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OUR MISSION

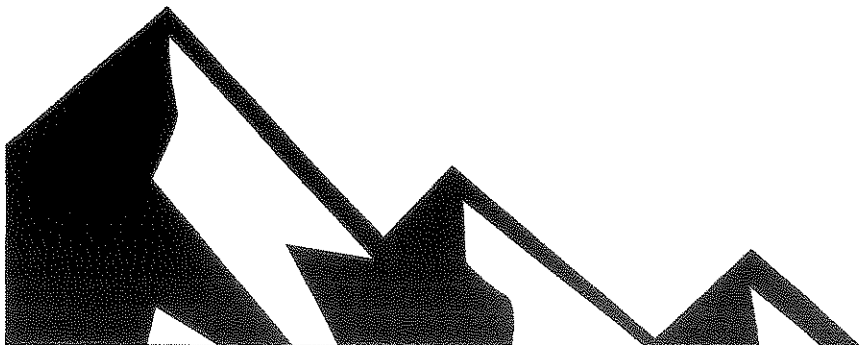
To prepare students for academic and life-long success through a rigorous and relevant academic program.

OUR VISION

To develop students who have the intellectual capacity, social capital and emotional strength of character to be personally successful and to act as effective change-makers in their communities.

LA CIMA ELEMENTARY CHARTER SCHOOL

CODE OF CONDUCT



INTRODUCTION

La Cima Elementary Charter School is committed to maintaining high standards of education for students in the school. As La Cima believes that order and discipline are essential to being educated effectively, La Cima is also committed to creating and maintaining high behavioral standards and expectations. An orderly educational environment requires that everyone in the school community play a role in contributing to an effective environment. It also requires the development and implementation of a code of discipline that clearly defines individual responsibilities, describes unacceptable behavior, and provides for appropriate disciplinary options and responses across any and all school functions. This code of conduct supersedes any and all other district related material on, or previous practices in, this area.

La Cima believes that order and discipline must be a shared responsibility between school, home and community. This Code of Conduct was developed in collaboration with school and community constituents as well as other Board-approved school personnel. Finally, it is our belief that, to be effective, such a code must:

- identify, recognize and emphasize acceptable behavior;
- identify, recognize and prevent unacceptable behavior;
- promote self-discipline;
- consider the welfare of the individual as well as that of the school community as a whole;
- promote a close working relationship between parents/guardians and the school staff,
- distinguish between minor and serious offenses, as well as between first time and repeated offenses when and where appropriate;
- provide disciplinary responses that are appropriate to the misbehavior;
- outline procedures to ensure that it is administered in a way that is fair, firm, reasonable, consistent and across all school functions whether they be conducted on or off school grounds;

- encourage a high regard for every person's right to reasonable hearing procedures and due process when accused of misconduct; and,
- comply with the provisions of federal, state and local laws, as well as the guidelines and directives of the New York State Department of Education and the Board of Regents.

A school's primary concern in establishing a code of discipline is to enable our young people to become responsible, respectful and caring citizens within the school and community settings. The Board of Trustees is responsible for ensuring that the regulations are established and adequate discipline is maintained in the operation of the schools to effectively promote safety, as well as the social and educational growth of the students. Administrative regulations are developed and enforced by the school administration and staff. The parent/guardian is expected to assume primary responsibility for control of his or her child. The parent/guardian may be called upon to actively cooperate with the school in providing the necessary structure to promote his or her child's social and educational growth. To this end, a high degree of parent-school communication will be fostered by the school. Disciplinary measures available to the administration include conferences, detention, in-school suspension, out-of-school suspension and administrative hearings.

DUE PROCESS

- Parents shall all receive a copy of the Code of Conduct in the Parent Handbook which outlines procedures for grievances, appeals, and responsibilities.
- Parents will receive daily communication from their teachers regarding any behavioral issues.
- Parents of students who are going to be suspended have the right to contest the school's decision.
- Parents will receive notice of a meeting/hearing regarding suspension were it to be necessary.
- Parents may contest the outcome of a hearing or the decision regarding student disciplinary action to the Board of Trustees and the State Education Department.
- Parents can exercise this right by submitting a letter to the Principal or Board of Trustees.

DEFINITIONS

For the purposes of this Code, the following definitions apply:

- **Disruptive Student** - an elementary or secondary student under the age of 21 who is substantially disruptive of the educational process or substantially interferes with the teacher's authority over the classroom.
- **Parent** - the parent, guardian or person in parental relation to a student.
- **Removal** - the act of a teacher in discontinuing the presence of the student in his/her classroom.
- **School Property** - in or within any building, structure, athletic playing field, playground, parking lot or land contained within the real property boundary line of the School's location, or in or on a school bus as defined in §142 of the New York State Vehicle and Traffic Law.
- **School Function** - any school sponsored extra-curricular, co-curricular or other event or activity regardless of whether or not it is on or off school grounds.
- **Suspension** - the act of a Principal (or acting building principal), Board of Trustees, School Principal or Board of Trustees in discontinuing the presence of a student from his/her regular classes.
- **Violent Student** - a student under the age of 21 who:
 - commits an act of violence upon a school employee, or attempts to do so.
 - commits, while on school property or at a school function, an act of violence upon another student or any other person lawfully on school property or at the school function, or attempts to do so.
 - possesses, while on school property or at a school function, a weapon.
 - displays, while on school property or at a school function, what appears to be a weapon.
 - threatens, while on school property or at a school function, to use a weapon.



