry on the vehicle only items that can be held in their laps.

Students must remain seated until the vehicle stops, then promptly unload and wait in their designated place of safety until the vehicle leaves. Students who must cross the street to reach the residence side of the street must wait for the signal from the driver and cross in front of the vehicle after also checking for traffic themselves.

Failure of a student to follow these regulations may result in his/her forfeiting the right of transportation on District managed transportation.

Discipline

The Board authorizes the Superintendent or other administrators to suspend a student from transportation privileges only for a period of up to one school year. The only due process required is notice to the student of an intended bus riding suspension and an opportunity to appear before the administrator considering the suspension before it happens. The administrator's decision is final.

When discipline problems with individual students arise, use the following guidelines.

1. If possible, the driver should resolve the problem.
 2. When the driver is unable to resolve the problem, he/she should report it to the transportation supervisor. The transportation supervisor and driver, if necessary, confer with the principal. Any discipline is imposed by the principal of the school.
 3. Problems that cannot be resolved by measures specified above are referred to the Superintendent.
- ☒ Due to full buses, student will not be permitted to ride home with another student for any reason.

There is one pick up and drop off location allowed per students. Changes to bussing will only be made on an emergency situation. All transportation notes need to be delivered to the office at the start of the day, before the first period bell.

The following items should be on the note:

- First and last name of student
- Grade of student
- Name and address of the location where the student is to be picked up or dropped off
- Date of the change (be specific--not "tomorrow")
- Parent or guardian should sign the note with their phone number so the parent can be reached.

All students are to be out of the building by 3:20 unless participating in an after-school activity that begins immediately after school and is supervised by a coach, teacher, or activity advisor. No one should be loitering in the halls, gyms, classrooms, locker room or other restricted area. For example, if a student has practice at 4:00, unless he/she coach has authorized his/her staying over and is supervising them, they cannot stay after school.

DROP OFF/PICK UP

The following are guidelines to help keep students safe and to allow the line to move smoothly and quickly. The **MAIN ENTRANCE WHERE THE FLAG POLE IS LOCATED** is to be used for the student drop off/pick up location. There is absolutely no pickups or drop-offs in the student parking lot for high school and middle school students due to safety issues. Vehicles are to stay in line or park in the parking lot. If the driver is leaving the vehicle, please park in designated parking spaces. In addition, parents/guardians must accompany student(s) to/from pick up location through the crosswalk. Vehicles in line must be ready to keep the line moving.

COMPUTER NETWORK AGREEMENT FORM

I hereby apply for a student/employee account on the District computer network:

Name	
Address	
City/State	
Phone	
Grade	

I have read and I understand this computer policy and its guidelines and regulations and agree to abide by all of the rules and standards for acceptable use stated therein and any policy or regulation updates provided by the District. I further state that all information provided for the creation of this account is truthful and accurate.

Signature: _____ Date: _____

DIRECTORY INFORMATION RELEASE FORM

Denial permission to Release Directory Information Without Prior Written Consent

Dear Parent:

Certain directory information may be released to media, colleges, civic or school-related organizations and state or governmental agencies as well as published in programs for the athletic, music and theater presentations of this District.

Directory information includes the following kinds of information:

1. student's name
2. student's address
3. telephone number(s)
4. student's date and place of birth
5. participation in officially recognized activities and sports
6. student's achievement awards or honors
7. student's weight and height, if a member of an athletic team
8. major field of study
9. dates of attendance ("from and to" dates of enrollment)
10. date of graduation

Please circle the specific categories of information, if any, listed above that you do **not** wish to be released without your specific prior written permission.

The release of all directory information is denied.

This form must be completed and returned to the principal within 10 days after publication of the notice on "Directory Information" if the release of specific directory information is denied.

There may be times during the school year when different media groups will cover activities of various Fairlawn School events with articles or photography that may be published locally. In addition, the district may want to include school-oriented articles and pictures in the Fairlawn Flyer, yearbook, programs, and occasionally on our own website. This form will state that you allow your student to be included in any such media or web coverage.

Please Mark One

_____ I give permission to have my child's picture released. _____ I do not give permission to have my child's picture released.

Name of Student and Grade

Parent/Guardian Signature and Date

To the Student and Parent/Guardian:

Your signatures below indicate that you have reviewed the contents of this student handbook, which explains certain Board of Education policies and that you understand the policies and the consequences if these policies are violated.

Signature of Student _____

Signature of Parent _____