

# MANDATED REMINDERS

PLEASE NOTE: The following presentation serve to provide all faculty and staff of the ***Kingsway Regional School District*** an overview/review of important laws, procedures, etc. that correspond to Board approved policies. This PowerPoint is not meant to provide an exhaustive view of each policy. Therefore, all faculty and staff are required to read, understand, and follow all approved policies and procedures as identified in Board Policy or identified as part of the faculty/staff manual.

Complete policies can be located on the district website at:

<https://www.straussesmay.com/seportal/Public/DistrictPolicyTOC.aspx?id=f0cc945ef3894b8d9ad5f87d948ca425&PolicyID>

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# Treatment of Asthma

## Policy 5335

- The Board of Education recognizes the primary goal for children with **asthma** is to allow the child to live as normal a life as possible. The child should be able to participate in normal childhood activities, experience exercise tolerance similar to peers, and attend school to grow intellectually and develop socially. In accordance with N.J.A.C. 6A:16-2.1(a)5, the Board adopts this Policy that includes procedures for the treatment of **asthma** in the school setting.
- Every school in the district shall have and maintain for the use of pupils at least one nebulizer in the office of the school nurse or a similar location. Each school nurse in the district shall receive training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, **Asthma** and Immunology pursuant to N.J.S.A. 18A:40-12.8(a). The school nurse, upon receiving this training, is authorized to administer **asthma** medication through the use of a nebulizer pursuant to N.J.S.A. 18A:40-12.8(a).
- Each pupil authorized to use self-administered **asthma** medication pursuant to N.J.S.A. 18A:40-12.3 and Policy 5330 or a nebulizer shall have an **Asthma** Action Plan (AAP) prepared by the pupil's medical home and submitted to the certified school nurse. The AAP shall identify, at a minimum, **asthma** triggers and information to be included in the individualized healthcare plan and individualized emergency healthcare plan, pursuant to N.J.A.C. 6A:16-2.3(b) for meeting the medical needs of the pupil while attending school or a school-sponsored function.

# Harassment, Intimidation, & Bullying Policy 5512.01

- “Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14.
  - Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
  - Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
  - Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
    - A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
    - Has the effect of insulting or demeaning any student or group of students; or
    - Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.
- The Board recognizes that bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Recognizing “a real or perceived power imbalance” may assist school officials in identifying harassment, intimidation, or bullying within the context and relative positions of the alleged aggressor and target.
- “Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or remotely activating paging device (N.J.A.C. 6A:16-1.3).
- In accordance with the Board of Education’s Code of Student Conduct and this Policy, all acts of harassment, intimidation, or bullying that occur off school grounds, such as “cyber-bullying” (e.g., the use of electronic means to harass, intimidate, or bully) is addressed in this Policy."

# Harassment, Intimidation, & Bullying Policy 5512.01 Cont.

- Teachers must **complete 2 hours of HIB training and 2 hours of suicide training in a 5-year cycle**. These trainings are available in Vector.
- All acts of **HIB must be reported verbally to the principal on the same day** it is witnessed or reliable information is received.
- The principal will inform all parents or guardians of all students involved.
- All **acts of HIB will be reported in writing to the Principal in two (2) days**. Staff are to use HIB Form 338, **[HIB Incident Reporting form for Local Educational Agency \(LEA\) Personnel](#)**.

# Inappropriate Staff Conduct Policy 3281/4281

- School staff's conduct in completing their professional responsibilities shall be appropriate at all times. School staff shall not make inappropriate comments to pupils or about pupils and shall not engage in inappropriate language or expression in the presence of pupils. School staff shall not engage in inappropriate conduct toward or with pupils. School staff shall not seek to be in the presence of a pupil.
- Beyond the staff member's professional responsibilities. School staff shall not provide transportation to a pupil in their private vehicle or permit a pupil into their private vehicle unless there is an emergency or a special circumstance that has been approved in advance by the Building Principal/immediate supervisor and the parent/legal guardian.

