



Pecos Mid/High School

Panther Parkway Hwy 163 Pecos, NM 87552

(505) 757-4720

CODE OF CONDUCT AND DISCIPLINE HANDBOOK

2024-2025

ADMINISTRATOR

Gilbert Morales Principal _____ 657-1639

gmorales@pecos.k12.nm.us

Danielle Seaboy Assistant Principal _____ 657-1679

dseaboy@pecos.k12.nm.us

COUNSELOR

Ms. Karla Espinoza, High School Counselor _____ 657-1672

kespinoza@pecos.k12.nm.us

Mrs. Amber Ortiz, Mid School Counselor _____ 657-1622

arortiz@pecos.k12.nm.us

SECRETARIES/ATTENDANCE CLERK

Ms. Lex Gonzales, Secretary _____ 757-4720

lexgonzales@pecos.k12.nm.us

Mrs. Susan Ortega, Special Education Secretary _____ 757-4644

sortega@pecos.k12.nm.us

Ms. Inez Aragon, ISSD and Attendance Officer _____ 657-4634

iaragon@pecos.k12.nm.us

School Website: <http://www.pecos.k12.nm.us/>

DISCIPLINE

PHILOSOPHY

Pecos Mid/High School works to maintain a system of discipline that effectively reduces behaviors in students which interfere with their learning process or the learning process of others. The best decisions for managing student behavior are based on a value system that maintains the dignity of the student and teacher. Each student and teacher must demonstrate attitudes and behaviors that contribute to a safe and positive learning environment. Maintaining a system of discipline is the responsibility of the total staff and student body with the support and cooperation of parents and the community. **IT IS THE RESPONSIBILITY OF EVERY STUDENT TO READ AND BECOME FAMILIAR WITH THE STUDENT DISCIPLINE CODE.**

Students and parents will sign and submit the Code of Conduct Agreement within the first 30 days of school.

EXPECTATIONS OF STUDENT BEHAVIOR

Pecos Mid/High students will develop:

1. Respect for themselves and the rights and property of others.
2. Ability to make responsible decisions.
3. Responsive attitude towards the needs of others as well as their own.
4. Responsibility for their own learning in order to become productive citizens.
5. Their talents to the fullest - be in class, on time, every day. Contribute positively to the class and its activities.
6. Respectful behavior and mannerly behavior towards all.

DUE PROCESS

Pecos Independent Schools adheres to the constitutional principle that a student must be guaranteed due process whenever involved in a disciplinary situation, which might result in suspension or expulsion. The minimum constitutional requirements of due process mandate that the student be given:

1. Oral or written notice of charges against him/her
2. Explanation of the evidence school authorities have
3. Opportunity for the student to admit or deny the alleged violation and to give his/her side of the story
4. Length of time the student will be excluded from school

Pecos Independent School District Discipline Matrix

The following discipline guidelines will be used at the discretion of the school administration when decisions are made regarding individual incidents. These guidelines pertain to incidents which occur at school, going to or from school, during lunch period, and during or while going to or coming from school sponsored activity.

The following matrix has been constructed to clearly show school community members the consequences for violations of expected behaviors within PISD. It lists the normal consequences that students will face if and when their behavior falls within one of the given levels. It is an attempt to be fair, concise and all-inclusive. Adjustments will be made for misbehaviors falling outside these listings or in cases of extreme or unusual actions. School administration reserves the right to exercise their discretionary rights to adjust discipline in any case as conditions require.

Parents will be called and/or notified regarding all infractions that culminate in consequences such as detention. In some cases, the parents will be requested to conference with the teacher, counselor, and/or administrator. Some situations will require referrals to social service agencies, mental health counselors, substance abuse counseling and other types of referrals, including the police.

LEVEL I INFRACTIONS

Infraction	1 st Offense	2 nd Offense	3 rd Offense*
Misconduct/General Disruption (Horseplay, rudeness, throwing objects, excessive disturbance, disrespect, teasing, name-calling, not on task, etc.)	Lunch Detention- 1 day Parent Contact	Lunch Detention- 3 day Parent Contact	ISS- 1 day Parent Contact Behavior contract
Defiance	ISS- 1 day Parent Contact Parent Conference	ISS- 3 days Parent Contact Parent Conference	OSS – 3 days Parent Contact Parent Conference Behavior contract SAT
General Profanity	ISS- 1 day Parent Contact	ISS- 3 days Parent Contact Parent Conference	OSS – 3 days Parent Contact Parent Conference Behavior contract SAT
Cafeteria Misbehavior	ISS- 1 day Parent Contact	ISS- 3 days Parent Contact Parent Conference	OSS – 3 days Parent Contact Parent Conference Behavior contract SAT
Ditching (On campus)	ISS- 1 day Parent Contact	ISS- 3 days Parent Contact Parent Conference	OSS – 3 days Parent Contact Parent Conference Behavior contract SAT
Any Electronic devices (Only permitted when the staff member allows)	Device confiscated Returned at the end of the day If student refuses, it becomes defiance	Device confiscated Device sent to Office Returned at the end of the day	ISS- 1 day Parent Contact Parent Conference
Dress Code Violation	Verbal warning Change clothes	Lunch Detention- 1 day Parent Contact	Lunch Detention- 3 day Parent Contact
Cheating/Plagiarism	Loss of assignment credit Parent Contact	Loss of assignment credit Parent Contact Lunch Detention- 1 day	ISS- 1 day Loss of assignment credit Parent Contact
Tardy	Lunch Detention- 1 day Parent Contact	Lunch Detention- 3 day Parent Contact	ISS- 1 day Parent Contact Parent conference
Parking permit violations (taking others off campus, accidents, speeding, leaving during scheduled classes, lending your permit to another student, etc.)	Warning Parent contact	No parking on campus 5 school days Parent contact Parent conference	Loss of permit Parent conference

Level I referrals are typically classroom management issues. There must be documentation of parent contact at least 2x prior as well as at least 2 interventions for each infraction type.