- knowingly and intentionally damages or destroys the personal property of any school employee or any person lawfully on school property or at a school function.
- knowingly and intentionally damages or destroys school district property.
- **Weapon** - a firearm as defined in the Gun-Free Schools Act (18 US---§921) [any firearm, including a starter gun, which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; the frame or receiver of such firearm; any firearm muffler or silencer; or any destructive device], as well as any other gun, BB gun, paintball gun, pistol, revolver, shotgun, rifle, machine gun, disguised/fake gun, dagger, dirk, razor, stiletto, switchblade knife, gravity knife, brass knuckles, sling shot, metal knuckle knife, box cutter, cane sword, electronic dart gun, Kung Fu star, electronic stun gun, pepper spray or other noxious spray, explosive or incendiary bomb, or other device, instrument, material or substance that can cause physical injury or death when used to cause physical injury or death.

STUDENT BILL OF RIGHTS AND RESPONSIBILITIES

La Cima Charter School believes in the right of each child, between the ages of five and 21 years or until the child receives a high school diploma, whichever comes first, to receive a free and appropriate education. All students in this state between the ages of six and the school year through which he or she becomes 16 are required by law to regularly attend school, either in the public schools, non-public schools that are approved for equivalency of instruction by the appropriate school authorities, or in the home in accordance with the Regulations of the Commissioner of Education.

The right to a free public school education extends to all students, including those with disabilities. However, this right is not unconditional. As long as due process of law requirements are met, a student may be removed from the classroom, suspended temporarily or

suspended permanently from school. Only students within the compulsory education ages (age six through the school year in which the student turns 16) are entitled to alternative, equivalent instruction following suspension.

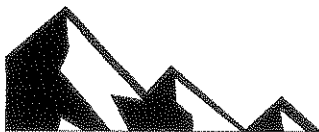
RIGHTS OF STUDENTS

Education in a free society demands that students be aware of their rights and learn to exercise them responsibly. To this end, students have a right:

- to be provided with an education that is intellectually challenging and relevant to demands of the 21st century;
- to learn in an environment free from interruption, harassment, discrimination, intimidation and fear;
- to participate in district activities on an equal basis regardless of race, color, creed, national origin, religion, gender, disability or sexual orientation.
- to be informed of all school rules; and,
- be guided by a discipline policy which is fairly and consistently implemented.

In addition, students in this School are afforded the following rights:

1. **Student Expression** - Students shall be allowed the opportunity for the free expression of ideas consistent with rights established by the federal and state constitutions. However, a student's freedom is subject to limitation in that the constitutional protections will not extend to libelous, slanderous, vulgar, lewd, indecent or obscene words or images or to words or images which by their very use incite others to damage property or physically injure persons. Furthermore, speech which materially and substantially disrupts the work and discipline of the school may be subject to limitation.



2. **Symbolic Expression** - Students, in light of constitutionally protected free speech rights, may wear political buttons, armbands or badges of symbolic expression so long as the same conform to the limits set forth herein under "school newspaper" and "dress code".

3. **Student Government** - Students are encouraged to participate in the various student governmental bodies which have been or may be established in our school. It shall be the duty of the student governmental body to establish reasonable standards for qualification of candidates to serve in offices of the government. Elections for student government shall be conducted in accordance with the principles of our democracy and elected student representatives shall work with the faculty, administration and student body in identifying cooperatively those areas of appropriate student responsibility. All student governmental bodies shall have a faculty advisor and shall be organized pursuant to a specific written constitution which the students shall participate in formulating.

4. **Student Clubs and Other Student Organizations** - La Cima encourages students to participate in curriculum related extra-curricular activity clubs and/or organizations. To the extent that La Cima authorizes meetings of non- curriculum related clubs or organizations, the same shall be subject to the constitution of the student government and shall be conducted in accordance with any applicable federal or state law, as well as Board of Trustees policy or regulations.

5. **Privacy Rights [Search and Seizure]** - Students in attendance in our public schools are protected against illegal or unreasonable personal searches or seizures of their property by both the federal and state constitutions. In light of these protections, no student's person or property shall be searched for illegal substances or materials unless the school authorities conducting the search have reasonable suspicion to do so. Said searches may also be conducted at school functions that take place off school grounds when a reasonable suspicion to do so exists. Lockers and desks assigned to students may be subject to inspection at any time by school officials since such places are not the property of the student, but rather are owned by the



School and shared with the student.

7. Student Grievances and Complaints - If a student has a grievance or a complaint about a school-related matter, a school employee or other school official, s/he may submit it, in writing, to the Principal of the school who shall respond within ten (10) school days with a written answer or proposed resolution. Grievances or complaints may be appealed in writing to the Board of Trustees if the Principal's answer or proposed resolution is not deemed satisfactory by the student. The Board of Trustees shall respond to all grievances and complaints within 45 days following receipt of the written appeal document. **Grievances may be filed by a parent/guardian on behalf of a student.**

RESPONSIBILITIES OF STUDENTS

Students attend school so that they may develop to their fullest potential. With this in mind, each student is expected:

- to accept responsibility for his/her actions;
- to respect the rights of others, including his/her right to secure an education in an environment that is orderly and disciplined;
- to attend school on a regular and punctual basis;
- to complete class assignments and other school responsibilities by established deadlines;
- to show evidence of appropriate progress toward meeting course and/or diploma requirements;
- to respect school property, e.g. lockers, and help to keep it free from damage;
- to obey school regulations and rules made by school authorities and by the student governing body;
- to recognize that teachers act in the place of a parent in matters of behavior and discipline when at school, as well as during any school-sponsored activities;



- to contribute toward establishing and maintaining an atmosphere that generates mutual respect and dignity for all;
- to become familiar with this code and seek interpretation of parts not understood; and,
- to actively discourage inappropriate behavior of other students and report the incidents to the administration.

