RePublic Schools
Core Family Handbook

2019-2020
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>TABLE OF CONTENTS</td>
<td>2</td>
</tr>
<tr>
<td>MISSION, BELIEFS, AND VALUES</td>
<td>3</td>
</tr>
<tr>
<td>The Home and School Partnership</td>
<td>3</td>
</tr>
<tr>
<td>Mission</td>
<td>3</td>
</tr>
<tr>
<td>SCHOOL POLICIES AND PROCEDURES</td>
<td>3</td>
</tr>
<tr>
<td>Attendance Policy</td>
<td>5</td>
</tr>
<tr>
<td>Homework Policy</td>
<td>7</td>
</tr>
<tr>
<td>Promotion</td>
<td>7</td>
</tr>
<tr>
<td>School Breakfast and Lunch</td>
<td>8</td>
</tr>
<tr>
<td>Dress Code</td>
<td>8</td>
</tr>
<tr>
<td>Scholar Belongings</td>
<td>9</td>
</tr>
<tr>
<td>SCHOLAR CODE OF CONDUCT</td>
<td>9</td>
</tr>
<tr>
<td>Corrective Discipline</td>
<td>10</td>
</tr>
<tr>
<td>In-Class Separation</td>
<td>10</td>
</tr>
<tr>
<td>Expulsion</td>
<td>12</td>
</tr>
<tr>
<td>Bullying</td>
<td>16</td>
</tr>
<tr>
<td>Social Media</td>
<td>16</td>
</tr>
<tr>
<td>Bus Behavior</td>
<td>16</td>
</tr>
<tr>
<td>Cheating, Plagiarism, and Copying Others’ Work</td>
<td>17</td>
</tr>
<tr>
<td>Field Trips/End-of-Year Events</td>
<td>18</td>
</tr>
<tr>
<td>GENERAL SCHOOL INFORMATION</td>
<td>18</td>
</tr>
<tr>
<td>Visitors</td>
<td>18</td>
</tr>
<tr>
<td>Grievance Procedure</td>
<td>19</td>
</tr>
<tr>
<td>Medical Policies</td>
<td>19</td>
</tr>
<tr>
<td>Health and Illness</td>
<td>20</td>
</tr>
<tr>
<td>Health and Sexual Education Policy</td>
<td>20</td>
</tr>
<tr>
<td>Campus Safety and Supervision of Scholars</td>
<td>20</td>
</tr>
<tr>
<td>FERPA and Scholar Records</td>
<td>21</td>
</tr>
<tr>
<td>Filing a Grievance</td>
<td>22</td>
</tr>
<tr>
<td>Internet Acceptable Use Policy</td>
<td>23</td>
</tr>
<tr>
<td>Mandated Reporter Policy</td>
<td>25</td>
</tr>
<tr>
<td>Non-Discrimination Policy</td>
<td>26</td>
</tr>
</tbody>
</table>
MISSION, BELIEFS, AND VALUES

The Home and School Partnership
At RePublic Schools, we do everything we can to ensure that your scholar succeeds academically and socially. We know that success is not possible without the dedication and support of our scholars’ parents, guardians, family and friends. All of us must work together to provide the very best education for RePublic scholars. Home is a child’s first classroom and a parent is a child’s first teacher. When our scholars see how dedicated you are to our school and its values, they will be inspired to model that same level of dedication and commitment to our shared values.

Mission
The mission of RePublic Schools is to reimagine public education in the South. RePublic Schools achieves its mission by operating schools that prepare scholars to enter, succeed in, and graduate from the college of their choice, and by supporting schools that value innovation and ownership.

SCHOOL POLICIES AND PROCEDURES

The RePublic School Day
Across all grades, the RePublic school day is extended to permit extra instructional time and assistance. Up to tenth grade, scholars receive two classes of math, two classes of literacy, and extra help every day, as well as computer science, science, and history multiple times per week. Please see the elementary, middle, or high school handbook for start and end times for each level of school.

Communication Between Parents and the School
Communication is one of the most valuable tools we have in supporting our scholars’ success. We will communicate with you frequently and in detail about your scholar’s school life and academic progress. Communication is a two-way street. We need to hear from you early and often about your scholar. We expect a call if your scholar is out for the day. We expect a call if you or your scholar is concerned about his or her academic performance. We expect a call if something happens at home that would be helpful for a scholar’s teacher or advisor or the school leadership to know.

You can expect:

Weekly Newsletters
- Each week, families will receive a newsletter. At the elementary and middle school level, the newsletter will be a printed handout. At the high school level, this information will be sent out over email. The newsletter will include announcements and updates. If you do not receive a weekly newsletter, please ask

3
your scholar and, if they have not received it, please reach out to the school. To ensure that you receive this critical information each week at the elementary and middle school levels, we ask that you sign each newsletter. We explain to scholars that it is their responsibility to ensure that you get this information, why it is important, and that we hold them accountable for getting the weekly newsletter to you.

- It is our goal that families should feel involved in the events, activities, and announcements in our school communities. If you have questions or concerns about anything, please contact the school immediately.

Access to Scholar Grades
- All of our schools track grades for scholars on a grading platform called School Runner. At the beginning of the year, we will send you log-in information. School Runner will allow you to see scholar grades in real time.
- If you lose your log-in information, please contact the main office so we can remind you of it.

Grade Level Advisory Calls
- Each week, grade level teams meet to review scholar data and to identify positive and concerning trends. After this process, the team prioritizes families to receive phone contact from one or more teachers.
- One of the many goals is to ensure that all parents are being contacted with a frequency that is both sustainable and relevant. Ideally, families should receive personal contact, on average, once a month.

Quarterly Report Card Pick Up
- Quarterly, your scholar’s school will produce a report card which outlines their performance over the past six to eight weeks in grades, attendance, homework, behavior, and standardized tests.
- In order to ensure communication about their performance, the following will happen, quarterly:
  o Your scholar’s school will send home their report card home with them.
  o Your scholar’s advisory will meet individually with them to discuss progress towards goals.
  o You’ll be invited to your scholar’s school for an in-person conference with their teachers.

Parent/Family Nights
- All RePublic Schools hold regular family events where all scholars and their families are welcomed, but not required to attend.
- These events are a great opportunity to come have fun with the whole family and to get to know teachers and fellow families a bit better.
- Former family night themes include: Math Night, International Night, Movie Night, Christmas Cookie Decorating Party, Thanksgiving Potluck, etc.

