

Comprehensive School Safety Plan

2021-22 School Year

School: North Monterey County Middle School
CDS Code: 27738256026421
District: North Monterey County Unified School District
Address: 10301 Seymour St.
Castroville, CA 95012-2606
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- with Fire Authority 2/17/22

Approved by:

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Comprehensive School Safety Plan Purpose

Effective January 1, 2019, Assembly Bill 1747 (Rodriguez), School Safety Plans, became law. This bill requires that during the writing and development of the comprehensive school safety plan (CSSP), the school site council or safety committee consult with a fire department and other first responder entities in addition to currently required entities. It requires the CSSP and any updates made to the plan to be shared with the law enforcement agency, the fire department, and the other first responder entities.

The California Education Code (sections 32280-32288) outlines the requirements of all schools operating any kindergarten and any grades 1 to 12, inclusive, to write and develop a school safety plan relevant to the needs and resources of that particular school.

In 2004, the Legislature and Governor recast and renumbered the Comprehensive School Safety Plan provisions in SB 719 and AB 115. It is the intent of the Legislature in enacting the provisions to support California public schools as they develop their mandated comprehensive safety plans that are the result of a systematic planning process, that include strategies aimed at the prevention of, and education about, potential incidents involving crime and violence on school campuses.

The historical requirement of the Comprehensive School Safety Plan was presented in Senate Bill 187, which was approved by the Governor and chaptered in 1997. This legislation contained a sunset clause that stated that this legislation would remain in effect only until January 1, 2000. Senate Bill 334 was approved and chaptered in 1999 and perpetuated this legislation under the requirement of the initial legislation.

Comprehensive School Safety Plans are required under SB 719 & AB 115 and contains the following elements:

Assessment of school crime committed on school campuses and at school-related functions

- Child abuse reporting procedures
- Disaster procedures
- Suspension and expulsion policies
- Procedures to notify teachers of dangerous pupils
- Discrimination and harassment policies
- School wide dress code policies
- Procedures for safe ingress and egress
- Policies enacted to maintain a safe and orderly environment
- Rules and procedures on school discipline
- Hate crime reporting procedures

The Comprehensive School Safety Plan will be reviewed and updated by March 1st every year. In July of every year, the school will report on the status of its school safety plan including a description of its key elements in the annual school accountability report card.

A copy of the Comprehensive School Safety Plan is available for review at North Monterey County Middle School.

Safety Plan Vision

North Monterey County Middle School's Safe School Mission Statement:

North Monterey County Middle School's mission is to provide a safe learning environment where staff, students, parents, and community accept the responsibility of preparing, empowering, and aspiring all students to apply knowledge, skills and attitudes necessary to become creative problem solvers, to achieve personal success and to contribute responsibly to our diverse and dynamic world. North Monterey County Middle School's environment of trust and mutual respect for all people reflects our belief that all students can learn.

Components of the Comprehensive School Safety Plan (EC 32281)

North Monterey County Middle School Safety Committee

Marisa Martinez - Principal
Daniel Rimmer - Assistant Principal
Cindy Rusler - Counselor
Jasmin Garnica - Counselor
Rachel Swearingin - Campus Safety Monitor
Alejandra Gonzalez - Administrative Assistant
Humberto Coronado - School Resource Officer
Michael Urquides - Division Chief, North County Fire District

Assessment of School Safety

SUSPENSION DATA SUMMARY for the 2019 - 2020 School Year

Suspensions (Total Number): 61
% of a Violent Nature: 62% (38)
% of Drugs/Alcohol Related: 23% (14)
Expulsions (Total Number): 1

SUSPENSION DATA SEMESTER 1 August- December 2021 (Provided by Internal Data)

Total Suspensions 13
% Of a Violent Nature 85% (11)
% of Drugs/Alcohol Related 08% (1)
Expulsions (Total Number) (0)

CALIFORNIA HEALTHY KIDS SURVEY

Summary of Key Indicators of School Climate and Student Well Being 2019-20

Number of students responded N=178
Percent responded 51%

1. School Engagement and Supports

School connectedness 49%
Academic motivation 63%
Truant more than a few times 2%
Caring adult relationships 55%
High expectations 65%
Meaningful participation 32%
Facilities upkeep 26%