# Inappropriate Staff Conduct Policy 3281/4281

- The Commissioner of Education has determined inappropriate conduct by a school staff member outside their professional responsibilities may be considered conduct unbecoming a staff member.
- Therefore, school staff members are strongly advised to avoid such conduct which may include, but is not limited to communications and/or publications not directly related to academics, athletics, or clubs using e-mails, text-messaging, Facebook and/or other social networking sites, or any other medium that is directed and/or available to pupils or for public display.

# MEGAN' S LAW GUIDELINES

The statute mandates three levels of notification depending upon the offender' s degree of risk of re-offense.

Low Risk – Tier One

Moderate Risk – Tier Two

High Risk – Tier Three

## Notification Procedures

- Schools located in an area where the students are likely to encounter a Tier 2 or Tier 3 offender will receive a notice form from the prosecutor' s office.



# MEGAN' S LAW GUIDELINES

## Tier Two (Moderate Risk)

- Notification is given to schools and registered community organizations which have direct supervision over children and/or women and which have been determined to be “likely to encounter” the particular offender.
- Principals **should** notify:
  - school level administrative staff, teachers, aides, support staff, and custodial staff.
- Principals **should not** notify:
  - organizations using the facility, parent organizations, other schools, press, students, or parents/guardians of students.
- **ALL STAFF MUST BE TOLD THAT THIS INFORMATION IS CONFIDENTIAL!**

# MEGAN' S LAW GUIDELINES

## Tier Three (High Risk)

- In addition to the notice for Tier Two offenders, notice must also be given to members of the general public who are “likely to encounter” the particular offender.
- Principals **should** notify:
  - everyone listed on the Tier Two notification plus: parents/guardians of students.
- Principals **should not** notify:
  - organizations using the facility, parent organizations, other schools, press, or students. The prosecutor’ s office will provide the notice that will be mailed home and the principal will provide the cover letter, which must be reviewed by the prosecutor’ s office before mailing.

# MEGAN' S LAW GUIDELINES

## Consequences of Improper Dissemination

School personnel receiving notice must understand that they are receiving sex offender notifications in their official capacity and are not to disseminate information about an offender to anyone outside the school. Improper dissemination of the information about an offender may lead to disciplinary action being taken. Moreover, law enforcement will carefully investigate all allegations of criminal conduct taken by any person against the offender, the offender' s family, employer or school. Where appropriate, criminal prosecution will occur.

# Pupil Suicide Prevention Policy 5350

If you observe, hear, or are concerned about a student's well being,  
call guidance immediately.

**Do not wait until the end of the day!**

All faculty members are required to complete two hours  
of Suicide Prevention Training within a five-year cycle.

**The following link can be a helpful resource**

<http://www.sptsusa.org/>

# Reporting Potentially Missing or Abused Children

## Policy 8462

- A child can be abused physically and/or mentally by a parent(s), guardian, or other person having custody and control.
- **All school personnel and volunteers are required to immediately report suspected incidences of child abuse and/or neglect to DYFS (N.J.S.A. 9:6-8.10).**

### **How and When to Report Child Abuse / Neglect**

- In New Jersey, any person having reasonable cause to believe that a child has been subjected to abuse or acts of abuse should immediately report this information to the State Central Registry (SCR). If the child is in immediate danger, call 911 as well as

**1-877 NJ ABUSE.**

- A concerned caller does not need proof to report an allegation of child abuse and can make the report

# Reporting Potentially Missing or Abused Children

## Policy 8462

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- The person reporting the alleged child abuse is required to inform the school principal or designee after reporting to DYFS, unless he/she believes they are endangering the welfare of the child or himself/herself by such notice.
- **Is it against the laws of New Jersey to fail to report suspected abuse/neglect?**
  - Any person who knowingly fails to report suspected abuse or neglect according to the law or to comply with the provisions of the law is a disorderly person and subject to a fine of up to \$1000 or up to six months imprisonment, or both.
- A person making a report is immune from any liability, civil, or criminal (N.J.S.A. 9:6-8.13). The board assures all school personnel and volunteers that no one will be discharged from employment or discriminated against in any way as a result of making in good faith any reports of child abuse and neglect.