Additional Communication
In addition to the standard communication expectations outlined above, families should feel comfortable reaching out to staff whenever they have questions or concerns. Schools will distribute contact information for teachers and leadership at the beginning of each year. If you are ever confused about whom to speak to, please simply contact the main office and they will be happy to connect you to the appropriate person. Our internal commitment is that all non-emergency calls and emails are responded to within 48 hours of receipt.
**Inclement Weather Closings**

In the event of poor weather conditions such as heavy snow, ice or rain, please check our Facebook page, examine our website, wait for a phone call from our automated system, and listen to local TV or radio stations for relevant information regarding school cancellations or delays.

*RePublic Schools generally follows the delay and cancellation policies of the local school districts of Metropolitan Nashville Public Schools (MNPS) and Jackson Public Schools (JPS), but on rare occasions will make an independent call.*

If the local district is closed or delayed, this DOES NOT mean that RePublic schools are closed or delayed. In the event that RePublic Schools is open and the district is closed, ALL scholars are expected to attend school. Failure to do so will invoke the school’s attendance policies. Families should check their local listings for information regarding inclement weather decisions.

**Attendance Policy**

In order to achieve our ambitious goals, scholars at RePublic Schools must be in school, ready to learn every single day. Regular attendance is mandatory and poor attendance will not be tolerated. Preparing for college takes a substantial amount of time and hard work. As such, every single day counts at RePublic.

Our scholars can only be successful if they are present at school and ready to learn. Missing school does not only impact your scholar’s opportunity to experience teaching in the moment; it also impacts scholars’ ability to catch up once they return. Regular attendance at school is therefore mandatory and vital for every scholar.

If a scholar is absent for the first five days of school, or at least ten consecutive days during the school year, and there has been no successful contact between the family and the school to explain his or her absences, that scholar may lose his or her seat and be considered un-enrolled from the school.

According to T.C.A § 49-6-3001 and M. C. A §37-13-91, all scholars under 18 are expected to be in school. All scholars under the age of 18 will be expected to comply with these laws and the school will follow procedures set out in TCA § 49-6-3007 and M.C. A §37-13-91 if the scholar does not comply with the law. In cases of truancy, the principal (or her/his designee) will investigate the situation. All RePublic Schools operate in compliance with TCA § 49-6-3007 and M.C. A §37-13-91 requirements, which include mandated reporting of truancy to appropriate state agencies.

**Absences**

**All Absences Are Created Equal** All absences, both excused and unexcused absences, are considered to be setbacks to your scholar’s education at RePublic. Regardless of absence type, scholars are not set up to be successful if they miss school. RePublic also recognizes there are many real barriers to attendance for
certain families. Schools will work to support families through those challenges to ensure scholars are in school learning each day.

Attendance Communication
Families should communicate with the school about any attendance issues in advance, including sickness. This enables the school to plan and prepare for the scholar’s absence. For any scholar not in school as of 8:00 am, families will receive an attendance phone call.

Absences will be determined as excused or unexcused by the school leader or their designee. In order for an absence to be even considered as being excused, families should notify the school of an attendance issue via one of the following methods:

- A written note addressed to the school’s director of operations
- An email to the school’s director of operations
- A phone call to the school’s director of operations (voicemails do not count)

Families can also expect to receive regular communication regarding attendance on all report cards. Real-time attendance data is also available on School Runner.

Absent Scholars Cannot Attend After School Events Scholars who are absent or have an incomplete day from school cannot attend school events, dances, or other school-sponsored activities on the day of the absence, unless the school has given advance permission. For weekend events, scholars must be present at the school on Friday to be eligible to attend.

Tardies
Scholars are expected to be inside the doors of the school, in full uniform, at or before 8:00 am. Scholars arriving after 8:00 am are marked tardy. Four tardy days are counted on the scholar's record as one absence. Tardies due to traffic, medical appointments, family emergencies, etc. are not excused.

Arriving Late and Early Dismissals
Scholars who arrive to school after first period begins and/or miss up to two full class periods are considered as having an incomplete day. This policy applies to both late arrivals and early dismissals. Two incomplete days are counted on a scholar’s record as one absence.

Unless a parent or guardian has contacted the school in advance and provided a signed note to the school explaining the situation, and the school has granted permission, no scholar will be dismissed early from school. In addition, the parent or guardian must sign the scholar out with your school's main office before removing the scholar from school grounds. Scholars will not be dismissed unless the parent or guardian has physically come to the main office. Notification regarding early dismissals should be made as far in advance as possible. Early dismissal requests for pickup will not be accepted if they are made within an hour of official dismissal time. For their own safety, scholars must be picked up by a parent, guardian or designated emergency contact person in order to be dismissed. A note or phone call requesting that a scholar be dismissed on their own is insufficient and will not be honored. This policy applies to all early dismissals, including those for appointments and illness.
Likewise, if a scholar needs to be sent home due to a behavioral infraction or illness, a parent/guardian must come to the school, meet with the principal and/or dean if necessary, and remove the scholar from school grounds. Incomplete day consequences apply in these cases. Scholars being sent home for behavioral infractions or illness will not be dismissed unless the parent or guardian has physically come to the school (please see Code of Conduct for more details around behavioral infraction dismissal).

Leaving Campus

In order to ensure the safety of all our scholars, scholars are not permitted to leave campus once they are inside the building. Leaving the school or school grounds without authorization is considered skipping or cutting class and will be considered a very serious violation of school rules.

Homework Policy

Homework is an essential component of RePublic Schools’ academic program. While teachers and scholars work hard during school time, it is critical that scholars practice independently so that they continue to build stamina and mastery. Homework is one way we ensure that happens. To ensure that homework is done consistently and accurately, there are several systems in place to set scholars up for success. Our goal is to teach scholars how to be successful in organizing homework, asking for help in advance, and turning in their work on time.

Please ensure that your child is completing his or her homework each night. We recommend setting aside a quiet, distraction-free (no television, no video games) area in your house for your scholar to work in. Once a scholar has completed his or her homework, you should look through it to ensure that the scholar followed directions, did their best work, and completed all required exercises. Parents must sign off on all scholar homework in order for the scholar to receive credit.

Please do not complete your scholar’s homework for him or her. Homework is an opportunity for your scholar to practice what they have learned in class or to prepare for an upcoming class. If well-meaning parents or guardians complete a scholar’s work for them, the student loses the opportunity to practice and learn.

Promotion

Promotion to the next grade is earned at RePublic Schools. Retaining a scholar in his or her current grade is not a punishment. It is an opportunity for that scholar to master the content of that grade before moving to the next. The goal is to ensure that all scholars who are promoted are set up for success in the next grade.