THE ROLE OF PARENTS

A cooperative relationship between home and school is essential to each student's successful development and achievements. To achieve this wholesome relationship, parents are urged:

- to show an enthusiastic and supportive attitude toward school and education;
- to build a good working relationship between themselves and their child;
- to teach their child self-respect, respect for the law, respect for others and for public property;
- to insist on prompt and regular attendance;
- to listen to the views and observations of all parties concerned;
- to recognize that teachers merit the same consideration and respect that parents expect from their child;
- to encourage their child to take pride in his/her appearance;
- to insist that their child promptly bring home all communications from school;
- to cooperate with the school in jointly resolving any school related problem;
- to set realistic standards of behavior for their child and resolve to remain firm and consistent;
- to help their child learn to deal effectively with negative peer pressure;
- to provide a place conducive for study and completion of homework assignments;
- to demonstrate desirable standards of behavior through personal example;



- to foster a feeling of pride in their child for their school;
- to provide support and positive reinforcement to their child.

Parents should be aware that they are responsible for any financial obligations incurred by their child in school. This includes lost books, damage to property, etc.

THE ROLE OF SCHOOL PERSONNEL

School personnel play an important role in the education of students. In view of this responsibility, school personnel must:

- promote a climate of mutual respect and dignity which will strengthen each student's positive self-image;
- teach the common courtesies by precept and example;
- treat students in an ethical and responsible manner;
- help students to reach their maximum potential;
- demonstrate desirable standards of behavior through personal example;
- report violations of the Code of Conduct to the Principal or acting building principal;
- immediately report and refer violent students to the Principal or Principal of schools; and,
- immediately report concerns to the Principal or Board of Trustees regarding another employees perceived failure to act accordingly in light of the Code of Conduct.

THE ROLE OF TEACHERS

Every teacher knows that s/he works every day with children who look up to them, and expect to receive wisdom, guidance, consistency and good examples from them. In view of this responsibility, the teacher must:

- promote a climate of mutual respect and dignity which will strengthen each student's positive self-image;
- plan and conduct a product of instruction that will make learning challenging and stimulating;
- recognize that some disciplinary problems are caused by a students' personal and academic frustrations;
- utilize classroom routines which contribute to the total instructional program and to the student's development of civic responsibility;
- seek to develop close cooperative relationships with parents for the educational benefit of the student;
- distinguish between minor student misconduct best handled by the teacher and major problems requiring the assistance of the administrator;
- teach the common courtesies by precept and example;
- handle individual infractions privately and avoid punishing the group for the misbehavior of one or two;
- help students cope with negative peer pressure;
- identify changing student behavior patterns and notify appropriate personnel;
- enable students to discuss their problems with them;
- send communications home promptly;
- report to the Principal any student who jeopardizes his/her own safety, the safety of others



or of the teacher, or who seriously interferes with the instructional program of the classroom;

- treat students in an ethical and responsible manner;
- help students to reach their maximum potential;
- serve in the absence of a parent in matters of behavior and discipline in accordance with New York State School Law;
- explain and interpret the discipline code to students;
- enforce the code in all areas of the school
- demonstrate desirable standards of behavior through personal example;
- know the support services available to students and refer students who are in need of such services;
- comply with state educational law regarding corporal punishment and mandated reporting of suspected child abuse;
- in the event of removal from class, inform the student and the Principal of the reason for the removal; and,
- immediately report and refer violent students to the Principal or Board of Trustees.

THE ROLE OF BUILDING ADMINISTRATORS

As the educational leaders of the school, the Principal and his/her assistant(s) set the disciplinary climate for the school, not only for students, but for staff as well. Therefore, they must:

- seek to develop a sound and healthful atmosphere of mutual respect;
- evaluate the program of instruction in their school to achieve a meaningful educational program;
- help their staff self-evaluate their procedures and attitudes in relation to the interaction within their classrooms;



- develop procedures which reduce the likelihood of student misconduct;
- provide the opportunity for students and staff to approach the Principal directly for redress of grievances;
- work with students and staff to formulate school regulations;
- assist staff members to resolve problems which may occur;
- work closely with parents to establish a wholesome relationship between home and school;
- utilize all appropriate support staff and community agencies to help parents and students identify problems and seek solutions;
- establish necessary building security;
- assume responsibility for the dissemination and enforcement of the “Code of Discipline and Responsibilities” and ensure that all discipline cases referred are resolved promptly;
- insure that students are provided with fair, reasonable, and consistent discipline;
- comply with pertinent state laws governing hearings, suspensions, and student rights;
- develop behavior guidelines and appeals procedures specific to each assigned school in harmony with this “Code of Conduct,” and,
 - demonstrate desirable standards of behavior through personal example.
 - reinforce and extend the indicated responsibilities of the Principals and make them applicable to the school system for grades K-12;
 - recommend to the Board of Trustees appropriate policy, regulations and actions to achieve optimum conditions for positive learning;
 - develop and implement an effective “Code of Conduct” supportable by students, parents, staff and community;
 - demonstrate desirable standards of behavior through personal example;
 - provide each teacher with a copy of the Code of Conduct.



THE ROLE OF THE BOARD OF TRUSTEES

As the elected officials in charge of our schools, the Board of Trustees:

- adopts the policies governing La Cima , including this code of conduct;
- ensures that the code of conduct contains clear behavioral expectations and disciplinary consequences for students, staff and visitors;
- ensures that the code of conduct is clearly communicated to students, parents, staff and the school community;
- ensures that the code of conduct is implemented and enforced in a consistent, reasonable, fair and equitable manner;
- annually reviews the code of conduct and updates it as necessary.

CONDUCT OF VISITORS

In an effort to maintain a safe and healthy educational environment, all visitors to the school must sign-in at the Office. Visitors are expected to conduct themselves in a manner that does not disrupt the academic process and in accordance with the law and this Code of Conduct.

REPORTING CODE VIOLATIONS

1. TO SCHOOL PERSONNEL



Students, teachers and other School personnel are encouraged to report any violation of the Code of Conduct to the Principal or, in his/her absence, the Acting Building Principal. Teachers and other School personnel shall immediately report violent students to the Principal or Board of Trustees.