*: more than 3 offenses get elevated to Level 2.

LEVEL II INFRACTIONS

Infraction	1 st Offense	2 nd Offense	3 rd Offense**
Aids/Supports/Encourages the infliction of physical injury to another person. Includes video recording of fights or posting of material on social media	ISS- 3 days Parent contact Parent conference	OSS- 3 days Parent contact Parent Conference Behavior contract SAT	OSS- 5 days Parent contact Parent Conference SAT
Threatening/Attempting to injure another person	ISS- 1 day Parent contact Parent conference SEL counselor referral	OSS- 1 day Parent contact Parent conference Behavior contract SEL counselor referral	OSS- 3 days Parent contact Parent conference SAT Teen Court
Instigating a fight	OSS- 1 day Parent contact Parent conference Forfeit school activities 1 week	OSS- 3 day Parent contact Parent conference Behavior contract SAT Teen Court	OSS- 5 days Parent contact Parent conference SAT Teen Court
Fighting/Involved in a fight	OSS- 1-3 days Parent contact Parent conference Behavior contract if not in place Forfeit school activities 3 weeks SAT (if not in place) Indicate continued defiance on referral	OSS-3- 5 days Parent contact Parent conference SAT Teen Court	OSS- 5-10 days pending a discipline hearing for continued defiance
Harassment- General	OSS- 1 day Parent contact Parent conference Forfeit school activities 1 week	OSS- 3 day Parent contact Parent conference Behavior contract Forfeit school activities 3 weeks SAT Teen Court	OSS- 5 days Parent contact Parent conference Forfeit school activities 5 weeks SAT Teen Court
Willful disrespect/ insubordination to staff or administrators	ISS- 1 day Parent contact Parent conference	OSS-1 day Parent contact Parent conference Behavior contract	OSS- 3 day Parent contact Parent conference SAT Teen Court
Verbal abuse of/toward staff or administrators	OSS-1 day Parent contact Parent conference Behavior contract	OSS- 3 day Parent contact Parent conference Behavior contract SAT Teen Court	OSS- 5 days Parent contact Parent conference SAT Teen Court
Disrupting a school activity (field trip or school-sponsored event)	ISS- 1 day Parent contact Parent conference Removal from event	OSS-1 day Parent contact Parent conference Behavior contract rest of semester Removal from event	OSS- 3 day Parent contact Parent conference SAT Teen Court
Inappropriate use of technology (viewing/distributing inappropriate material)	ISS- 1 day Parent contact Parent conference	OSS-1 day Parent contact Parent conference Behavior contract	OSS- 3 day Parent contact Parent conference SAT Teen Court
Ditching (Off-campus)	OSS-1 day	OSS- 3 day	OSS- 5 days

	Parent contact Parent conference Behavior contract	Parent contact Parent conference Behavior contract SAT Teen Court	Parent contact Parent conference Teen Court
Misusing/Falsifying any document or communication (pass, progress report, absence excuse, etc.)	ISS- 1 day Parent contact Parent conference	OSS-1 day Parent contact Parent conference Behavior contract	OSS- 3 day Parent contact Parent conference SAT Teen Court
Unsafe/Dangerous Act	ISS- 1 day Parent contact Parent conference SEL counselor referral	OSS- 1 day Parent contact Parent conference Behavior contract SEL counselor referral	OSS- 3 days Parent contact Parent conference SAT Teen Court
Theft	OSS-1 day Parent contact Parent conference Behavior contract	OSS- 3 day Parent contact Parent conference Behavior contract SAT Teen Court	OSS- 5 days Parent contact Parent conference Teen Court
Driving/Parking permit violations (taking others off campus, accidents, speeding, leaving during scheduled classes, lending your permit to another student, etc.)	Warning Parent contact	No parking on campus 5 school days Parent contact Parent conference	Loss of permit Parent conference
Bullying/Hazing	OSS-1 day Parent contact Parent conference Counseling referral	OSS- 3 day Parent contact Parent conference Behavior contract SAT Teen Court	OSS- 5 days Parent contact Parent conference Teen Court
Property Damage-attempted or engaged	ISS- 1 day Parent contact Parent conference	OSS-1 day Parent contact Parent conference Behavior contract	OSS- 3 day Parent contact Parent conference SAT Teen Court
False Alarm- Fire Alarm, 911 call	OSS-1 day Parent contact Parent conference Counseling referral	OSS- 3 day Parent contact Parent conference Behavior contract SAT Teen Court	OSS- 5 days Parent contact Parent conference SAT Teen Court
Theft	OSS-1 day Parent contact Parent conference Counseling referral	OSS- 3 day Parent contact Parent conference Behavior contract SAT Teen Court	OSS- 5 days Parent contact Parent conference Teen Court
Repeated Level I infractions-Chronic	OSS- 3-5 days (Progressive) Parent contact Parent conference Behavior contract if not in place SAT (if not in place) Teen Court	OSS- 5-10 days (Progressive) Parent contact Parent conference Possible hearing for continued defiance/disruption (10 days) SAT Teen Court	OSS- 10 days pending a discipline hearing for continued defiance