2. School Safety and Substance Use

School perceived as very safe or safe 52%
Experienced any harassment or bullying 28%
Had mean rumors or lies spread about you 23%
Been afraid of being beaten up 10%
Been in a physical fight 10%
Seen a weapon on campus 15%

3. Mental and Physical Health

Current electronic cigarette use 0%
Current alcohol or drug use 4%

Current binge drinking 0%
Very drunk or "high" 7 or more times 1%
Current cigarette smoking 0%
Experienced chronic sadness/hopelessness 28%

Due to the on going COVID-19 Global Pandemic the Healthy Kids Survey was not completed during the 2020-21 school year.

ATTENDANCE

Average Daily Attendance (ADA) target above 95%

ADA Year 2019-2020

Grade 7 - 96.59%

Grade 8 - 96.31

All Students - 96.45

Attendance Data 2021-2022 ADA

Regular Attendance

August. 7th: 94.3% 8th: 93.6%

September: 7th: 94.4% 8th: 93.5%

October: 7th: 95.8% 8th: 94.8%

November: 7th: 96.7% 8th: 95.3%

December" 7th: 93.9% 8th: 93.7%

Total: 7th: 95.0% 8th: 94.2%

DATA ANALYSIS (Based on 2019-20 available data)

Areas of accomplishments as perceived by students, staff, and parents:

1. 55% of students feel that they have a caring adult at school.
2. 49% of students feel connected to the school.
3. 77% of students stated that mean rumors about them have not been spread.
4. 90% of students report feeling safe at our school, and have not been involved in a physical fight.
5. 63% of students feel motivated in school.
6. 65% of students feel that adults at school have high expectations of them.
7. 97% of students have regular attendance.

Areas of concern as perceived by students, parents, and staff:

1. 51% of students do not feel connected to the school.
2. 68% of students feel that they do not have opportunities for meaningful participation.
3. 28% of students have experienced chronic sadness/hopelessness

Strategies and Programs to Provide and Maintain a High Level of Safety (EC 32281(a)1, items A-J)

1. Attendance Policies

When a student is absent, his/her parent notifies the school office about the reason for the absence. If the parent doesn't notify the office, the Attendance Clerk calls the parent or guardian to verify the absence.

The school uses an auto-dial system to contact the parents/guardians of all students whose absence from school is not cleared by the end of the school day. The automated phone call is made by 6:30 p.m. on the day of the absence.

2. Campus Safety Monitors

Six campus safety monitors and 2 additional staff members/administrators have designated locations of the school to help monitor students before school, break, lunch, and during after school student activities.

Campus safety monitors carry 2-way radios so that they can communicate easily with each other, the school office, and school administrators. They invite school visitors to report to the main office, and alert the office of any unwanted intruders.

3. Closed Campus Policy

The campus is surrounded by chain link fencing, and access to the campus is limited to the main parking area only during school hours. Signs are prominently posted to remind all visitors to report to the office.

Students may not leave campus during school hours, unless the school office personnel have officially released them to an authorized adult (legal parent/guardian or adult identified in student emergency contacts). The responsible adult must sign the student out and indicate the reason for the early release. All adults picking up students early will need to be identified on the registration paperwork for the district and identification will need to be verified prior to the release of the student.

4. Communication Tools

The school maintains 2-way radios that are charged overnight and are distributed every day to the custodians, office personnel, administrators, counselor, physical education teachers, campus safety monitors, and any other support staff on site.

A communication broadband (CB) radio is located in the main office and is used to communicate with outside agencies (i.e. transportation department, district maintenance department, fire/police departments) in extreme emergencies.

Every classroom has an intercom system that is connected to the classroom speaker and a telephone. The intercom, the phone, and emergency blue button can be used in any emergency to contact the office. The office can contact any specific classroom, or all classrooms simultaneously to send alert messages.

5. Other Staff

There are three Custodians who help supervise the presence of intruders on campus. They carry 2-way radios with which they can contact the office and administrators to alert them to any danger. Other staff that carry radios and can communicate in case of an emergency include: office staff, support staff, teacher aides in rooms 1 and 3, after school program (ASES) staff, mental health counselor, librarian, physical education teachers and aides.