2. TO LOCAL LAW ENFORCEMENT AGENCIES

La Cima will report any acts of violence against persons that constitute a felony or misdemeanor and other violations of the Code of Conduct which constitute a felony to the appropriate local law enforcement agency when the actor is over the age of 16. When necessary, La Cima will file a complaint in criminal court against the actor.

3. TO HUMAN SERVICES AGENCIES

La Cima will report any violations of the Code of Conduct which constitute a crime when the actor is under the age of 16 to the appropriate human services agencies. When necessary, La Cima will file a juvenile delinquency petition or a person in need of supervision (PINS) petition in Family Court.

4. TO THE STATE EDUCATION DEPARTMENT

La Cima will report all disruptive and violent incidents to the SED annually in the VADIR report.

5. REMOVAL OF A STUDENT FROM THE CLASSROOM

The School has determined that certain acts of misconduct interfere with instruction and/or the

safety and welfare of students and staff. Although some incidents of misconduct may require removal from the classroom or suspension from school, effort will be made to deal with misconduct without removal from the classroom or suspension from school. This is in keeping with La Cima's goal of avoiding consequences that interrupt or interfere with learning. However, no child will be allowed to continue disrupting the instruction of the class or interfering with the safety of the school, its staff, students and visitors.

Teachers shall have the authority to remove a student from their classrooms whenever the student substantially disrupts the educational process or substantially interferes with the teacher's authority over the classroom. "Substantially disruptive" shall mean that the course of instruction has to be discontinued more than momentarily such that it breaks the continuity of the lesson, to address the disruptive conduct of the student. "Substantially interferes" with the teacher's authority over the classroom shall mean that the student has been insubordinate to the teacher in the presence of the class and has failed to obey the teacher's directives to cease and desist (e.g., at least two directives).

A teacher may remove a student for the remainder of the class upon the first event and for two days of class upon the second or third event. Upon the occurrence of a fourth event, a suspension shall occur.

Notwithstanding the above, in light of circumstances that warrant suspension, a suspension for substantially disruptive behavior may be implemented in addition to or in lieu of removal of the student from the classroom by the teacher.

Once the teacher determines that the student has been substantially disruptive or substantially interferes with the teacher's authority over the classroom:

- the teacher must speak with the student in class (or within 24 hours of removal where the student is unmanageable at the time of initial removal) to inform the student of the reason(s) for the removal;

- prior to removal from the classroom (or within 24 hours of removal where the student presents an ongoing threat of disruption or a continuing danger at the time of removal), the teacher shall inform the student of the basis for the removal and allow the student to informally present his/her version of the relevant events;
- the Principal or designee must be notified immediately, in writing, by the teacher of the student's removal from the teacher's class;
- the Principal or designee must inform the student's parent of the removal and the reasons therefore within 24 hours of the student's removal;
- upon request, the student and his/her parent must be given an opportunity for an informal conference with the Principal or designee to discuss the reasons for removal. If the student denies the charge(s), the Principal or designee must provide an explanation of the basis for the removal and allow the student and/or his/her parent an opportunity to present the student's version of the relevant events within 48 hours of the student's removal.
- the Principal or designee may not set aside the removal unless s/he finds that the charges against the student are not supported by substantial evidence or the student's removal otherwise violates law or the conduct warrants suspension from school and a suspension will be imposed.
- the Principal's/designee's determination on whether or not to support the teacher's removal of the student shall be made by the close of business on the day succeeding the 48-hour period for the informal Principal's removal conference. The teacher who causes the removal may be required to attend the Principal's conference at the Principal's discretion.

The Principal or a designee shall provide continued educational programming and activities for students who are removed from their classrooms.

STUDENT SUSPENSION PROCESS



The Board of Trustees, School Principal, or in his/her absence, an acting Assistant Principal, may suspend a student from school where it is determined that the student:

- is insubordinate or disorderly, or exhibits conduct which endangers the safety, morals, health or welfare of others; or
- is removed from a classroom for substantially disrupting the educational process or substantially interfering with the teacher's authority in the classroom four or more times in one semester.

In addition to the statutory grounds for suspension from school for conduct, students shall also be subject to suspension based upon a violation of the specific disciplinary infractions listed below.

A. PRE-SUSPENSION PROCESS

Prior to being suspended from school, the student shall be interviewed by a school official empowered to suspend, as referenced above, at which time the evidence upon which the decision to suspend is based shall be stated to the student and the student shall be given the opportunity to explain his/her version of the facts. The student shall also be afforded the right to present other persons to the suspending authority in support of his/her version of the facts. If the student's presence in the school poses a continuing danger to persons or property or an ongoing threat of disruption to the academic process, such confrontation shall occur following suspension, as soon thereafter as is reasonably practicable. In all cases, there shall be no suspension until after the informal Principal's conference, unless waived, as described in paragraph "C", below.

B. SUSPENSION PROCESS

Prior to a proposed suspension from school for between one and five days by a Principal or an acting Principal in the absence of the Principal, the student and his/her parent shall be notified, in writing, by personal delivery, express mail or overnight service, and by telephone, if possible, within 24 hours of the decision to propose suspension. Such written notice shall include a description of the incident(s) resulting in the suspension and shall inform the parent of their right to request an immediate informal conference with the Principal at which the student and/or his/her parent may present the student's version of the event and ask questions of complaining witnesses. Upon such request, an informal conference with the Principal and other parties involved shall be convened as soon as possible, [at which time the evidence, including the witness(es) relied upon by the Principal in making the suspension determination, may be questioned by the parent or guardian. The notice and informal conference shall be in the dominant language or mode of communication used by the parent. If the student's presence in the school poses a continuing danger to persons or property or an ongoing threat of disruption to the academic process, the notice and opportunity for an informal conference shall take place as soon after the suspension as is reasonably practicable.