# Sexual Harassment

## Policy 3362/4352 & Policy 5751

- Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature that would not have happened but for the employee's gender.

**The sexual harassment of any employee or student of this district is strictly forbidden.**

- Hostile environment – Sexual harassing conduct by a school staff member that is sufficiently severe, persistent, or pervasive to limit another staff member's ability to participate in a workplace environment or activity or to create a hostile or abusive workplace environment.
- Quid Pro Quo Harassment – When a school staff member explicitly or implicitly conditions another school staff member's conditions of employment on the staff member's submission to unwelcomed sexual advances, requests for sexual favors, or other favors, or other verbal, nonverbal or physical conduct of a sexual nature. Quid Pro Quo Harassment is equally unlawful whether the staff member resists and suffers the threatened harm or submits and thus avoids the threatened harm.

# Staff Reporting Responsibilities Policy 3159/4281

- All staff members will **report their arrest** or indictment for any crime or offense to the Superintendent within **fourteen** calendar days in accordance with the provisions of N.J.A.C. 6 A:9-17.1.
- Report must include the **date of arrest or indictment and charges** lodged against the staff member.
- In some cases the Superintendent will notify the **NJ State Board of Examiners**.



# Social Networking Policy 3282

- The Commissioner of Education has determined inappropriate conduct outside a staff member's professional responsibilities may determine them as unfit to discharge the duties and functions of their position. Staff members should be advised communications, publications, photographs, and other information appearing on social networking sites deemed inappropriate by the Board could be cause for dismissal of a non-tenured staff member or to certify tenure charges against a tenured staff member to the Commissioner of Education.
- Should not make statements that would violate any of the district's policies, including its policies concerning discrimination or harassment;
- Must uphold the district's value of respect for the individual and avoid making defamatory statements about the school district, employees, pupils, or their families...
- May not disclose any confidential information about the school district or confidential information obtained during the course of his/her employment, about any individual(s) or organization, including pupils and/or their families;
- Shall not use social networking sites to post any materials of a sexually graphic nature;

# **RANDOM DRUG TESTING FOR STUDENT ALCOHOL OR OTHER DRUG USE Policy 5536**

- Kingsway will implement a Random Testing for Student Alcohol or Other Drug Use Program beginning with the 2017-18 school year. This program, as established through Board of Education Policy 5536 and Regulation 5536, enhances the District's ability to provide our students with a safe and drug free learning environment. The purposes of this random alcohol and drug testing program are to have a positive effect on attaining the important objectives of deterring alcohol and drug use, and to provide a means for early detection of students with substance abuse problems so that referral for evaluation or treatment may be offered.
- Students in grades seven through twelve who participate in Kingsway's interscholastic athletic program, participate in extra-curricular programs, and/or receive a school issued parking permit to drive/park a personal vehicle on school district property will be required to sign the Consent to Participate in Random Testing for Student Alcohol or Other Drug Use Program. By signing the consent form, students agree to participate in the program for a period of twelve months, regardless of whether the activity they participate in is out-of-season.

# Electronic Communication with Students Policy 3283/4283

- Recognizes vulnerability of employees who use social media and electronic means of communication with students.
- Important:
  - Improper communications with students (sexual innuendos, profane language, sharing of personal/confidential information, etc.) are prohibited.
  - Do not text students. Texting is prohibited!
  - Only use email when using district email. Do not use personal email.
  - Staff email are property of District and subject to review by authorized personnel.
  - Do not communicate with students using your cell phone.
  - Do not engage students on social media sites and MUST remove students who are 'friends' immediately if on your personal social networking site.

# Use of Technology Policy 2360

- Technology is a resource for the purpose of enhancing the learning process
- Adhere to copyright laws of the US
- Be aware and apply computer security procedures for equipment and data.

# RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION

## Policy 1510

- It is the policy of the Board of Education that no qualified handicapped or disabled person shall, on the basis of handicap or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment or under any program, activity or vocational opportunities sponsored by this Board.