A scholar is a candidate for promotion into the next grade if he or she:

- Has fewer than twenty absences in the school year.
- Passes all classes (with a passing grade higher than 65%).
- Reads no fewer than two years below grade level.

Scholars who do not meet these criteria are candidates for retention in their current grade. RePublic is guided by these criteria in making the decision to ultimately retain a scholar.
Specific provisions of an Individual Education Plan (IEP) or an active English Language Learner may amend promotion or retention criteria, on a case-by-case basis.

Schools will have conversations with every scholar who meets any of the above criterion at the end of each quarter. Schools will make final decisions on promotion at the end of the fourth quarter.

**School Breakfast and Lunch**

All RePublic Schools participate in the National School Breakfast and Lunch Program, which provides free or reduced price breakfasts and lunches as well as free milk to eligible scholars. At the beginning of the school year, each family will be mailed a letter describing eligibility and an application to participate in the program. Families of scholars who have particular dietary restrictions should alert the director of operations as early in the school year as possible.

**School Breakfast**

At the beginning of each semester, scholars may register for the school breakfast program for the subsequent quarter. Scholars who register for the program can receive breakfast every morning, as long as the scholar arrives 15 minutes before official start time.

**School Lunch**

Scholars may either purchase lunch from the school or bring their own lunches from home. All of our schools are served by Revolution Foods, a school food service company that provides hot meals, prepared off-site.

**Lunches from Home**

For scholars to engage in the rigorous academic program at RePublic Schools, it is important that scholars have healthy, balanced meals. If you choose to send your scholar to school with lunch from home, we ask that you please do not include: soda (including diet), candy or fast food.

**Dress Code**

RePublic Schools has a strict, non-negotiable dress code. The dress code applies during all school days and during all school-sponsored events (unless otherwise stated in writing by the school).

The dress code has been adopted to improve the educational environment for all scholars. Specifically, we have instituted a dress code to prepare scholars to act and dress as scholars, to foster a sense of school identity and community, to eliminate unnecessary energy spent on brand name clothing and image, to increase security and safety in the building, and reduce the cost of clothing families need to purchase each school year. RePublic has different dress code guidelines for each level of school - elementary, middle, and high school. To find what your scholar should be wearing, please see the specific guidelines for each tier of school dress code in the elementary, middle, or high school addendum at the end of this handbook.
Enforcement of the Dress Code

It is the goal of the school to have a dress code that makes things easier for parents and scholars. We have made every effort to be clear about this policy and to be consistent in its enforcement. Families who have questions or concerns should contact the school immediately for clarification.

Scholars are held accountable by their teachers to maintain the dress code. Teachers and leaders partner with families to ensure every scholar is in full uniform.

District or campus personnel will not discriminate against any student who has been exempted from the mandatory use of a dress code because of objections based on bona fide religious, medical or disability needs.

Scholar Belongings

Scholars should only bring items to class that are requested by teachers and/or support learning. Items such as but not limited to toys and portable gaming devices are not allowed in classrooms and must be kept in lockers. Scholars who violate this rule will have their item(s) confiscated for a period of time. Repeated violations of this policy may result in indefinite confiscation irrespective of any costs or fees scholars and/or their families may incur as a result. Skateboards, roller blades, skates, or scooters are not to permitted on school property. If so, they will be confiscated.

SCHOLAR CODE OF CONDUCT

Learning is sacred at RePublic schools. The level of rigor that is placed in front of scholars requires a learning environment that is safe and free from distraction. The ability to complete college-level work alone is not enough to succeed in college. Scholars must also demonstrate the ability to make sound choices when faced with adversity. As such, RePublic Schools maintains equally high standards for conduct as it does academics.

In order to create the positive environment that leads to learning, we spend multiple days teaching our expectations for scholars at the beginning of the year. We reinforce this teaching throughout the year through lessons on culture and character education and coaching of scholars.

Schools are responsible for teaching and holding scholars accountable to these rigorous standards for character development. Specific rules and procedures for character are outlined at Back to School Night for parents, and are communicated to families through school-based communication throughout the school year.
CORRECTIVE DISCIPLINE

The following list of behavioral infractions is not comprehensive; it offers examples of inappropriate or unacceptable behaviors. RePublic Schools has discretion to determine the consequence of behavioral infractions.

A school-related behavioral infraction refers to a violation of this code:
- while the scholar is on school grounds or school-related transportation,
- during school-sponsored activities and trips,
- during all other school-related events, or
- off of school grounds that results in substantial disruption to the learning environment.

Scholars are expected to always respond respectfully to the authority and direction of school staff. Responding inappropriately to staff will result in additional consequences being implemented. Behaviors that are considered disrespectful include but are not limited to: rolling of the eyes, “smacking” of the teeth, making inappropriate remarks or sounds in response to a request, or questioning a staff person’s action or authority in a disrespectful manner. Ignoring or failing to respond to an adult is also considered disrespectful.

At RePublic Schools we seek to help scholars become mature young adults. To that end, while we will not tolerate disrespect, we do allow for scholars to express disagreement in a respectful manner. The school has developed routines and procedures that enable scholars to easily express such disagreement with respect for all involved. Failure to disagree respectfully will result in further consequences.

Enforcement of RePublic Schools’ Code of Conduct is based upon a framework of progressive discipline. Specifically, minor infractions result in less severe consequences while larger infractions result in more severe consequences. Some examples of minor consequences include issuing a deduction (demerit) at the middle school level, serving detention, serving in-class separation, and/or loss of privileges. Furthermore, first-time infractions result in less severe consequences while repeated infractions result in more severe consequences.

In-Class Separation

Specific infractions warrant consequences that are more severe than detention, but less severe than out-of-school suspension. Therefore, RePublic Schools has an in-class separation model ensuring that scholars have access to the curriculum while at the same time ensuring that scholars face appropriately progressive consequences for more severe infractions.

Specific infractions which warrant in-class separation from the community include, but are not limited to:
- Disrespect to team or faculty
- Low-level dishonesty
- Repeated disruptions of a similar nature

Furthermore, in order to promote and uphold our school community’s values and Code of Conduct, scholars who communicate with a scholar who is currently in-class separation will also earn a detention.
Requirements: In the morning, scholars will need to check in with principal and/or dean who will reiterate the expectations of in-class separation. Scholars on in-class separation will:

- Attend classes, receive instruction and complete class work.
- Not be permitted to communicate with any scholars throughout the day, including during breaks and lunch, except as specifically instructed by a teacher during an academic discussion.
- Not participate in selected class activities, as determined by each teacher.
- Not attend reward events including field trips, dances etc. (exceptions may be made in extraordinary circumstances at the sole discretion of the school administration).