Any appeal brought by the parent of a student of a suspension must be presented to the Board of Trustees prior to filing any further appeal.

HEARING PROCEDURES

NOTICE OF HEARING

In the event of the suspension of a student, the notice of suspension will be mailed or delivered to the parent, who shall have a minimum of 48 hours notice of the time and place of the hearing,

as well as the nature of the charge(s) and the facts, sufficiently stated so that a proper defense may be placed upon the record on behalf of the student.

All notices of hearings shall contain provisions indicating that the student has the right to be represented by an attorney or lay counsel, that a transcript of the hearing will be prepared (tape recording or stenographic record) and that the student has the right to subpoena witnesses or otherwise present witnesses in his/her defense. The time, date and location of the hearing shall also be prominently set forth in the notice.

THE SUSPENSION HEARING

The hearing shall be conducted by the Principal or the Board or designee in the event of a suspension by a Principal, acting Principal; or the Principal. The hearing shall be conducted by the Board or designee in the event that the suspension originated by Board action.

At the beginning of the hearing, the Board or designee shall inform the student and the student's representative(s):

- that La Cima's and the student's representatives shall have the right to examine and cross-examine witnesses;
- that the student has the privilege against self-incrimination, but that if the student does testify, s/he shall be subject to cross-examination;
- that La Cima has the burden of proving the charges by a preponderance of the credible evidence;
- that a transcript of the proceedings shall be maintained and made available to the student's representative upon request; and
- that the hearing shall be private or open to the public, as determined by the student's representative.

The person conducting the hearing shall not have intimate knowledge of the details of the charges to assure an impartial, unbiased hearing of the case.

The Board or designee shall inform the parties:

- that the case will proceed by having La Cima present its evidence through witnesses and other evidence first;
- that La Cima's witnesses shall be subject to cross-examination by the student's representative; and
- that the student will then have the opportunity to present witnesses on his/her behalf, subject to cross-examination by La Cima's representative.

Following the conclusion of the testimony and the introduction of other evidence matters, the parties shall be afforded the opportunity to present oral arguments to the Hearing Officer indicating the reasons why the charges should be sustained or dismissed. The Board or designee shall then reach findings of fact upon the charges.

In the event that one or more of the charges is sustained, the Board or designee shall then entertain statements from the parties regarding the appropriate penalty outcome. In the event that the parent and/or the student, in an appropriate case, have been served with a copy of the student's past disciplinary anecdotal record in a timely fashion (at least 48 hours before the hearing), for consideration at the hearing, such record may be considered by the Board or designee in determining an appropriate penalty. The incidents contained within the past anecdotal record shall be subject to proof to the extent that they are denied by the student, as expressed by the student's representative.

The Board or designee, upon the conclusion of the portion of the proceedings dealing with penalty determinations, shall make findings of fact and penalty recommendations, if any, to the



person or body which designated him/her immediately upon the conclusion of the long-term suspension hearing.

The Board or designee, shall make its own findings of fact and penalty decision, by adopting those of the designated Hearing Officer, where applicable, in whole or in part, or by reaching independent findings of fact and penalty determinations. This process shall be concluded within the five school day period from the time of the initial suspension if the student is to be continuously suspended. The decision may be communicated to the student's beyond the five school day period in cases where the student has been reinstated to attendance in school pending the final determination on the charges and penalty by the Principal or the Board, in cases to be decided by them, respectively.

ALTERNATIVE INSTRUCTION

Pursuant to the Education Law, no student shall be suspended from school in his/her regularly scheduled classes without being provided alternative instruction, either in the form of home instruction or instruction in an alternative setting. Such instruction shall be of an equivalent nature to that provided in the student's regularly scheduled classes. La Cima provide such alternative instruction within 24 hours.

APPEALS PROCESS

The decision of the Principal with respect to the findings of fact sustaining charges in a suspension hearing and/or penalty determination shall be subject to appeal [or may be appealed] to the Board of Trustees. The Board shall review the record of the proceedings before the Principal, including a review of the transcript of the proceedings, documentary evidence and written arguments of the representatives of the respective parties, if any. The Board does not provide the representatives of the respective parties with the opportunity either to present



evidence not previously in the record or to make arguments in person before the Board.

DRESS AND GROOMING

Students are expected to dress and groom themselves in an appropriate manner. Students must be dressed in uniform/school colors throughout the school day and/or protective equipment as required for physical education classes, participation in athletics, science laboratories and home and careers skills lessons. The La Cima uniform/school colors consists of:

- Khaki or tan pants, shorts, or skirts.
- Cotton Maroon polo shirt
- Maroon sweaters.
- All black sneakers

La Cima works closely with families to ensure that students have sufficient uniforms for school, and that there is no financial hardship on families regarding purchase or maintenance of school clothing. Students cannot be disciplined for not being in uniform, nor can they be disallowed from class or school because of a uniform issue.

COMPUTER AND INTERNET USE

The following prohibited use of School-owned computer drives, network facilities and Internet links may give rise to disciplinary action against users of such equipment and/or facilities:

1. E-mail originating from the school premises or received at the school premises



that a student user creates that:

- is lewd, vulgar, obscene, indecent or inappropriate for student recipients of certain ages;
- conveys an imminent threat of violence, including sexual violence, to a specific individual or individuals;
- constitutes a state and/or federal crime;
- is the cause of or a substantial contributing factor to a substantial interference with the orderly functioning of the school(s); and,
- attributes the text of e-mail to school officials or that the text is school endorsed, unless there is such official endorsement or consent from school officials.

2. Internet use that circumvents access restrictions placed upon La Cima 's computer systems by the Board of Trustees or its administrative designee(s).