** : more than 3 offenses get elevated to Level 3

LEVEL III INFRACTIONS

Infraction	1 st Offense	2 nd Offense	3 rd Offense**
Hate Violence/Crime- attempted or engaged, includes hate speech/language or actions based on race, ethnicity, or sexual identity, etc.*	OSS-1 day Parent contact Parent conference Behavior contract Counseling referral	OSS- 3 day Parent contact Parent conference Behavior contract SAT Teen Court	OSS- 5 days Parent contact Parent conference SAT Teen Court
Arson*	OSS- 5 day Parent contact Parent conference Behavior contract SAT Counseling referral Police referral	OSS- 10 days pending a discipline hearing for continued defiance Counseling referral Police referral	
Assault- Physical/verbal, includes use of pepper spray	OSS- 5 day Parent contact Parent conference Behavior contract Forfeit school activities 5 weeks SAT Counseling referral Police referral	OSS- 10 days pending a discipline hearing for continued defiance Counseling referral Police referral	
Assault-Aggravated Includes intending or performing assault/battery with weapons, or other force, likely to result in personal injury, including sexual assault and offenses.	OSS- 10 days pending a discipline hearing Police referral		
Harassment- Sexual (verbal or physical)	OSS- 3 days Parent contact Parent conference Behavior contract if not in place SAT (if not in place) Counseling referral Police Referral	OSS- 5 days Parent contact Parent conference Counseling referral Police referral SAT	OSS- 10 days pending a discipline hearing Police referral
Extortion- anything of value by violence, threat, or abuse	OSS-1 day Parent contact Parent conference Behavior contract Counseling referral	OSS- 3 day Parent contact Parent conference Behavior contract SAT Counseling referral Police referral SAT	OSS- 5 days Parent contact Parent conference Counseling referral Police referral
Threats/actions against the school or staff- Bomb threat, shooting threat, physical harm, sexual harassment, intimidation, etc.	OSS- 10 days pending a discipline Police referral		
Weapon- Possession look alike gun	OSS- 3 days Parent contact Parent conference Behavior contract if not in place SAT (if not in place) Counseling referral Police referral	OSS- 5 days Parent contact Parent conference Counseling referral Police referral SAT	OSS- 10 days pending a discipline hearing

Weapon- Possession/Use of actual gun or any item used as a weapon. Includes other weapons such as firearms, clubs, explosives, firecrackers, chains, spiked wrist bands, brass knuckles, etc.	OSS- 10 days pending a discipline Police referral		
Weapon- Possession knife, pepper spray, etc.	OSS- 3 days Parent contact Parent conference Behavior contract if not in place SAT (if not in place) Counseling referral	OSS- 5 days Parent contact Parent conference Counseling referral Police referral SAT	OSS- 10 days pending a discipline hearing
Tobacco Violation- Possession, use, etc. Include, e-cigs, vapes, etc.	OSS-1 day Parent contact Parent conference Behavior contract Counseling referral	OSS- 3 day Parent contact Parent conference Behavior contract SAT Counseling referral Police referral	OSS- 5 days Parent contact Parent conference Counseling referral Police referral SAT 4 ⁺ time = OSS 10 day and Discipline hearing
Tobacco Violation- More than personal use, sale/distribution, etc.	OSS- 3 days Parent contact Parent conference Behavior contract if not in place SAT (if not in place) Counseling referral Teen Court	OSS- 5 days Parent contact Parent conference Counseling referral Teen Court SAT	OSS- 10 days pending a discipline hearing
Drug/Alcohol Violation- Possession, use, under the influence, etc. Includes any controlled substance, alcoholic beverage, intoxicant, possession of paraphernalia, etc.	OSS- 3 days Parent contact Parent conference Behavior contract if not in place SAT (if not in place) Counseling referral Police referral	OSS- 5 days Parent contact Parent conference Counseling referral Police referral SAT	OSS- 10 days pending a discipline hearing
Drug/Alcohol Violation- More than personal use, sale/ distribution, etc. Includes any controlled substance, alcoholic beverage, intoxicant, etc.	OSS- 5 days Parent contact Parent conference Counseling referral Police referral SAT	OSS- 10 days pending a discipline hearing	
Sexual abusing another person	OSS- 5 days Parent contact Parent conference Counseling referral Police referral	OSS- 10 days pending a discipline hearing	
Vandalism/Property Damage	OSS-1 day Parent contact Parent conference Behavior contract Counseling referral Restitution	OSS- 3 day Parent contact Parent conference Behavior contract SAT Counseling referral Police referral Restitution	OSS- 5 days Parent contact Parent conference Counseling referral Police referral Restitution SAT 4 ⁺ time = OSS 10 day and Discipline hearing

Repeated Level II Infractions-Chronic	OSS- 5-10 days (Progressive) Parent contact Parent conference Behavior contract if not in place SAT (if not in place) Indicate continued defiance on referral Possible discipline hearing for continued defiance/disruption	OSS- 10 days pending a discipline hearing for continued defiance/disruption	

BULLYING PREVENTION

Bullying is one or more of the following behaviors that occurs to the point of interfering with the student's educational opportunities:

- When a person is exposed, over time, of repeated negative actions.
- When one person has more power, so the person being victimized feels that he/she can't defend him/herself.
- When a person, who is a target, may feel embarrassed, hurt, scared, and/or angry.