Violation of the requirements of in-class separation may result in additional days of in-class separation or an out-of-school suspension. Scholars will not be allowed to participate in field trips and other class rewards while on in-class separation.

Scholars who are assigned in-class separation must show, through behavior and reflection, for an entire class day, that they are ready to rejoin the school community. If a scholar fails to meet this benchmark for 4 consecutive days, the scholar will earn in-office school suspension or out-of-school suspension depending on the circumstance.

Scholar Notification: If a scholar is assigned in-class separation, they will be notified by a staff member the day before, or the day of, in-class separation.

Parental Notification: Parents of those scholars who have been assigned in-class separation receive notification. Parents will receive a letter each day a scholar is on in-class separation that must be signed and returned to the dean. The letter will indicate the reason for the in-class separation as well as an update on the status of the in-class separation (completed or continuing).

**Out-of-School Suspension**

Infractions that may warrant an out-of-school suspension include, but are not limited to:

- Gross disrespect of a fellow scholar
- Multiple referrals from class
- Gross disrespect of faculty, staff, visitor, or school transportation provider
- Bullying of any kind which includes making verbal or physical threats, empty or otherwise
- Damaging, destroying, or stealing personal or school property or attempting to do so (including graffiti)
- Using or possessing tobacco products
- Disrupting in-school suspension through misbehavior
- Committing sexual, racial, or any form of harassment or intimidation
- Using abusive, vulgar or profane language
- Setting off false alarms
- Gambling
- Forgery, plagiarism, or cheating (including forging a parent’s signature on school documents or assisting scholars to cheat)
- Extreme or repeated dishonesty
Leaving school grounds without permission
The school reserves the right to administer a suspension for any other egregious offense at the principal’s discretion.

For an out-of-school suspension between one and ten days, the following procedures will apply: When an infraction occurs, the scholar will be removed from class and sent to the Main Office or another designated school location. The scholar’s parent or guardian will be notified of the incident by the principal or another representative of the school.

Unless a scholar presents a danger or risk of substantial disruption to the educational process, the scholar shall receive notice and an opportunity to present her/his version of the relevant facts prior to a suspension of one to ten days.

In the case of danger or a risk of substantial disruption, the scholar will be removed from the school building and provided notice and the opportunity to present their version of the relevant facts as soon as possible. In the case that a scholar is assigned an out-of-school suspension, the scholar’s parent/guardian must immediately come to the school, meet with the principal and/or dean, and remove the scholar from the school building. If the parent/guardian cannot immediately come to the school building, the scholar will wait in a designated area until the parent/guardian arrives. Written notice will be sent home designating the length of suspension.

In order for the scholar to re-enter the RePublic Schools community following an out-of-school suspension:
• An administrator will contact the parent/guardian to schedule a required re-entry meeting.
• The scholar may have to meet additional conditions as required by RePublic Schools.

Once the above conditions are met, the scholar will be welcomed back into the community. Scholars are responsible for completing academic work missed during the suspension. This work will be available in a folder for pick-up by a family member at the school after 1 pm. The completed work will receive full credit, if submitted by deadlines in accordance with the school make-up policy. If a scholar does not complete this work, the scholar will face the consequences outlined in the school make-up policy.

**Expulsion**

Expulsion is defined as the exclusion from all RePublic Schools Campuses for up to 180 school days.

**Grounds for Expulsion**
Local law provides the principal with the authority to expel scholars for a variety of behaviors, to include Zero Tolerance offenses, severe behavioral infractions, or for repeated disregard of school policies and procedures. In addition to these offenses, RePublic Schools upholds the expulsion decisions of all Metro Nashville Public Schools, Jackson Public Schools and charter schools. RePublic Schools recognizes the expulsion decisions of all public, private, and charter schools. This means if a scholar has been expelled from another school, they are not able to enroll at a RePublic Schools campus during the time of their expulsion.
Whenever the principal recommends expulsion, an expulsion hearing shall occur. The hearing shall occur as soon as practicable after the beginning of the suspension, and RePublic Schools shall endeavor to hold the hearing within ten days of the beginning of the suspension. In addition, as soon as practicable after the beginning of the suspension, the principal shall provide the scholar written notice of the following, which shall be translated into the scholar’s/parent’s primary language if necessary:

- Date, time and place of the hearing.
- Charges and a summary of the evidence against the scholar, which shall include the substance of the allegations.
- Agenda for the hearing.
- That the hearing is a closed meeting unless the scholar submits a request to the school in writing, at least five days prior to the date of the hearing, for an open, public meeting.
- That the scholar and/or parent, upon request, may review the scholar’s records from the school in accordance with applicable law.
- Notice that the scholar has the right at the hearing to:
  - Be represented by parents, legal representative, or other representative at the scholar’s expense; and
  - Present witnesses and arguments in the scholar’s defense and ask questions of school administrators who present information at the hearing, within the process and time constraints set forth in the agenda.

The decision maker at the hearing shall be the Expulsion Authority, which shall consist of an odd number of and no fewer than three persons chosen from among the following: the principals of any RePublic Schools school, and the assistant principals or deans of any RePublic Schools school; provided, however that the principal, assistant principal or dean of the school that the scholar attended at the time of the incident shall not be a member of the Expulsion Authority for that scholar’s expulsion hearing.

At the expulsion hearing, the following procedural safeguards shall be in effect:
- The scholar may be represented by parents, a legal representative, or other representative at the scholar’s expense.
- Due to the potential sensitivity of issues addressed, the expulsion hearing is a closed hearing; only the scholar, the scholar’s family/representatives, the school administration, witnesses, legal counsel, and the Expulsion Authority may attend; provided, however, that the scholar may request an open, public meeting by informing the school of the request in writing, at least five days prior to the date of the hearing.
- The scholar has the right to present witnesses and arguments in the scholar’s defense and to ask questions of school administrators who present information at the hearing, within the process and time constraints set forth in the agenda.
- The school may present information collected from scholar witnesses through school administrators, in lieu of calling the scholar witnesses themselves, to the extent permitted by applicable law and due process.
- The school will record (by tape or other appropriate means) the hearing and a copy of such will be made available to the scholar upon request.
Proceedings will be translated into the scholar's/parent's primary language if necessary for their understanding.