3. Computer and/or Internet use that is not school related or is unauthorized.

4. Permitting the use of a student's computer access code by any other person and such student shall assume responsibility for occurrences in violation of this code of conduct that occurs under the student's access code number.

SUSPENSION OF STUDENTS WITH DISABILITIES

A principal may suspend a student with an educational disability for a short-term (5 school days or less) in the same manner as non-disabled students may be suspended. A principal's designation of an Interim Alternative Educational Setting must be made in consultation with the student's special education teacher.



In the event that a student has a known disability or when school officials can be deemed to know, in accordance with law, that a student has a disability, La Cima will first proceed to conduct a §3214 disciplinary proceeding for any suspension of more than five days. The §3214 disciplinary proceeding will be held in two parts, first to determine the student's guilt or innocence on the charges and the second to determine the penalty.

If guilt is determined, before a penalty may be imposed, the following rules shall apply:

SECTION 504/TITLE II ADA DISABILITY

Before discipline may be meted out for a student with a disability or suspected disability founded solely under §504 of the Rehabilitation Act of 1973 (hereinafter "§504")/Title II of the Americans with Disabilities Act (hereinafter the "ADA"), the §504 multi-disciplinary committee (hereinafter the "§504 Committee") must make a determination of whether the conduct underlying the charge(s) was a manifestation of the disability.

1. If a nexus is found between the disability and the conduct underlying the charges, the §3214 proceeding must be discontinued and the matter placed under the jurisdiction of the §504 Committee for any further consideration. The §504 Committee must register a referral and bring about an evaluation of a student with a suspected disability or, if the student is already eligible under §504, it must consider possible program modification and disposition on a non-disciplinary basis.

2. If no nexus is found, yet a disability is indicated or has been identified, discipline may be imposed upon remand to the Board or designee.

Students whose sole disabilities are founded under §504 and for whom no nexus is found shall be disciplined in the same manner as their non-disabled peers.

Any penalty imposed may not be based on past behavior for which a nexus determination was not made.

The School must continue to provide a free appropriate public education to students who have been suspended from school as required by the regulations implementing §504 (34 CFR §104 et. seq.) until the end of the school year in which the student reaches the age of 21.

IDEA DISABILITY

Before discipline may be meted out for a student classified or deemed to be known as having a disability under the Individuals with Disabilities Education Act (hereinafter "IDEA") [a student with an educational disability], the Committee on Special Education (hereinafter the "CSE") must make a determination of whether the conduct underlying the charges was a manifestation of the disability:

1. If the conduct is found to be a manifestation between the disability and the conduct, the §3214 proceeding must be discontinued (except for weapons, drugs and dangerous behavior) and the matter placed under the jurisdiction of the CSE for any further consideration. The CSE must register a referral and bring about an evaluation in the case of a student who may be deemed to be known as having a disability or, if the student is already classified under IDEA, it must consider possible program modification and disposition on a non-disciplinary basis.
2. If the conduct is not a manifestation, discipline may be imposed upon remand to the §3214 Hearing Officer (to be appointed by the Grievance Committee of the Board of Trustees). The relevant disciplinary procedures applicable to children without disabilities may be applied in the same manner in which they would be applied to children without disabilities, as long as the child continues to receive a free appropriate public education during any such term of suspension.
3. Where no manifestation finding is made and no suspected disability is determined to exist,



the matter shall be remanded to the §3214 Hearing Officer for a determination of penalty.

Any penalty imposed may not be based on past behavior for which a nexus determination was not made.

The School must continue to provide a free appropriate public education to students who have been suspended from school. The Principal's determination of an Interim Alternative Educational Setting must be made in consultation with the student's special education teacher.

SUSPENSIONS FOR MISCONDUCT INVOLVING WEAPONS AND/OR DRUGS

A student classified or deemed to be known as having an educational disability under IDEA may be suspended and placed in an interim alternative educational setting for up to forty-five (45) calendar days (less if the discipline is for a non-disabled student would be less), if the student carries a weapon to school or a school function, or knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance while at school or a school function.

1. In accordance with law, the term "weapon" means "a weapon, device, instrument, material or substance, animate or inanimate, that is used for, or is readily capable of causing death or serious bodily injury, except that such term does not include a pocket knife with a blade of less than 2-1/2 inches in length."

2. In accordance with law, the term "illegal drugs" means controlled substances but not those legally possessed or used under the supervision of a licensed health care professional or other permitted authority under the Federal Controlled Substances Act or under any other provision of Federal law. Controlled substances are drugs and other substances identified under schedules set forth in applicable Federal law provisions.

Before a student is suspended and placed in an interim alternative educational setting for up to 45 calendar days, as determined by the Board of Trustees via §3214(3) Education Law proceedings, for behavior involving weapons and/or drugs, the CSE must conduct a manifestation determination and a functional behavioral assessment, as well as implement a behavioral intervention plan that addresses the behavior underlying the disciplinary proceeding or review any such pre-existing plan for modification, if necessary.

1. Placement in an Interim Alternative Educational Setting as a result of conduct involving weapons and/or drugs is not contingent upon a CSE determination that the misconduct is not related to the student's disability.

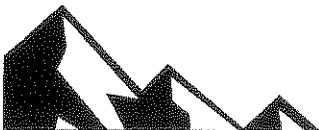
2. It is up to the CSE to determine what would constitute an Interim Alternative Educational Setting that would meet the requirements of the student's IEP and enable the student to participate in the general curriculum (although in another setting). Such decision shall be communicated to the Board of Trustees for the implementation of the discipline.

The exception allowed for the suspension/removal of students with educational disabilities for up to 45 calendar days for conduct involving weapons and/or drugs does not apply to students whose disabilities are founded solely upon §504/Title II ADA.

Such an interim alternative educational setting shall be deemed the student's "stay put" placement during the pendency of any due process proceedings contesting the interim alternative educational setting for the duration of the interim placement.