Bullying will not be tolerated. Unacceptable behaviors that interfere with the respect, responsibility and safety of students include all aspects of bullying:

- **Physical Aggression:** pushing, grabbing, hitting, shoving, pinching, spitting, tripping, etc.
- **Social Alienation:** gossiping, embarrassing others, ethnic slurs, excluding from a group, comments made towards a person regarding their choice of practice of an alternative lifestyle, etc.
- **Verbal Aggression:** mocking, put-downs, using profanity at others, etc.
- **Intimidation:** threatening others to do something, threatening with a weapon, playing a dirty trick, hazing, etc.
- **Cyber Bullying:** involves the use of information and communication technologies to support deliberate, repeated, and hostile behavior by an individual or group that is intended to harm others.
-

Reporting Bullying

Bullying cannot be investigated or corrected by the district until the district has been made aware of such bullying. Therefore, persons are directed to report all incidences of bullying to either a teacher, counselor, assistant principal, or principal in their school building.

Consequences for Bullying:

If the conduct is determined to be bullying, the district shall take all reasonable action to end the bullying, to prevent recurrence, to prevent retaliation against the student making the report and anyone participating in the investigation and to restore lost educational opportunities to the bullied student. In addition, the bully shall be disciplined according to any applicable discipline policy. The bully may be suspended/expelled/excluded in accordance with policy.

SMOKING AND/OR USE OF TOBACCO, VAPOR, OR ELECTRONIC CIGARETTES (E-Cigs)

Smoking and/or use of tobacco will be handled in the following manner:

- ***STUDENTS, EMPLOYEES, PATRONS, AND VISITORS SHALL NOT USE TOBACCO IN ANY MANNER ON CAMPUS.***

CONCERNING STUDENT CONDUCT IN THE PUBLIC SCHOOLS

State Law provides "...Due process of law to all persons involved, for mandatory procedures to be used following instances of assault upon, disorderly conduct toward, harassment of, or any alleged offense under the "New Mexico Criminal Code" directed toward a school teacher or school employee or instances of damage occurring on the premises to the personal property of a school teacher or school employee by a "student."

STUDENT INTERROGATIONS, SEARCHES AND ARRESTS

The Board of Education seeks to maintain a climate in the schools, which is conducive to learning and protective of the safety and welfare of staff and students. To achieve this goal, it may be necessary for school personnel to search the person and/or the personal property of the student and to seize any property deemed to be contraband and/or injurious or detrimental to the safety and welfare of students and staff.

Searches Conducted by School Personnel:

- Searches shall be conducted by the principal or designee when the principal or designee has **reasonable suspicion**/reasonable grounds for suspecting that a search will turn up evidence that the student has violated either the law or Board policy. When reasonable suspicion/reasonable grounds for a search exist, the principal or designee shall search a student and/or the student's property, including backpack, while on school premises or during a school activity under the circumstances outlined in this practice and shall seize any illegal, unauthorized or contraband materials.
- Any search conducted by the principal or designee shall respect the privacy of the student and not be any more intrusive than necessary, considering the age and sex of the student and the nature of the suspected infraction. The parent or legal guardian of the student should be notified as soon as possible prior to the search and shall be given the opportunity to be present while the search is being conducted. After a concerted effort to do so, if the parents or legal guardian are not located, and further delay would be disruptive to the process, the search may proceed. If the parents or legal guardian are not

notified prior to the search, the person performing the search shall document such and the reasons therefore. Whenever possible, the student shall be informed of the reason(s) for conducting the search and the student's permission to perform the search shall be requested. A student's failure to cooperate with school officials conducting a search shall be considered ground for disciplinary action. Immediately after a search, an administrative report shall be prepared by the school official conducting a search explaining the reasons for the search, the results and the names of any witnesses to the search. Whenever possible, another person shall be available to witness the search. If the search produces evidence to be used as the basis for disciplinary action, the report shall be filed in the student's cumulative folder.

Definitions:

1. "Reasonable suspicion"/"Reasonable grounds" is the standard for a search on school property or at school activities carried out by school authorities. Reasonable suspicion/reasonable grounds should be based on facts provided by a reliable informant or personal observation which cause the school official to believe, based on personal experience, that search of a particular person, place or thing would lead to the discovery of evidence of a violation of Board policy or state or federal laws. Reasonable suspicion/reasonable grounds require more than a mere hunch.
2. "Contraband" consists of all substances or materials prohibited by Board policy or state law including but not limited to drugs, alcoholic beverages, guns, knives, other weapons and incendiary devices.

Search of School Property by School Personnel:

School lockers, desks and other storage areas are school property and remain at all times under the control of the school. School property provided for the use of students is subject to inspection, clean-outs, access for maintenance and search pursuant to this policy. Students shall assume full responsibility for the security of their lockers and/or other storage areas in the manner approved by the administration. Students shall be responsible for whatever is contained in desks and lockers assigned to them by the school. The principal or designee may search a desk, locker, or any other storage area and its contents when there are reasonable suspicion/reasonable grounds for a search. Whenever possible, another person shall be available to witness the search.