After the hearing, the Expulsion Authority shall deliberate and issue a decision. The following procedures apply to the deliberation and decision:

- The Expulsion Authority may order removal of the suspension or expulsion unconditionally or upon such terms and condition as it deems reasonable or may suspend the scholar for a specified period of time.
- In its fact-finding, the Expulsion Authority shall decide based upon the information presented at the hearing whether it is "more likely than not" that certain alleged incidents occurred.
- The vote of a majority of the members of the Expulsion Authority shall constitute the decision of the Expulsion Authority.

During its deliberations, the Expulsion Authority may consult the principal who recommended expulsion solely for discussing appropriate sanctions that are less severe than expulsion; provided, however, that
  - the scholar's representative may be present while the Expulsion Authority is consulting lesser sanctions with the principal, and
  - in no event shall the principal during these discussions provide new evidence for expulsion that was not presented at the expulsion hearing.

The Expulsion Authority's decision shall be issued in writing to the scholar within five days of the hearing.

- The written decision shall be translated into the scholar's/parent's primary language if necessary for their understanding.
- The written decision shall inform the scholar and principal of the right to appeal the decision by delivering a written notice of appeal to the Expulsion Authority within five days of receipt of the written decision, that the notice of appeal must summarize the basis for the appeal, and that in the absence of a timely appeal the Expulsion Authority's decision is final.

In addition to the above stated policies, any breaches of federal, applicable state or local city laws may be handled in cooperation with the local police department.

**Appeals to the Board**

The scholar or principal may appeal the Expulsion Authority's decision. An appeal is timely only if a notice of appeal is delivered to the Expulsion Authority within 5 days of receipt of its written decision. A notice of appeal must be in writing and summarize the basis for appeal. Absent a timely appeal, the Expulsion Authority's decision is final.

In the event of a timely appeal, the following process shall occur:

- The appeal shall be taken to the board of directors of RePublic Schools, which shall be the decision-maker for the appeal.
• The Board, based upon a review of the record, may grant or deny a request for another hearing and may affirm or overturn the Expulsion Authority’s decision with or without a new hearing; provided, however, that the board may not impose a more severe penalty on the scholar without giving the scholar the opportunity for a new hearing before the board. For the purpose of this paragraph the “record” shall include (i) the audio recording of the hearing before the Expulsion Authority or any written transcript of that hearing and (ii) anything provided by the school or the scholar in the notice of appeal.

• In the event that the board decides not to conduct a new hearing, the board shall issue a written decision within fifteen days of its receipt of the notice of appeal. The written decision should include the following:
  • Date of initial decision;
  • Date of notice of appeal;
  • Statement that board based its determination upon review of the record; and
  • Statement that the board’s decision is final.

• If the board conducts a new hearing, the same processes and protections shall be provided as for the initial hearing before the Expulsion Authority. The board shall endeavor to conduct the new hearing as soon as practicable.

• The action of the board in response to any appeal shall be final.

Procedural Safeguards for Students with Disabilities
Federal and state law provide certain procedural rights and protections relating to discipline of scholars who have been identified under such laws as having special needs based upon a disability. A copy of the Notice of Procedural Safeguards can be found in each school’s main office.

RePublic Schools campus officials may suspend scholars with disabilities and cease educational services for a total of up to ten (10) consecutive or ten cumulative school days in one school year without providing special education procedural safeguards. Detentions and in-school suspensions do not count toward the ten day limit.

The principal has discretion to be flexible in the amount of days of suspensions given to each special education scholar with disabilities. Scholars with disabilities can be suspended in excess of ten school days in certain circumstances. When campus officials anticipate a referral for expulsion, the following rules apply:

• Campus officials must provide written notice to the parent/guardian or surrogate parent of the intervention or consequence being considered and the date of an Individualized Education Program (IEP) meeting, which must be held within ten days of the date of the decision to discipline the scholar.

• The IEP team must:
  o Determine whether the misconduct is related to the scholar’s disability by reviewing evaluation and diagnostic results, information from the parent/guardian, observations of the scholar, and the scholar’s IEP and placement. The behavior is not a manifestation of the scholar’s disability if:
    • the scholar was given appropriate special education supplementary aids and intervention strategies; and
    • the disability does not impair the ability to control behavior.
  o Review and revise, if necessary, the behavior intervention plan or, as necessary, develop a functional behavior assessment and intervention plan to address the misconduct.
Determine the appropriateness of an interim alternative educational setting, and as indicated, include in the IEP those services and modifications that will enable the scholar to continue to participate in the general curriculum and address the behavior so it will not recur.

Special education scholars with disabilities may be referred for an expulsion hearing if they are in violation of any zero tolerance offense. All scholars will be ensured a due process expulsion hearing.

**Bullying**

Bullying is considered a zero tolerance offense at RePublic Schools. A scholar may not exhibit conduct that has the purpose or effect of unreasonably interfering with another scholar's academic development; creates an intimidating, hostile, or offensive learning environment; physically harms a scholar; or damages a scholar's property. A scholar may not bully, coerce, harass or attempt to bully, coerce or harass any person for the purposes of hazing, initiation into, or affiliation with any organization.

**Social Media**

Scholar use of social media outlets, including but not limited to, Facebook and Twitter, is not permitted on RePublic Schools' internet service or during school hours. Scholars with social media accounts may not “friend” school staff or faculty, including coaches or enrichment leaders. Scholars are, however, permitted to “like” RePublic Schools' pages and/or follow them on Facebook or Twitter. Gossip, slander, etc. of RePublic Schools' scholars, faculty, and staff on social media outlets are unacceptable and will not be tolerated. Cyber bullying is treated in the same manner as in-person bullying, resulting in out-of-school suspension or other consequences depending on the severity of the infraction.

**Bus Behavior**

Participation in bus transportation is a privilege. At RePublic, we want to ensure your scholar is transported to and from school in the safest of manners. All behavioral expectations outlined in the RePublic Schools Code of Conduct apply on school bus transportation. Scholars who take the school bus are expected to act responsibly and respectfully at all times.

All school rules apply on the bus and at the bus stop. The following additional rules will apply to the bus and the bus stops:

- Scholars will be given assigned seats. Scholars are expected to sit in and stay in these seats unless given express permission by the driver or school administration to move.
- Scholars are expected to be silent on the bus.
- A school official will meet the bus every day. No child may exit the bus before the administrator checks with the driver as to behavior.

Scholars who violate these rules will lose bus privileges.

- Three low level infractions = One major infraction
- One major infraction = loss of bus privileges for a week.
- Two major infractions = loss of bus privileges for a month.
Three major infractions = loss of bus privileges for the year.