DANGEROUS STUDENTS

To continue the suspension of a student classified or deemed to be known as having an educational disability under IDEA for more than 10 school days, the School may initiate a hearing before a special education impartial hearing officer who can order the placement of the



student in an interim alternative setting for up to 45 calendar days.

1. The CSE must conduct a manifestation determination within 10 school days of the initial disciplinary action. Placement in an Interim Alternative Educational Setting as a result of dangerous behavior is not contingent upon a CSE determination that the misconduct is not related to the student's disability.
2. It is up to the CSE to determine what would constitute an Interim Alternative Educational Setting.
3. The hearing officer may grant such if maintaining the student in the current placement is substantially likely to result in injury to the student and/or others, and the School has made reasonable efforts to minimize the risk of harm in the current placement. The hearing officer must also consider the appropriateness of the student's current placement and whether the interim alternative educational setting meets all the requirements of the student's IEP, including continued participation in the general curriculum (although in another setting) with an appropriate behavioral component.

Such an Interim Alternative Educational Setting shall be deemed the student's "stay put" placement during the pendency of any due process proceedings contesting the interim alternative educational setting for the duration of the interim placement.

DECLASSIFIED STUDENTS

In accordance with law, the CSE must conduct a manifestation determination in the case of a student with an educational disability who has been declassified if the disciplinary matter involves behavioral problems.

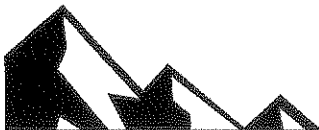
DISCIPLINARY MEASURES

The following shall constitute appropriate disciplinary measures authorized by this Student Code of Conduct:

1. Warnings (oral or written).
2. Detention.
3. In-school suspension.
4. Suspension from school for up to five (5) school days.
5. Suspension from school for at least one (1) year for possession of a weapon pursuant to the Gun-Free Schools Act of 1994 (subject to the right of the Principal to modify such penalty) or, in the case of a student with a disability whose possession of a weapon is determined not to be related to his/her disability, placement in an interim alternative educational setting for a period of up to forty-five (45) days.
6. Placement in an interim alternative educational setting for a period of up to forty-five(45) days, in the case of a student with a disability whose knowing possession or use of illegal drugs, or sale or solicitation of the sale of a controlled substance at a school or a school function is determined not to be related to his/her disability.
7. Permanent suspension (Expulsion).

INFRACTIONS WITH PENALTY REFERENCES

1. Disturbances which disrupt instruction. (1, 2, 3, 4)



2. Repeatedly disruptive and/or substantially interferes with the teacher's authority in class, giving rise to removal on four or more occasions per semester (4)
3. Abusive language and/or indecent gestures directed at staff, students or visitors on school grounds or at school functions (1, 2, 3, 4)

4. Carelessness in failing to follow school rules and staff directions. (1, 2, 3, 4)
5. Possession or dissemination of obscene materials (1, 2, 3, 4)
6. Smoking or other tobacco use on campus or at school functions (1, 2, 4)
7. Cheating in any academic, extra-curricular or co-curricular activity. (1, 2, 3, 4)
8. Abusive and/or indecent language and/or gestures directed at school employees or students on school grounds or at school functions which provoke a fight (2, 3, 4)
9. Willful failure to obey the reasonable directives of school staff (insubordination), including directives not to engage in conduct otherwise referenced as an infraction in this code and for failing to notify a parent of assignment to detention (1, 2, 3, 4)
10. Fighting between students where no dangerous instruments are involved and no person is injured in the altercation (2, 3, 4)
11. Fighting between students where harm is caused to one or more of the combatants (3, 4, 8)
12. A fight involving the use or threatened use of a dangerous or deadly weapon (4, 6, 8)
13. Any violent act against a teacher or other staff member, as described in this code (8)
14. Any violent act against another student or person in the schools or at a school function, as described in this code (8)
15. Possession of dangerous or deadly weapons on school property (6, 8)
16. Possession of illegal drugs, dangerous drugs, counterfeit drugs or alcohol, or a substance which the individual believes or represents to be such drugs or alcohol, at school or at school functions (4, 7, 8)
17. Use of illegal drugs, dangerous drugs, counterfeit drugs or alcohol, or a substance which

- the individual believes or represents to be such drugs or alcohol, at school or while attending school functions (4, 7, 8)
18. Sale or other distribution of illegal drugs, alcohol or counterfeit drugs, or a substance which the individual believes or represents to be such drugs or alcohol, at school or while at school functions (7, 8)
 19. Possession of fireworks on school property or at school functions (4)
 20. Use of fireworks while on school property or at school functions (4, 6, 8)
 21. Commission of conduct which constitutes a misdemeanor while on school property or at a school function (4)
 22. Commission of conduct which constitutes a felony while on school property or at a school function (4, 8)
 23. Gambling (3, 4)
 24. Hazing (4)
 25. Lewd behavior (3, 4)
 26. Extortion (4, 8)
 27. Plagiarism (3, 4)
 28. Arson (4, 8)
 29. Intentional destruction of school property (3, 4, 8)
 30. Theft of school property (4, 8)
 31. Mental or physical condition which endangers the health, safety and/or welfare of the student or others (3, 4, 8)
 32. Use or possession of beepers, cellular phones, listening devices for the purpose of accessing recreational music, lighters, light or laser pointers, hand held video games or other electronic devices during the school day (Confiscation, 2, 3)
 33. Violation of computer use policy (1, 2, 3, 4, Suspension of Computer Privileges)
 34. Class, study hall, homeroom, teacher detention, administrative detention cuts. (2, 3)
 35. Eating or drinking outside of lunch periods or where prohibited (1, 2)

36. Activation of a false alarm, bomb threat or other disaster alarm (6, 7)
37. Forgery or fraud (3, 4)
38. Harassment (sexual, racial, etc.) (2, 3, 4, 6, 7)
39. Intimidation or coercion (3, 4, 7)
40. Leaving campus without authorization (3, 4)
41. Parking in unauthorized areas (1, 2, 3)
42. Public displays of affection beyond hand holding (1, 2, 3)
43. Tardiness to class/school (1, 2, Lunch detention)
44. Unauthorized absence from school (1, 2, 3)
45. Theft of personal property (2, 3, 4)
46. Trespassing while suspended from school (4)

THE REPEATING OF AN INFRACTION MAY LEAD TO THE IMPOSITION OF THE NEXT MEASURE OF DISCIPLINE.