### Educational Program Accessibility:

- No qualified handicapped/disabled person shall be denied the benefit of, be excluded from participation in, or otherwise be subjected to discrimination in any activity offered by this district.
- No pupil will be denied, because of his/her educational handicap/disability, participation in co-curricular, intramural, or interscholastic activities or any of the services offered or recognitions rendered regularly to the pupils of this district.
- There will be grievance procedures for persons alleging discriminatory acts by the Board and/or staff. The due process rights of pupils with handicaps/disabilities and their parents will be rigorously enforced.

# RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION

## Policy 1510

### Employment:

- No employee or candidate for employment shall be discriminated against in recruitment, hiring, advancement, discharge, compensation, training, transfer, or any other term, condition, or privilege of employment solely because of his/her handicap/disability, provided the employee or candidate can, with or without reasonable accommodation, perform the essential functions of the position sought or held.
- Reasonable accommodations, not directly affecting the educational and/or instructional program, shall be made to accommodate employment conditions to the needs of qualified persons with handicaps/disabilities.
- The Board employment policies and procedures shall comply with the Americans with Disabilities Act.

### Facilities Accessibility:

- No qualified handicapped/disabled person shall, because of the school district's facilities being inaccessible or unusable by handicapped/disabled persons, be denied the benefits of, be excluded from participation in or otherwise be subjected to discrimination under any program or activity offered by the Board.

# RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION

## Policy 1510

### Enforcement:

- The Supervisor of Personnel Services is designated as district coordinator for matters dealing with §504 and Title IX. The district coordinator shall act as a compliance officer and can be contacted at the following address or telephone number:
- A complaint regarding the identification, evaluation, classification, or educational program of a pupil with a handicap/disability shall be governed by the due process rules of the State Board of Education, N.J.A.C. 6A:14-2.7 and the Office of Administrative Law, N.J.A.C. 1:6A-1 et seq., and by the procedural safeguard processes established by Board Policy No. 2460 and Regulation No. 2460.6 or the grievance procedures established in Regulation No. 1510.
- Please Refer to the complete Board Policy (located on Kingsway's website) for further information.

# Blood borne Pathogens, Accident Reporting and Classroom Use of Chemicals

## Purpose:

- To comply with O.S.H.A. standards for employees
- To identify job classifications that are high risk for potential transmission of blood borne pathogens
- To prevent the transmission of blood borne pathogens through the use of “Universal Precautions”
- To inform employees of the Exposure Control Plan Policy and Procedures of Kingsway Regional & South Harrison School Districts
- To reinforce “Right To Know” compliance regarding use of chemicals in the school district

## Who is Covered?:

- CFR 1910-1030. *All employees identified by the Board of Education with job classifications that may expose them to blood or bodily fluids.*



# Blood borne Pathogens, Accident Reporting and Classroom Use of Chemicals

## Know OSHA Policy and your rights:

- Determine if your job description places you “at risk” for exposure to blood borne pathogens. If so, you are entitled to free Hepatitis B vaccinations.
- If you changed jobs into an “at risk” occupation you can be vaccinated. If you initially did not want the vaccine but changed your mind you can still be vaccinated free of charge

## Vocabulary:

- Blood borne Pathogens: microorganisms which present in bodily fluids that can lead to disease
  - HIV: Human Immunodeficiency Virus
  - HBV: Hepatitis B Virus
  - HCV: Hepatitis C Virus
- Universal Precautions: protect yourself from all bodily fluids and blood.
- RTK: Right To Know
- MSDS: Material Safety Data Sheets

# Blood borne Pathogens, Accident Reporting and Classroom Use of Chemicals

## HIV:

- HIV is the virus that leads to AIDS
- HIV develops in the immune system
- HIV does not survive well outside the body, dying essentially as soon as it dries
- Can be found in varying concentrations in blood, semen, vaginal fluids, breast milk, saliva, and tears

## Hepatitis B:

- Symptoms include jaundice, fatigue, abdominal pain, loss of appetite, nausea & vomiting
- May lead to chronic liver disease, liver cancer, and death
- Vaccinations available for Hepatitis B & Hepatitis A
- HBV can survive for at least one week in dried blood

# Blood borne Pathogens, Accident Reporting and Classroom Use of Chemicals

## Potential Transmission:

- Contact with another person's blood or bodily fluids that contain blood
- Mucous membranes: Getting infected blood or fluid in eyes, mouth, nose
- Non-intact skin: cover all of your cuts with a bandage!
- Contaminated sharps/needles...means any object that can penetrate the skin; including needles, scalpels, broken glass, capillary tubes, slides, and exposed ends of dental wires
- Diabetics should never test blood sugars in the classroom!