Search of the Student's Person by School Personnel:

The principal or designee may search the person of a student if the school official has reasonable suspicion/reasonable grounds to believe that the student is in possession of contraband. Search of the person shall be limited to the student's pockets, any object in the student's possession such as a purse, shoes, sock, briefcase or backpack, and/or a "pat down" (systematic touching from shoulder to ankle) of the exterior of the student's clothing. Searches of the person shall be conducted out of the presence of other students and as privately as possible. At least one but not more than three additional persons of the same sex as the student being searched shall witness but not participate in the search. The parent/guardian of any student searched shall be notified of the search as soon as reasonably possible. Searches of the person, which require removal of clothing other than a coat or jacket, shall be referred to a law enforcement officer. No strip search shall be carried out by any school employee.

Seizure of Items:

Anything found in the course of a search conducted by school officials which is evidence of a violation of law or Board policy or school rules or which by its presence presents an immediate danger of physical harm may be:

1. Seized and offered as evidence in any suspension or expulsion proceeding if it is tagged for identification at the time it is seized. Such material shall be kept in a secure place by the principal until it is presented to appropriate law enforcement officials at the hearing.
2. Turned over to any law enforcement officer in accordance with this policy.

Appeals:

Within 10 school days after a search, the student may appeal the search decision to the superintendent who shall investigate the reason(s) and circumstances of a search. The superintendent shall issue written findings

within five school days after receiving the appeal. The appeal can go to the Board of Education if there is still disagreement. It must be placed on the agenda for action.

LAW ENFORCEMENT INVOLVEMENT

Search and Seizure:

The principal or designee may request a search on school premises, be conducted by a law enforcement officer. When law enforcement authorities are involved in the search, the search will be conducted under criminal law standards rather than under the provisions of this policy. When law enforcement officers respond to such a request, no school employee shall assist or otherwise participate in the search unless under the direct order of the law enforcement officer. If law enforcement personnel seek permission from school authorities to search a student, the student's personal property or school property to obtain evidence related to criminal activities, school officials shall require the police to produce a valid search warrant before the search is conducted unless:

1. There is voluntary consent by the student.
2. Law enforcement advises there is probable cause and circumstances exist such that taking the time to obtain a search warrant would frustrate the purpose of the search.
3. The search is incident to an arrest and is limited to the person immediate surroundings.

Interrogation:

When law enforcement officials request permission to question/interrogate student-suspects, when the students are in school or participating in school activities, a parent, guardian, legal or physical custodian shall be present unless the student is over 18 or emancipated as that term is defined in state law. Every effort shall be made not to draw any attention to the student being questioned by conducting the interrogation in private and with as little disruption to the schedule as possible. If the subject of the interview is school-related, the law enforcement officer may interview the student witness/victim.

Custody and/or Arrest:

When custody and/or arrest by the police is involved, all procedural safeguards as prescribed by law shall be observed by the law enforcement officers. This includes all due process procedures including but not limited to obtaining proper arrest warrants where required. Parents/legal guardians shall be notified immediately when custody and/or arrest by the police is involved.

ATTENDANCE/TARDY POLICY

Regular, daily attendance in class is of prime importance in the educational process. All students are expected to attend school for all days of the established school calendar as approved annually the Board of Education and in compliance with the New Mexico School attendance law. Attendance is the responsibility of the student, parents, and the school. The importance of regular, daily attendance as a basis for academic achievement cannot be overemphasized. All absences have a negative effect upon instructional continuity, regardless of the attempts to make up work. The regular contact of students with one another in the classroom and their participation in a well-planned instructional activity under the tutelage of a competent teacher are vital to this purpose.

Parent and Student Commitment to the Attendance/Tardy Policy:

1. Oversleeping is not an excused tardy or absence.
2. Mid/High School is a relatively safe time to learn that there are consequences for actions. It is important for students to develop a good work ethic for the future.
3. Students will not be excused from one class to work on assignments for another course.
4. Students may not miss or be late to another teacher's class for any reason (testing, errands, assembly set-up, etc.) without receiving permission in advance from the teacher who class the student will be late to or will miss.

5. Pecos Mid/High School will continue to honor field trips and other school-related excused activities. The crux of this rule is to deal with situations where there is a consistent disregard for this process. As always, certain situations warrant flexibility.

ABSENTEEISM

Regular and punctual attendance is a significant factor in a student's ability to succeed in school. Frequent absences may lead to poor academic work, lack of social development and possible academic failure. Regular attendance is of utmost importance for school interest, social adjustment and scholastic achievement. No single factor may interfere with a student's progress more quickly than frequent tardiness or absence. Procedure to address unexcused absence and excused absence attendance issues: The schools shall monitor all student absences and keep separate daily breakdowns of unexcused absences, unexcused tardies, excused absences and excused tardies. The state only allows for a maximum of 10 absences a year, regardless of reason.

1. Excused Absences:

Regular attendance and punctuality are essential to success in school. Therefore, in accordance with district and state laws, Pecos Mid/High School have established the following:

Excused absences – The school may require suitable proof regarding an excused absence for:

- a. Personal illness (a doctor's note may be required)
- b. Required court appearance
- c. Religious holiday
- d. Family emergency, such as:
 - Death in the family
 - Wedding
 - As determined/approved by an administrator
- e. Approved school-related function

2. Unexcused Absence:

- a. Absences not addressed above are unexcused.
- b. Each unexcused absence shall be entered on the student's record. The parents or guardians of the student receiving an unexcused absence shall be notified orally or in writing by the district of each unexcused absence. For unexcused tardies and/or unexcused hourly absences shall equal one unexcused daily absence. In accordance with the law, the district may impose academic penalties, which relate directly to classes missed while unexcused. The administration shall develop regulations to implement appropriate penalties. Students and parents or guardians may petition the Board of Education for exceptions to this policy or the accompanying regulations provided that no exception shall be sustained if the student fails to abide by all requirements imposed by the Board as conditions for granting any such exception.
- c. Students and parents have one school day to clear an unexcused absence.