Infractions, if serious enough, can warrant immediate loss of bus privileges for the year. Other consequences (e.g., demerits, detentions, suspensions) apply as well.

Examples of behaviors that qualify as minor bus infractions:
- Talking on the bus
- Not following directions on the bus
- Doing homework on the bus
- Eating food on the bus
- Using electronics on the bus
- Leaving trash on the bus

Examples of behaviors that qualify as major bus infractions:
- Moving seats during the route or sitting in the incorrect seat
- Failure to correct behavior after being redirected
- Disrespect to a driver
- Foul language
- Horseplay on the bus
- Throwing anything inside or outside of the bus
- Anything that compromises the immediate safety of anyone on or around the bus
- Defacing the bus

Families are strongly encouraged to reinforce the importance of proper bus behavior and the potential consequences for bad behavior. Should a scholar lose bus privileges, that scholar/their family is responsible for arranging alternative bus transportation for the scholar during that period. Unless a scholar is suspended, failure to attend school as a result of lost bus privileges will be considered unexcused absences and the scholar will receive consequences accordingly.

**Cheating, Plagiarism, and Copying Others’ Work**

At RePublic Schools, scholars do not plagiarize, cheat or otherwise copy one another’s work. Plagiarism means using the exact words, opinions, or factual information from another person without giving that person credit. Plagiarism is intellectual theft and will not be tolerated at RePublic. We will review specific guidelines regarding cheating and plagiarism with scholars throughout the year. There are significant consequences for cheating, plagiarizing and copying including out-of-school suspension. Scholars who knowingly allow teammates to copy or cheat off their work receive the same consequence. If a scholar is unsure about an assignment or unsure about a test question or testing procedure, they should go to a teacher and ask for direction.

**Scholar Searches**

To maintain the security of all its scholars, RePublic Schools staff reserves the right to conduct searches of its scholars and their property when there is reasonable suspicion to do so. If searches are conducted, the school
will ensure that the privacy of the scholars is respected to the extent possible, and that scholars and their families are informed of the circumstances surrounding and results of the search. School cubbies and desks, which are assigned to scholars for their use, remain the property of RePublic Schools, and scholars should, therefore, have no expectation of privacy in these areas.

**Field Trips/End-of-Year Events**

RePublic Schools’ curriculum may sometimes provide for the exciting opportunity for outside learning experiences or special school events. During these activities, it is important for all scholars to be responsible for their behavior since the site of the activity or event is a temporary extension of the school grounds.

A permission slip that allows scholars to attend all school-sponsored field trips and events will be sent home at the beginning of the school year and should be signed by a parent or guardian. The school will attempt to notify all parents and guardians before each school-sponsored trip. For trips that are not school-sponsored (e.g., voluntary trips), a permission slip will be sent home prior to the trip/event, and must be signed by a parent or guardian.

A scholar may be considered ineligible for a trip for reasons including but not limited to: not returning the school-sponsored trip permission form, involvement in a disciplinary incident on a prior trip, poor school attendance, misbehavior or severe lack of academic effort in the days prior to the trip, etc.

If parents or other volunteers assist with such trips or events, scholars must accord these chaperones the same respect they would provide to teachers. Appropriate behavior must be maintained when attending school-sponsored events, and riding on school-provided transportation.

**GENERAL SCHOOL INFORMATION**

**Visitors**

Parents are welcome and encouraged to visit RePublic Schools at any time during the school year. All visitors are required to report to the main office upon entering the building. Any visitor who does not report to the office or is found in the building without authorization will be asked to leave immediately.

While visitors are always welcome, they are encouraged to take great care not to disturb the teaching and learning process. Guests should not talk to or interact with scholars and/or staff during class unless they receive permission from the teacher in the classroom.

In the case of an emergency, parents or guardians should contact their school’s main office either by phone or in person. Under no circumstances should parents or guardians contact scholars in their classrooms or attempt to withdraw scholars from the building on personal cell phones without notifying and receiving permission from staff members in the main office.
Grievance Procedure

Any scholar or employee who believes that RePublic Schools has acted in violation of the law or its charter may file a complaint with the principal. This could include any act of harassment or discrimination because of race, color, origin, sex, disability, or sexual orientation. If the principal is the person who is alleged to have caused the violation, the complaint may be filed with the chair of the board of directors. The party responsible for investigating the complaint (the principal or the board chair) will be referred to moving forward as the “Grievance Administrator.”

Medical Policies

Health and safety are a top priority at RePublic Schools.

Medical Records and Medication at School

Before a scholar can enroll in the school, the school must have on file the following forms:

- **Medical Requirements Checklist.**
  This form contains records showing that the scholar has:
  1) up-to-date immunizations; and
  2) permission to receive screening for vision, hearing, blood pressure, BMI, and scoliosis.

- **Health Information Form.**
  This form provides important information about a scholar’s emergency contacts, health care providers, and insurance. Most importantly, it gives the school permission to initiate emergency medical treatment in the event that a parent or guardian cannot be reached.

- **Request For Assisted Self-Administration of Medications, Prescription and Non-Prescription Medication Form.**
  If a scholar requires medication while in school, the school must have on file a Request For Assisted Self-Administration of Medications, Prescription and Non-Prescription Medication form, filled out by the scholar’s parent or guardian. If the medication is prescription, the form **must** be signed by the scholar’s physician. No scholar is allowed to bring medication to the school without the school’s full knowledge.

  - All medication must be delivered to the front office and picked up by a parent – medication should NEVER be sent with the scholar.
  - All medication must be presented in its original container from the pharmacy, with dosage amount of medication listed.
  - Scholars who have provided the school with assisted self-administration authorization forms should bring the medication to the school on the first day, or contact the school to make other arrangements.
  - The Authorization to Self-Administer Medication form must be updated annually.
  - When there are any changes to the medication (including to the dosage of the medication), a new form must be completed and submitted, including an updated physician signature (if the medication is prescription).
• The Request For Assisted Self-Administration of Medications form requirement applies to all medication, including over the counter medication. If a scholar needs to take over the counter medication during the school day, the scholar must have on file the authorization signed by his or her parent or guardian, giving the school permission to administer the medication during the school year. This requirement also applies to asthma inhalers.
• Scholars should never carry or take medications outside of these procedures. Scholars found in possession of over the counter or prescription drugs could face significant consequences.