## Prevention:

- Staff are to follow Universal Precautions: assume that all blood and bodily fluid is capable of transmitting HIV, Hepatitis B, Hepatitis C, and other contagious diseases.
- Use a barrier, such as vinyl gloves, to prevent transmission when rendering first aid. The school nurse can supply a "Universal Precautions Kit" each year and replenish as needed. Observe the proper removal of, and disposal of, used gloves.
- You are never expected to clean up blood or bodily fluid! Call the Building and Grounds office. Protect others by quarantining the area and/or covering with towels or rags until a custodian arrives.
- Review the school policy at <https://www.straussesmay.com/seportal/Public/DistrictPolicyTOC.aspx?id=f0cc945ef3894b8d9ad5f87d948ca425&PolicyID>

# Right to Know Law: Know what chemicals you and your students are working with to minimize damage should an accident occur

- Material Safety Data Sheets (MSDS) for chemical exposures are kept in the Building and Grounds Office. As you get new MSDS sheets provide them to B/G office, keeping a copy for your classroom's "Right To Know" MSDS binder.
- All science labs are equipped with first aid kits, showers and eye wash stations for *preliminary* treatment. Report all accidents to the Nurse.
- All exposure incidents, staff & students, (biological & chemical) must be reported to the Nurse at the time of the incident. Provide the nurse with the MSDS so that the appropriate first aid is provided.

## General Safety:

- Review the first aid guidelines provided to you.
- Immediately report any unsafe work environment to your supervisor. Complete an Accident Report.
- Report all accidents (even minor injuries) to the school nurse. An accident report will be written and kept on file in the event immediate or future treatment is necessary. Do not be reluctant to file an accident report. It is in your best interest to do so.
- If you become injured on the job be sure to contact the school nurse. If the school nurse is not available, contact your supervisor. In case of an extreme emergency go to the nearest hospital or medical facility and then tell your employer within 24 hours.

# Teacher Evaluation

In 2012, the New Jersey Legislature unanimously passed the TEACHNJ Act, which mandated implementation of a new teacher evaluation system starting in the 2013–2014 school year. AchieveNJ is designed to recognize those who excel, identify those who need additional support, and provide meaningful feedback and professional development to all teachers.

In response to this new evaluation mandate, Kingsway Regional School District has adopted the Marzano Framework, one of the state approved teacher evaluation frameworks. The new evaluation system uses four rating categories: *Highly Effective, Effective, Partially Effective and Ineffective to not only evaluate teachers on classroom practice but also student performance*. Moreover, the mandates established by AchieveNJ apply to principals and assistant principals. Other certified staff members are evaluated using the Marzano framework, but are not subject to the guidelines of AchieveNJ.

The Kingsway Regional School District aims to elevate student success by supporting professional development and helping members of our faculty excel as professionals and lifelong learners. We believe that by helping educators excel, students will achieve success, and when students achieve more, our entire community benefits.

For more information on AchieveNJ, please visit the NJDOE's website at <http://www.nj.gov/education/AchieveNJ/>.

**Teachers only:** Please review our *Teacher Evaluation Guide* on the website at: <https://www.krsd.org/Page/721>. If you should have any additional questions regarding the evaluation, please reach out to your building principal to set up a meeting to review.