The school office personnel, including the Administrative Assistant to the Principal and the Attendance Clerk, monitor the sign-in and sign-out of visitors and students. If an adult comes to the office to request that a student leave the campus in their custody, the office staff ensures that the adult is listed on the student's Emergency Contacts prior to that student being released, as well as ensuring that proper identification is verified. If the adult is not a known authorized adult of the child, the student will not be released.

Classroom teachers spend the most time with the students and can be the best informed of dangerous situations that may be imminent. Teachers communicate their understanding of imminent dangers to the school administrators or office personnel.

6. Visitor Policy

Visitors to the campus must sign in at the main office to record their arrival/departure time and purpose of their visit. They are given a visitor sticker/badge to wear while on campus so that any school personnel can determine that the office has checked in the visitor. Due to the ongoing COVID-19 Pandemic visitors have been restricted to the front office and athletic events for the 2021-22 academic year.

7. School Administration

The school Principal and Assistant Principal are actively involved with student supervision and discipline. They interview all students who participate in behavior that requires disciplinary action and make all determinations regarding consequences for misbehavior, including suspension and recommendation for expulsion. The school administrators help supervise student arrival, dismissal, break,

lunch, and classroom participation. When there are issues of concern, the school administrators interview the student and contact the student's parent.

8. Law Enforcement Presence

The Monterey County Sheriff's Department maintains a field office in Castroville. NMCUSD has commissioned a school resource officer through the Monterey County Sheriff's office. The SRO is scheduled to be at the Middle School on a scheduled day of the week and for special events. The SRO is also available for consulting services and to be a positive role model within our community and with our student population. In addition, the SRO is part of the District Emergency Response Team and supports in providing school and district-wide Safety trainings. If necessary, there's adequate deputies on duty at any time, who serve the large unincorporated area of North Monterey County

9. After-School Activity Programs

The school operates the After School Education and Safety (ASES) Program, a 21st Century Learning Program, and a fee-based/subsidized child care program called Kid Zone. Students are scheduled into classes and role is taken daily so that students are accounted for. Staff in these two programs monitor visitors on campus and adhere strictly to student release policies. The staff of the program all carry 2-way radios and can be contacted both for a release of students for pick-up and in any emergency situation. Students may only be released to adults who are listed as primary caregiver or in their Emergency Contacts.

10. Community-Parent Partnerships

The Parent-Teacher Organization is active in providing supplemental activities to students at the school such as the Fall Festival. Parent visibility on campus increases the capacity of the school to supervise student activities and ensure that intruders are quickly identified.

11. Sport Teams

The Athletic Director is responsible for compiling emergency contacts for each student on a team. This list will allow for students to be released to authorized adults (legal parent/guardian or adult identified in student emergency contacts). In addition, the Athletic Director is responsible for compiling a list of adults authorized to transport students to and from sporting events. This information is shared with school administration, office staff and team coaches.

12. Students with Functional Needs

A list of students with functional needs/supporting staff and evacuation plans is located within the emergency management binder at the school site. Each classroom teacher, staff, students, parents of those identified students is informed of the evacuation plan and those plans are updated yearly as necessary. Based upon students' specific needs they will be provided with assistance during the disaster/emergency event in order to remain safe.

13. Preschool

The school operates a preschool program on site with hours varying 6AM-6PM. The classroom program staff carry a 2-way radio for communication with the front office for safety. Staff in the preschool program monitor visitors on campus and adhere strictly to student release policies. All parents are screened before entering the preschool classroom for pick-up. Students may only be released to adults who are listed as primary caregiver or in their Emergency Contacts.

(A) Child Abuse Reporting Procedures (EC 35294.2 [a] [2]; PC 11166)

A mandated reporter who knows or reasonably suspects that a minor is the victim of child abuse must report immediately by telephone and in writing by follow-up report within 36 hours to a law enforcement agency. The law penalizes the failure to report by imposing a jail sentence on the defaulting mandated reporter. On the other hand, the law rewards the reporter who meets the reporting obligation by granting absolute immunity from civil or criminal prosecution. (Penal Code Section 11166)

Mandated Reporter: a “Child care custodian”; includes teachers, administrators, supervisors of child welfare and attendance, certificated pupil personnel staff. If specifically trained in child abuse detection, also includes instructional aides, teacher’s aides, and teacher assistants. District employed childcare workers and health practitioners (doctors, nurses and psychologists) are also mandated reporters.