3. School approval for Extracurricular Educational Experiences: A student's request to participate in extracurricular educational experiences outside of the school building may be approved for up to three days under certain circumstances and on a case-by-case basis. Any absences beyond the three days shall be treated as unexcused. Approval shall be left to the discretion of the school's principal. The principal shall use the following criteria in determining whether a student is permitted to engage in said extracurricular educational experiences.

- a. The student is in good academic standing (2.0 GPA with no more than 1 F).
- b. The student has no unexcused absences and no unexcused tardies.

- c. The student has 5 or fewer excused absences in a semester or 9 or fewer excused absences for the school year.
 - d. The student who is pursuing a work-study program under the supervision of the school;
 - e. The student who is attending any school-sponsored activity or activities of an educational nature with advance approval by the administration.
4. School Approval for “Family Business” Days: In advance of the scheduled days, a student’s parent/guardian may request an excused absence to attend to “Family Business” (i.e. funeral, wedding, etc.) excused absence not to exceed three (3) days per year if the following conditions are met:
 - a. Student is in good academic standing (2.0 GPA with no more than 1 F); and
 - b. Student has no unexcused absences and no unexcused tardies;
 - c. Note: “Family Business Days” exceeding three (3) days per year will be counted as unexcused.
 5. To excuse a student, a parent shall notify the school on the day of the absence via telephone, written notification or through other verifiable documentation as required by the school administration.
 - The district may require suitable proof regarding the above exceptions, including written statements from medical sources.
 6. Alternate educationally rewarding experiences such as travel when requested by the parent(s) in advance may be designated as an excused absence if approved by the principal and the assigned school work is made up. The requirements for approval for “Family Business” Days applied from number 4 above.

Check-out procedure during the school day:

1. When it becomes necessary for a student to leave school, the following procedure must be followed:
 - A note or phone call from a parent must be received by the Main Office. On this note, a phone number of a contact person shall be listed.
 - The school will call the parents or legal guardian to verify a phone call or note received to release a student from school.
 - The school must contact only the individuals listed on the emergency contact list filled out by student’s parents. A student may be released to or visited only by the individuals listed on the emergency call card. If an emergency call card is missing on a student it shall be the responsibility of the student and parent to complete a card and return it to the school.
 - Parents listed on the emergency call card must come into the school building to sign out their son or daughter in person. If a student drives to school, a written permission form must be on file before a student will be allowed to leave school without a parent. The school shall call parents to inform them that their son or daughter is being released from school.
 - In the event a parent (listed on the emergency call card) cannot be reached, a student shall not be released from school. A student leaving on his or her own accord shall be considered to be truant.
 - Students must sign out in the Main Office before leaving campus, even if they have received a pass excusing them from class. Failure to sign out is cause for disciplinary action.

PECOS HIGH SCHOOL ATTENDANCE INTERVENTION PLAN:

Attendance Intervention Plan:

The High School will follow the following protocols regarding absences:

- Three absences in a class: Teacher will call and notify the parent/guardian.
- Five absences in a class: A meeting will be held with the parent, the teacher, the principal and the truancy liaison.

- Seven absences in a class: Parent meeting with the attendance team and the creation of an attendance plan and contract. CYFD and JPO may be notified of the truancy. A Student Assistance Team meeting may be held as well.
- Ten absences in a class: Home visit by the principal and the truancy liaison. CYFD and JPO may be notified of the truancy. A Student Assistance Team meeting may be held as well.
- Fourteen absences in a class: Parent meeting with the principal and the truancy liaison.
- Eighteen absences in a class: The attendance team will review student absences and determine if the student is to receive credit for the class.

Tardy Procedure:

1. **Definition:** Tardiness is defined as the appearance of a student without proper excuse after the scheduled time that a class begins. Because of the disruptive nature of tardiness and the detrimental effect upon the rights of the non-tardy student to uninterrupted learning, penalties shall be imposed for excessive tardiness.
 - Whether a student is tardy or not is left to the discretion of the teacher.
 - Administrator will decide on discipline and administer consistently, if tardies continue.
 - If a tardy results in missing at least 15 minutes of the class period, it will constitute an absence, and must be cleared before admittance to class.
 - Tardy procedures start over at the beginning of each semester.
 - Students who are late to First Period will need to get an admit slip from the front office.
- 1. Consequences:**
- See the matrix.

2. **Tardiness Intervention Plan:** See matrix.

STUDENT DRESS REGULATIONS

Pecos Mid/High’s dress code requires that Pecos Mid/High students dress appropriately for their environment. What may be acceptable in an informal setting may not be appropriate school attire. Student dress is a reflection of the campus climate and Pecos Mid/High School is recognized as a high school with an emphasis on it focus on academics and post-high school goals. The responsibility to interpret and enforce the policy rests with the Pecos Mid/High School administration.