# Pupil Discipline / Code of Conduct 5600

On Thursday, March 23rd, the Board of Education approved my recommendation to amend the Middle School Student Code of Conduct and the High School Code of Conduct. A summary of these changes and the consequences can be found below:

- **Loss of Good Student Standing (HS only):** For any infraction, resulting in OSS (Out of School Suspension), the number of days students will lose good student standing shall be changed from 5 to 10 school days per infraction. This applies to loss of privileges during S.M.A.R.T
- **Tier II. B Disturbance to the School and/or Learning Environment (HS Only):** Behaviors that result in disturbance during S.M.A.R.T. will additionally result in Loss of Good Student Standing and Removal from S.M.A.R.T. for eight (8) school days.
- **Tier IV. A. Refusal to Comply with a School Employee (HS & MS):** New behavioral infraction that will result in (4) OSS for a first offense and (8) OSS for a second offense.
- **Tier IV. B. Failure to Disperse (MS & HS):** Move to Tier IV (Major Offense) from Tier III (Misdemeanor). This behavioral infraction will now result in (4) OSS for a first offense and (8) OSS for a second offense.
- **Tier IV. C. Incitement to Fight/Verbal Altercation (MS & HS):** Move to Tier IV (Major Offense) from Tier III (Misdemeanor). This behavioral infraction will now result in (4) OSS for a first offense and (8) OSS for a second offense.
- **Tier IV. D. Unauthorized Social Media Posting/ Inappropriate Use of Technology (MS & HS):** Move to Tier IV (Major Offense) from Tier III (Misdemeanor). This behavioral infraction has been amended to assign (4) OSS for a first offense and (8) OSS for a second offense. Descriptive language has been added to ensure that students and parents/guardians understand how we apply the code of conduct to related behaviors: The use of any Electronic Mobile Device that has recording capability, be it video, photo or any other electronic image and audio recording of any kind is strictly prohibited in locker rooms, dressing rooms, bathrooms, or other areas of the school where there may be a reasonable expectation of personal privacy. Any use or attempted use of an Electronic Mobile Device to capture, record, or transfer the image of an individual in any stage of undress is strictly prohibited and will result in immediate referral to police and appropriate disciplinary action as outlined in the district's Student Code of Conduct.

# Pupil Discipline / Code of Conduct 5600 Cont.

- **Tier IV. E. Disorderly Conduct/Lewd Behavior (MS & HS):** New behavioral infraction that will result in (4) OSS for a first offense and (8) OSS for a second offense.
- **Tier IV. F. Physically Resisting Detainment (MS & HS):** Move to Tier IV (Major Offense) from Tier III (Misdemeanor). This behavioral infraction will now result in (8) OSS for each offense. Furthermore, the District shall file a formal complaint with the Woolwich Township Police Department. A Principal's hearing will be required prior to reentry.
- **Tier IV. H. Fighting (Physical Altercation) (HS & MS):** Move to Tier IV (Major Offense) from Tier III (Misdemeanor). This behavioral infraction will now result in (8) OSS for each offense. Furthermore, the District shall file a formal complaint with the Woolwich Township Police Department. A Principal's hearing will be required prior to reentry.
- **Tier IV. O. Bias-Related Acts (MS & HS):** New behavioral infraction that will result in (8) OSS for a first offense and require a minimum of (3) sessions with a school counselor. Furthermore, the District shall require a Safety Evaluation and/or Psychological evaluation prior to reentry. Incidents determined to be Bias-Related means that it is an incident directed at a person, group of persons, private property, or public property that is motivated in whole or in part by racial, gender, disability, religious, sexual orientation, or ethnic prejudice. A bias-related incident need not involve conduct that constitutes a criminal offense. All bias-related incidents will be reported to law enforcement to determine if the incident rises to bias-intimidation. Bias-Intimidation is an incident that is confirmed by a law enforcement official to be bias-intimidation. New Jersey law defines bias intimidation as threatening or committing an offense (or attempting or conspiring to commit an offense) "with a purpose to intimidate an individual or group of individuals because of race, color, religion, gender, disability, sexual orientation, gender identity or expression, national origin, or ethnicity."

Please review policy 5600 – Pupil Discipline / Code of Conduct [here](#).

- To review the **High School** Student Handbook with the Code of Conduct, please visit the Kingsway website at <https://www.krsd.org/domain/338>
- To review the **Middle School** Student Handbook with the Code of Conduct, please visit the Kingsway website at <https://www.krsd.org/Page/2155>