Knowledge of or Reasonably Suspects Abuse: When a mandated reporter observes a child with physical “injuries which appear to have been inflicted...by other than accidental means by any other person...” Whether or not there are visible physical injuries, all suspected sexual abuse must be reported.

To Whom is the Report Made: An oral report to designated law enforcement agencies must be made immediately. The observing employee must contact:

- a. The Child Protective Services (CPS) Hotline: (800) 606-6618
 - or
 - b. Monterey County Sheriff’s Department (non-emergency) (831) 755-3752
- Emergency Number 911

A follow up written report must be submitted within 36 hours.

School Interview Law:

Law enforcement or Child Protective Services may interview suspected victims of child abuse on school premises during school hours concerning child abuse in the home. The child may choose to be interviewed in private or may select an adult staff member to be present “to lend support”.

Step One – The investigator comes to school.

All investigations begin in the school office. The staff member “in charge” should ask for identification and the purpose of the proposed interview. When it is made clear that the interview will focus on allegation of abuse in the home, the staff member in charge should be present with the child before the interview begins.

Step Two - The investigator must advise the child of the right to choose a staff member to be present during the interview.

What the school employee should do if:

1. The child chooses not to have a staff member present? The staff member should leave the room.
2. The child asks for either the mother or father to be present? School employees do not grant or deny such requests. This responsibility lies with the investigator.
3. The child changes their mind during the interview? The law gives the child a continuous option to ask for an adult staff member or to send the staff member away.

Step Three – The child asks for an adult staff member to be present

What can the selected staff member do?

- a. The staff member, by law, may decline to sit in the interview
- b. The school administrator should inform the selected staff member of their duties during the interview. A copy of Penal Code 11174.3 should be supplied to the staff member who has agreed to be present.
- c. The staff member’s role is one of a “comforter” during the interview. There is no questioning by the staff member and no discussion of the child abuse incident with the child. There must be no prompting by the staff member. Investigators should not attempt to ask or direct the staff member to coerce, suggest or elicit a response from the child.
- d. The law forbids disclosure of what the staff member hears or learns during the interview. This confidentiality disappears when a court orders testimony. No written report is required by the staff member.

Child Abuse Prevention And Reporting

The Board of Trustees is committed to supporting the safety and well-being of district students and desires to facilitate the prevention of and response to child abuse and neglect. The Superintendent or designee shall develop and implement strategies for preventing, recognizing, and promptly reporting known or suspected child abuse and neglect.

The Superintendent or designee may provide a student who is a victim of abuse with school-based mental health services or other support services and/or may refer the student to resources available within the community as needed.

Child Abuse Prevention

The district's instructional program shall include age-appropriate and culturally sensitive child abuse prevention curriculum. This curriculum shall explain students' right to live free of abuse, include instruction in the skills and techniques needed to identify unsafe situations and react appropriately and promptly, inform students of available support resources, and teach students how to obtain help and disclose incidents of abuse.

The district's program also may include age-appropriate curriculum in sexual abuse and sexual assault awareness and prevention. Upon written request of a student's parent/guardian, the student shall be excused from taking such instruction. (Education Code 51900.6)

The Superintendent or designee shall, to the extent feasible, seek to incorporate community resources into the district's child abuse prevention programs and may use these resources to provide parents/guardians with instruction in parenting skills and child abuse prevention.

Child Abuse Reporting

The Superintendent or designee shall establish procedures for the identification and reporting of known and suspected child abuse and neglect in accordance with law.

Procedures for reporting child abuse shall be included in the district and/or school comprehensive safety plan. (Education Code 32282)

District employees who are mandated reporters, as defined by law and administrative regulation, are obligated to report all known or suspected incidents of child abuse and neglect.