The dress code for all students at Pecos Mid/High School consists of the following:

- * Tank tops allowed with minimum two-finger width at the top.
- * All skirts and shorts must exceed the length of the student’s fingertips in the front and the back as they place their extended hands by their sides, with shoulders relaxed; the fingertip requirement also applies to clothing with holes or mesh cut-outs.
- * Blouses, pants, shorts, and skirts shall be worn so that no undergarments can be seen (this includes blouses with v-cut backs).
- * Clothing should not be sheer or overly revealing. No showing midriff more than 3 inches.
- * No headwear (baseball caps, hoodies, etc.) or sunglasses should be worn inside the building unless for cultural or religious purposes.
- * Leggings are ok as long as they are not sheer/see-through.
- * Pajamas and blankets are not permitted on campus.
- * Unacceptable clothing also includes: sagging/baggy pants, tube tops, excessively tight tops, ripped or excessively/inappropriately tattered clothing, pants/dresses,/shirts/shorts that expose underwear, pajamas, and blankets.
- * Tennis shoes, boots, and closed-toe shoes are acceptable footwear. Flip flops and house slippers are not permitted for daily use.

Additionally, Pecos Mid/High's dress code prohibits any attire or appearance of students, which presents a health or safety hazard or is in violation of municipal or state law, or presents a potential for disruption to the instructional program, such as:

- * Attire or accessories which advertise, display or promote any drug, including alcohol and tobacco
- * Attire which displays/promotes sexual activity or violence
- * Attire which displays/promotes disrespect and/or bigotry toward any group

Students who do not present themselves according to the dress code will be asked by a teacher, staff, or faculty member to obtain appropriate clothing and the student may be removed from class until appropriate clothing is worn before being allowed to return. The 2nd dress code violation will result in disciplinary action. Additional consequences for dress code infractions will be progressive.

FOOD

Food purchased in the cafeteria must be consumed in the cafeteria. Students are responsible for clearing their garbage after eating/drinking in the cafeteria. Please help us keep the school clean. All students are required to get a tray at breakfast and lunch as part of our Lunch program. Trays must be picked up before any outside food can be eaten.

- Note: During lunches, students must remain in the cafeteria, commons area, or outside courtyards. Students are not allowed to be in the hallways, behind the school, in the parking lot, or in any of the restricted areas.

Food is not to be consumed in the classrooms, gym, or any other location except the cafeteria unless sanctioned by a teacher or principal for a school event, class incentive. Only prepackaged food can be used for school events and for special occasions from outside sources. Food from off campus brought in for any reason is not allowed.

PERSONAL TECHNOLOGY

To ensure privacy and focus on learning in classrooms, cell phone or personal technology (iPad, tablet, etc.) use is not permitted during class time. Phone use is limited to before school, during lunch, and after school and in passing time. Inappropriate cell phone or personal technology use will result in disciplinary action. Student phones will not be allowed in class. Students are not allowed to have cell phones out, nor are students to have/use headphones or earbuds in class.

If a student brings a phone to class and used without teacher permission, the teacher will collect the phone and return it to the student at the end of the period. Students who violate the rule will have their phone picked up and turned into the office. On the first offense, the student will be allowed to pick up the phone from the office. After the first violation, a parent will be required to pick up the phone. Frequent and/or abuse of the phone policy may result in a complete loss of personal phone privileges.

Exceptions to the personal technology use are only made for educational purposes sanctioned by the teacher and for Assistive Technology; both of which must have principal approval.

A phone for student use is located in the Main Office. Calls from this phone are to be made to parents/guardians for school related issues only. You may use this phone before and after school, during passing periods and at lunch.

COMPUTER LABS

Pecos Mid/ High School have computer labs available for classroom instruction. The lab is only used under the supervision of an adult. Computer use is also permitted within individual classrooms or in the library with teacher supervision. Misuse, illegal use and/or hacking of technology, computer equipment and/or software is prohibited. Consumables, such as food, beverages, or gum, are permitted in the computer labs. Students are to only be on sites identified by the teacher. Students are to not “surf” the internet or be on any personal social media sites.

PUBLIC DISPLAYS OF AFFECTION (PDA)

Being overly affectionate in school creates an environment that is not conducive to concentration and learning, therefore students should refrain from inappropriate, intimate behaviors on campus or at school related events and activities. Students are expected to show good taste and conduct themselves respectfully at all times.

Inappropriate public displays of affection will not be tolerated. This behavior will result in a parent meeting and possible suspension if inappropriate behavior continues after being warned. The expression of feelings of affection toward others is a personal concern between two individuals and not of others surrounding them. Therefore, good taste and respect for others is the guideline for appropriate behavior.

CLASSROOM EXPECTATIONS

We want to ensure that the classroom is a great place to learn and work. We want all students to achieve their potential at PMS/PHS. Therefore, we want to create quality learning climate in every classroom. To help with this, all students are expected to come to class ready to learn. Students are to bring a notebook, writing utensil, textbook and homework each day. Students will not be allowed to go to lockers to get basic materials. The teacher will provide materials for unprepared students. Students who do not come prepared for class will fall under the disciplinary consequence code.

Students are to demonstrate good behavior at all times. Students are to allow the teacher to teach and fellow students the opportunity to learn. Behavioral expectations will be strictly enforced. Students who fail to demonstrate good behavior will be disciplined under the school code. Student may lose privileges or extra-curricular activities for poor behavior. The teacher will contact parents when behavioral issues do not improve.

Students are not allowed to have cell phones out, nor are students to have/use headphones or earbuds in class. Students are not allowed to bring in anything other than what is needed for class. Items such as blankets, stuffed toys, fidgets, and computer games are not allowed in the classroom.