PUBLIC CONDUCT ON SCHOOL PROPERTY

The Board of Trustees recognizes that the primary purpose of the School is to provide a superior atmosphere for learning and education. Any action by an individual or group(s) aimed at disrupting, interfering with or delaying the education process or having such effect, is prohibited. The Board also recognizes its responsibility to protect school property and declares its intent to take any and all legal action to prevent its damage or destruction. The Board will also seek restitution from, and prosecution of, any person or persons who willfully damage school property.

These rules govern the conduct of students, parents, faculty and other staff, other visitors,

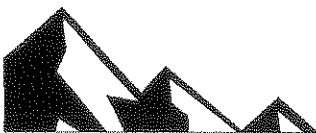


licensees, invitees, and all other persons, whether or not their presence is authorized, upon district property, and also upon or with respect to any other premises or property (including school buses) under the control of La Cima and used in its instructional programs, administrative, cultural, recreational, athletic, and other programs and activities, whether or not conducted on school premises.

PROHIBITED CONDUCT

No person, either singly or in concert with others, shall:

- willfully cause physical injury to any other person, or threaten to do so, for the purpose of compelling or inducing such other person to refrain from any
- act which s/he has a lawful right to do, or to do any act which s/he has a lawful right not to do;
- intimidate, harass or discriminate against any person on the basis of race, creed, color, national origin, religion, gender, age, marital status, sexual orientation or disability;
- physically restrain or detain any other person, or remove such person from any place where s/he is authorized to remain;
- willfully damage or destroy property of La Cima or under its jurisdiction, or remove or use such property without authorization;
- without permission, expressed or implied, enter into any private office of an administrative officer, member of the faculty or staff member;
- enter upon and remain in any building or facility for any purpose other than its authorized uses or in such manner as to obstruct its authorized use by others;
- without authorization, remain in any building or facility after it is normally closed;
- refuse to leave any building or facility after being required to do so by an authorized administrative officer, member of the faculty or staff member, or member of the Board of



Trustees;

- obstruct the free movement of persons and vehicles in any place to which these rules apply;
- deliberately disrupt or prevent the peaceful and orderly conduct of classes, lectures and meetings or deliberately interfere with the freedom of any person to express his/her views, including invited speakers;
- knowingly have in his/her possession upon any premises to which these rules apply, any rifle, shotgun, pistol, revolver, or other firearm or weapon without written authorization of the chief administrative officer, whether or not licensed to possess the same has been issued to such person;
- and/or willfully incite others to commit any of the acts herein prohibited with specific intent to procure them to do so.

PENALTIES AND PROCEDURES

A person who shall violate any of the provisions of these rules shall be subject to the following penalties and procedures:

- If a licensee or invitee, his/her authorization to remain upon the grounds or other property shall be withdrawn and s/he shall be directed to leave the premises. In the event of failure to do so, s/he shall be subject to ejection.
- If trespasser or visitor without specific license or invitation, s/he shall be subject to ejection and/or arrest.
- If s/he is a student, s/he shall be subject to disciplinary action as the facts of the case may warrant, as prescribed by §3214 of the Education Law and the Student Code of Conduct.
- If a faculty member, s/he shall be subject to disciplinary action as prescribed by and in

accordance with procedures of the Education Law and the collectively negotiated agreement.

- If a staff member in the classified service of the civil service, described in §75 of the Civil Service Law, s/he shall be guilty of misconduct and subject to the penalties and procedures prescribed in said section and be subject to ejection.
- If a staff member other than one described above, s/he shall be subject to discipline in accordance with law and any applicable collectively negotiated agreement.

ENFORCEMENT PROGRAM

1. The Board of Trustees shall be responsible for the enforcement of these rules, and s/he shall designate the other personnel who are authorized to take action in accordance with such rules when required or appropriate to carry them into effect.

2. In the case of any apparent violation of these rules by such persons, which, in the judgment of the Principal or his/her designee, does not pose any immediate threat of injury to person or property, such officer may make reasonable effort to learn the cause of the conduct in question and to persuade those engaged therein to desist and to resort to permissible methods for resolution of any issues which may be presented. In doing so such officer shall warn such persons of the consequences or persistence in the prohibited conduct, including their ejection from any district properties where their continued presence and conduct is in violation of these rules.

3. In any case where violation of these rules does not cease after such warning and in other cases of willful violation of such rules, the Principal or his/her designee shall cause the ejection of the violator from any premises which s/he occupies in such violation and shall initiate



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3. In any case where violation of these rules does not cease after such warning and in other cases of willful violation of such rules, the Principal or his/her designee shall cause the ejection of the violator from any premises which s/he occupies in such violation and shall initiate



disciplinary action hereinbefore provided.

4. The Principal or his/her designee may apply to the public authorities for any aid which s/he deems necessary in causing the ejection of any violator of these rules and s/he may request the Board's Counsel to apply to any court of appropriate jurisdiction for any injunction to restrain the violation or threatened violation of such rules.

This code and the penalties set forth herein are not considered to be inclusive or to preclude in any way the prosecution and conviction of any person for the violation of any federal or state law or local ordinance and the imposition of a fine or penalty provided for therein.