**Health and Illness**

The school requests that children do not come to school if they are ill. If school staff believes that a child needs to see a doctor, is contagious, increases the risk of illness to other children, or requires prolonged individual staff attention that interferes with the safety and regular functioning of the classroom, the school will contact families and ask them to pick up and take their child home.

Parents will be contacted if a child has a moderate-to-high-fever; is experiencing vomiting or diarrhea; shows signs of any contagious disease; and/or has an illness that prevents the child from participating in activities.

**Health and Sexual Education Policy**

RePublic Schools provides a comprehensive health education curriculum designed to provide scholars with the knowledge and skills to make responsible, well-informed personal health decisions. The health education curriculum covers a wide variety of topics, including human sex education and human sexuality issues. Parents can choose for their scholars to opt out of these classes.

**Campus Safety and Supervision of Scholars**

Scholars are not to be in the building or on the school grounds after the regular school day unless under the direct supervision of a RePublic Schools staff member.

**Personal Safety Outside of the Building**

To maximize personal safety outside the building, it is recommended that scholars stay in groups if possible and do not wear music players/talk on cell phones/or count money while walking down the street. Also, do not engage in conversation, tough talk, or taunting with individuals. If you are threatened, go to a business or a public area as quickly as possible. Ask to call the police.

**Emergency Drills and Protocol**

Posted in every room is a map detailing the relevant evacuation and emergency protocol. Scholars are to follow their teacher according to that map and to stay with their class. In the event of a fire drill or fire, scholars must not stop at bathrooms or lockers. They must go directly to their designated outside location until given further instruction. Any scholar violating this procedure is jeopardizing the safety of the school and will face consequences including possible suspension. There no talking during a drill or emergency procedure. Talking during a drill or emergency procedure will result in a scholar receiving an automatic detention.
FERPA and Scholar Records
Under the Family Educational Rights and Privacy Act (FERPA), parents have certain rights with respect to their children's education records. These rights transfer to the scholar when they reach the age of 18 or attend a school beyond the high school level.

Definition of Scholar Records
"Scholar Records" shall mean any written or recorded information concerning a scholar by which a scholar may be individually identified and which the school maintains. They may include, but are not limited to, the following: basic identifying information, academic transcript, attendance records, health records, performance scores on standardized assessments, disciplinary records, and records from previous schools. Recorded information maintained by a staff member for his or her exclusive use, or his or her substitute, shall not be considered a part of the scholar records.

Inspection of Scholar Records
Every parent shall have the right to inspect, challenge and copy scholar records of their child until one of the following events occurs:
- The scholar attains 21 years of age; or
- The scholar attains 18 years of age and declares himself or herself financially independent of their parents.
Scholar records shall be made available to parents and eligible scholars within 15 school days of the time a written request for review is submitted to the records custodian.

Right to Control Access of Scholar Records
School officials shall release scholar records to the official records custodian of another school in which the scholar has enrolled or intends to enroll upon the written request of such official or scholar, provided that the parent receives prior written notice of the nature and substance of the information to be transferred. Parents may, upon written request, inspect, copy and challenge such information.

Once parents have been notified of their right to inspect, copy and challenge information to be transferred to another school and the parents do not respond within ten school days, the records shall be forwarded to the requesting school.

Access to Records without Parent Consent
RePublic Schools staff members who have a current and legitimate educational interest in a scholar’s records shall have access as needed for professional purposes to both that scholar’s permanent and temporary records. RePublic Schools officials shall release scholar records without parent permission pursuant to a valid court order or subpoena presented by local, state or federal officials. However, RePublic Schools officials shall notify the parents in writing regarding the judicial order and the information so provided. Scholar records may be
made available to researchers for statistical purposes, provided that: a) Permission has been received from the state superintendent of education; and b) No scholar or parent shall be personally identified in the information released.

Information may be released without parental consent in connection with an emergency to appropriate persons if the knowledge of such information is necessary to protect the health or safety of the scholar or other persons.

If a scholar is 18 years of age and the scholar is financially independent of his or her parents, the scholar may request the parents be denied access to his or her records. A scholar who desires to declare himself or herself financially independent of his or her parents shall submit a request in writing to the school's records custodian.

**Challenge Procedures**

A parent shall have the right to challenge the accuracy, relevance or propriety of any entry in the scholar records of his or her child, exclusive of grades. A request to challenge the contents of a scholar record shall be made in writing to the school by the parent(s) and shall state in specific terms what entries in the scholar's record are being challenged.

The principal shall conduct an informal conference with the parent(s) within 15 school days of receipt of the written challenge.

**Maintenance of School Records**

Scholar permanent records and the information contained therein shall be maintained for a period of 60 years after the scholar has transferred, graduated or permanently withdrawn from school. Scholar temporary records shall be maintained until August 1st of the year the scholar transfers, graduates or permanently withdraws from school. The records of special education scholars shall be maintained for a period of three (3) years. Information maintained by staff members for their exclusive use shall be destroyed by each staff member maintaining the information no later than the scholar's transfer, graduation or permanent withdrawal from the school.

The principal shall be responsible for having all scholar records verified and to eliminate or correct all out-of-date, misleading, inaccurate, unnecessary or irrelevant information on all scholars’ files.

**Filing a Grievance**

**Contents of the Complaint**

Complaints under this Grievance Procedure must be filed within 30 school days of the alleged offense. The complaint must be in writing. The principal, or any person of the grievant’s choosing, may assist the grievant with the filing of the complaint. The written complaint must include the following information:

- The name of the grievant and the name of the school;
- The name of the grievant’s representative, if any;
• The name of the person(s) alleged to have caused the violation;
• A description, with as much detail as possible, of the alleged incident;
• The date(s) of the alleged incident; and
• The name of all persons who have knowledge about the alleged incident.

Investigation and Resolution of Complaint
Respondents will be informed of the charges as the grievance administrator deems appropriate based upon the nature of the allegations, the investigation required, and the action contemplated. The grievance administrator will interview witnesses whom s/he deems necessary and appropriate to determine the facts relevant to the complaint, and will gather other relevant information. Such interviews and information gathering will be completed within 15 school days of receiving the complaint.

Within 20 school days of receiving the complaint, the grievance administrator will submit a written report of the findings and proposed resolution. In the event that a resolution involves disciplinary action against an employee or a scholar, the grievant will not be informed of such disciplinary action, unless it directly involves the grievant.

All timelines specified above will be implemented as specified, unless the nature of the investigation or exigent circumstances prevent such implementation, in which case, the matter will be completed as quickly as possible. If the timelines are not met, the reason(s) for not meeting them should be clearly documented. Confidentiality of grievant/respondents and witnesses will be maintained to the extent consistent with RePublic Schools’ obligations relating to the investigation of complaints and the due process rights of the individual affected.