GRADING PROCEDURES

The grading scale used at Pecos Mid/High School is as follows:

Percentage	Letter Grade	Grade Point
90-100	A	4 points
80-89	B	3 points
70-79	C	2 points
60-69	D	1 point
0-59	F	0 points

Pecos Mid/High School Academic Letter and Honor Roll Program

Program Goals:

The Academic Letter and the Honor Roll programs are to recognize students who excel academically and to demonstrate to students, staff, and the community the importance of academics.

Pecos High School Academic Letter for Academic Achievement

Description:

This award will be presented to students who have demonstrated excellence in the classroom at **Pecos High School**. When a student meets the criteria for the first time, he/she will receive an academic letter, and then, a bar for each subsequent year of attaining the requirements. It is only given once. If a student has previously received an academic letter, ("P") from PHS, or a bar, he/she will need to purchase any future lettering pins, bars, or patches from a local athletic store on their own.

Criteria:

Freshman must obtain an overall GPA of 3.5 with no "C", "D", or "F" grades for two semesters to be eligible for a letter in the fall of their sophomore year.

Sophomores must have two consecutive semesters in which they have achieved a 3.5 GPA with no "C", "D", or "F" grades. The second semester of the freshman year and the first semester of the sophomore year will meet the criteria. This is to be eligible for a letter/bar in the fall of their junior year.

Juniors must have two consecutive semesters in which they have achieved a 3.5 GPA with no "C", "D", or "F" grades. The second semester of the sophomore year and the first semester of the junior year will meet the criteria. This is to be eligible for a letter/bar in the fall of their senior year

Process:

The counselor will run Simple and Weighted GPA reports from PowerSchool for students with a final semester grade GPA of 3.5+ at the end of each semester. The names of students who are eligible for the Academic Letter will be based on the semester grade GPA from the Simple or Weighted GPA, whichever is higher.

Pecos Mid/High School Honor Roll for Academic Achievement:

The Honor Roll will be based on the semester grade GPA from the Simple or Weighted GPA, whichever is higher. The student must also be enrolled in at least 4 classes for the semester they receive the certificate. The Honor Roll lists will be posted within a month following the end of each quarter.

1. Principal's Honor Roll- (4.0+ GPA)
2. Panther Plus Honor Roll - (3.8-3.9 GPA)
3. Panther Honor Roll (3.5-3.7 GPA)

Note: The initial awarding of the Academic Letter and Honor Roll began during the 20-21 school year based on the 19-20 school year. Although there may be students who would have been eligible in prior years, we will not retroactively award students prior to the 19-20 school year.

STUDENT ELIGIBILITY GUIDELINES

In order to support academic achievement, PMS and PHS have developed a participation procedure in co-curricular and extra-curricular activities that requires students to maintain passing grades. Any student who has an F in any one class at the end of the weekly grading period will be asked to attend tutoring session(s). The principal will run a grade check on Tuesdays during the school year. Mid-school tutoring will be offered on Mondays and Wednesdays from 3:00 pm to 4:30 pm in the cafeteria. High-school tutoring will be offered on Tuesdays and Thursdays from 3:00 pm to 4:30 pm in the cafeteria. Students will need to monitor their grades frequently and check in with teachers to avoid academic consequences for a low grade. Students will be allowed to do make-up work and/or retake important tests to improve grades and ensure that students are learning the necessary skills and knowledge for each class.

BUS CONDUCT

Riding on a PISD school bus is a privilege for any student and not a right. The student is to follow all rules regarding the bus and to follow all directives of the bus driver. It is an important safety issue to have students not be disruptive and a distraction to the bus driver. Students will demonstrate respectful behavior towards the bus driver at all times. When a student fails to follow the expected behavior standards for the bus, the bus driver will document misbehavior on the Bus Conduct Referral form and refer it to the building principal who will then assign a consequence. The consequences may include school-level discipline and/or bus disciplinary consequences.

Students may be removed from the bus for misconduct. Repeated violations will result in progressive discipline being assigned. If a removal from the bus is warranted it will be for 3 days for the first removal. Parents will be notified by the principal or the transportation secretary. If the student violates the rules again and is removed from the bus, it will be for 5 days. Any future violation after two removals will result in a long-term removal or a complete removal from the use of the bus for the rest of the year. Parents will be contacted and a meeting will be held when the potential for a long-term removal is being considered. The parent and the school administration will work together to develop strategies and a plan as a means to avoid loss of bus privilege.

HIGH SCHOOL PARKING PERMIT

Driving and parking on campus is a privilege, not a right. Students must have a permit to drive/park on campus and adhere to the rules found in the application. The permit can be revoked /suspended at any time should a student violate them.

Pecos Mid/High School Code of Conduct and Discipline Policy Agreement

In order to maintain a system of discipline that effectively reduces behaviors in students which interfere with their learning process or the learning process of others, we the undersigned have read and agree to uphold the *Pecos Mid/High School Code of Conduct and Discipline Policy*.

Failure to uphold the tenets of this document will result in the consequences delineated herein.

We understand that the best decisions for managing student behavior are based on a value system that maintains the dignity of the student and teacher.

We agree that in order to maintaining a system of discipline is the responsibility of the total staff and student body with the support and cooperation of parents and the community.

Student Name: _____ Signature: _____

Date: _____

Parent/Guardian Name: _____ Signature: _____

Date: _____