Appeals
If the grievant is not satisfied with the outcome, the grievant may submit an appeal to the board of directors by contacting the chair of the board.

The board of directors will issue a written response to the appeal to the grievant within 30 days of receiving the appeal.

Internet Acceptable Use Policy

Acceptable Use
The Internet is a global network linking computers around the world. Internet use provides valuable opportunities for research, curriculum support, and career development. RePublic Schools offers Internet access to its scholars and staff. The primary purpose of providing access to the Internet is to support the educational mission of RePublic Schools. RePublic Schools expects that scholars and staff will use this access in a manner consistent with this purpose.
While the Internet is a tremendous resource for electronic information, it has the potential for abuse. RePublic Schools makes no guarantees, implied or otherwise, regarding the factual reliability of data available over the Internet. Users of the RePublic Schools Internet service assume full responsibility for any costs, liabilities, or damages arising from the way they choose to use their access to the Internet. RePublic Schools has installed special filtering software in an effort to block access to material that is not appropriate for children.

Unacceptable Use
The following is a list of prohibited behaviors. The list is not exhaustive, but illustrates unacceptable uses of the RePublic Schools’ Internet service.

• disclosing, using or disseminating personal identification information about self or others;
• accessing, sending or forwarding materials or communications that are defamatory, pornographic, obscene, sexually explicit, threatening, harassing, or illegal;
• using the Internet service for any illegal activities such as gaining unauthorized access to other systems, arranging for the sale or purchase of drugs or alcohol, participating in criminal gang activity, threatening others, transferring obscene material, or attempting to do any of the above;
• using the Internet service to receive or send information relating to dangerous instruments such as bombs or other explosive devices, automatic weapons or other firearms, or other weaponry;
• vandalizing school computers by causing physical damage, reconfiguring the computer system, attempting to disrupt the computer system, or destroying data by spreading computer viruses or by any other means;
• copying or downloading of copyrighted material without authorization from the copyright holder, unless the copies are used for teaching (including multiple copies for classroom use), scholarship, or research. Users shall not copy and forward or copy and upload any copyrighted material without prior approval of the principal;
• plagiarizing material obtained from the Internet (Any material obtained from the Internet and included in one’s own work must be cited and credited by name or by electronic address or path on the Internet. Information obtained through E-mail or news sources must also be credited as to sources.);
• using the Internet service for commercial purposes;
• downloading or installing any commercial software, shareware, freeware or similar types of material onto network drives or disks without prior permission of the principal; and
• overriding the Internet filtering software.

Safety Issues
Use of the Internet has potential dangers. The following are basic safety rules pertaining to all types of Internet applications.

• Never reveal any identifying information such as last names, ages, addresses, phone numbers, parents' names, parents' employers or work addresses, or photographs.
• Use the "back" key whenever you encounter a site that you believe is inappropriate or makes you feel uncomfortable.
• Immediately tell the principal if you receive a message that you believe is inappropriate or makes you feel uncomfortable.
• Never share your password or use another person's password. Internet passwords are provided for each user's personal use only. If you suspect that someone has discovered your password, you should change it immediately and notify the principal.

Privacy
Users should not have an expectation of privacy or confidentiality in the content of electronic communications or other computer files sent and received on the school computer network or stored in the user's directory or on a disk drive. RePublic Schools reserves the right to examine all data stored on diskettes involved in the user's use of RePublic Schools' Internet service. Internet messages are public communication and are not private. All communications including text and images may be disclosed to law enforcement or other third parties without prior consent of the sender or the receiver. Network administrators may review communications to maintain integrity system-wide and ensure that users are using the system responsibly.

Violations
Access to RePublic Schools' Internet service is a privilege, not a right. RePublic Schools reserves the right to deny, revoke or suspend specific user privileges and/or to take other disciplinary action, up to and including suspension, expulsion (scholars), or dismissal (staff) for violations of this policy. Each school will advise appropriate law enforcement agencies of any illegal activities conducted through RePublic Schools’ Internet service. Each school will also cooperate fully with local, state, and/or federal officials in any investigation related to any illegal activities conducted through the service.

Mandated Reporter Policy
According to TN. Code Ann. 37-1-403(i)(1) and Miss. Code Ann. § 43-21-353, all school personnel are mandated reporters of suspected abuse and/or neglect. Mandated reporters are required to report suspected child maltreatment immediately when they have reason to believe that harm has come to a child that "reasonably appears to have been caused by brutality, abuse or neglect." Under these laws, failure to report such abuse is a Class A Misdemeanor.

Once any staff member becomes aware that a scholar may be the victim of abuse or neglect, they must:
• Call the DCS central intake hotline at (877) 54-ABUSE (552-2873),
• Notify the principal, and
• Complete an incident report.

When calling the hotline, the staff member must have the following information (or as much as is known): the name, birth date, and address of the alleged victim; the name, address, age or birth date, and relationship of the alleged perpetrator; what type of injury or harm was allegedly done to the victim; and a description of the incident (time/date, place in which it occurred, and indication of intention to harm). The staff member should also have the names and ages of other children in the household, information as to whether or not English is fluently spoken by the parents and the work phone number of the alleged perpetrator.
While these steps are taking place, the principal will assist both the faculty member and scholar in understanding the ramifications of the call. The dean/principal will debrief the scholar and, when appropriate, will contact the parent(s)/guardian.

No one in the workplace, even a supervisor, is permitted to suppress, change, or edit a report of abuse. A mandated reporter who willfully fails to report suspected incidents of child abuse or neglect is subject to license suspension or revocation, and commits a misdemeanor. Falsely reporting information to the hotline is also a misdemeanor.

**Non-Discrimination Policy**

RePublic Schools as a matter of policy provides educational opportunities without regard to race, creed, color, national origin, religion, gender, sexual orientation, gender identity or expression, marital status, disability, or age.

In addition, RePublic Schools does not permit or condone discrimination based on race, creed, color, national origin, religion, marital status, gender, sexual orientation, gender identity or expression, physical disability, or age in employment matters or assignment in programs or services provided.

If you wish to discuss the regulations governing these policies, or wish to discuss a concern or file a grievance, please contact:

- **Tennessee Region**: Abigail Rockey, Regional Director, at arockey@republiccharterschools.org (215-285-4622).
- **Mississippi Region**: Adam Holdren, Regional Director, at aholdren@republiccharterschools.org (615-507-8291).