The Superintendent or designee shall provide training regarding the duties of mandated reporters.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT

Adopted: February 22, 2018 Moss Landing, California

School Interview Law

1174.3. (a) Whenever a representative of a government agency investigating suspected child abuse or neglect or the State Department of Social Services deems it necessary, a suspected victim of child abuse or neglect may be interviewed during school hours, on school premises, concerning a report of suspected child abuse or neglect that occurred within the child's home or out-of-home care facility. The child shall be afforded the option of being interviewed in private or selecting any adult who is a member of the staff of the school, including any certificated or classified employee or volunteer aide, to be present at the interview. A representative of the agency investigating suspected child abuse or neglect or the State Department of Social Services shall inform the child of that right prior to the interview.

The purpose of the staff person's presence at the interview is to lend support to the child and enable him or her to be as comfortable as possible. However, the member of the staff so elected shall not participate in the interview. The member of the staff so present shall not discuss the facts or circumstances of the case with the child. The member of the staff so present, including, but not limited to, a volunteer aide, is subject to the confidentiality requirements of this article, a violation of which is punishable as specified in Section 11167.5. A representative of the school shall inform a member of the staff so selected by a child of the requirements of this section prior to the interview. A staff member selected by a child may decline the request to be present at the interview. If the staff person selected agrees to be present, the interview shall be held at a time during the school hours when it does not involve an expense to the school. Failure to comply with the requirements of this section does not affect the admissibility of evidence in a criminal or civil proceeding.

(B) Disaster Procedures (EC 35295-35297; GC 8607 and 3100)

Disaster Plan (See Appendix C-F)

Detailed procedures/roles/responsibilities stating what needs to be done when a natural/environmental/manmade disaster occurs can be found under Incident Command, IC Team Responsibilities, Emergency Response Guidelines, and Specific Emergency Plans.

Students with Functional Needs

A list of students with functional needs/supporting staff and evacuation plans is located within the emergency management binder at the school site. Each classroom teacher, staff, students, parents of those identified students are informed of the evacuation plan and those plans are updated yearly as necessary. Based upon students' specific needs, they will be provided with assistance during the disaster/emergency event in order to remain safe. Staff in assigned classrooms have two-way radios / walkie-talkies that allows them to communicate amongst the teams of adults working with our functional needs students. The office staff is also part of the two-way communication system.

Public Agency Use of School Buildings for Emergency Shelters

The school site is ready to assist with all Emergency Operations by Monterey County on our school facility. This emergency preparedness is in alignment with the Emergency Operations Agreement with Monterey County and NMCUSD to provide Emergency Shelters. The site administrator will work with the Director of Facilities and Assistant Superintendent for Student and Family Services and Emergency Operations staff to coordinate the use of the school facility for Emergency Shelters and other county emergencies. Our current Emergency Operations Agreement with Monterey County was board approved on 1/28/2021.

Board Policy 3516

The Board of Trustees recognizes that all district staff and students must be prepared to respond quickly and responsibly to emergencies, disasters, and threats of disaster. The district shall take all reasonable steps to prevent and/or mitigate the impact of a disaster on district students, staff, and schools.

The Superintendent or designee shall develop and maintain a disaster preparedness plan which contains routine and emergency disaster procedures, including, but not limited to, earthquake emergency procedures, and adaptations for individuals with disabilities in accordance with the Americans with Disabilities Act. Such procedures shall be incorporated into the comprehensive school safety plan. (Education Code 32282)

(cf. 0400 - Comprehensive Plans)

(cf. 0450 - Comprehensive Safety Plan)

(cf. 3516.3 - Earthquake Emergency Procedure System)

In developing the disaster preparedness plan, the Superintendent or designee shall involve district staff at all levels, including administrators, district police or security officers, facilities managers, transportation managers, food services personnel, school psychologists, counselors, school nurses, teachers, classified employees, and public information officers. As appropriate, he/she shall also collaborate with law enforcement, fire safety officials, emergency medical services, health and mental health professionals, parents/guardians, and students.

(cf. 0420 - School Plans/Site Councils)

(cf. 1220 - Citizen Advisory Committees)

(cf. 3513.3 - District Police/Security Department)

The Plan shall comply with state-approved Standardized Emergency Management System (SEMS) guidelines established for multiple-jurisdiction or multiple-agency operations and with the National Incident Management System.

The Superintendent or designee shall provide training to employees regarding their responsibilities, including periodic drills and exercises to test and refine staff's responsiveness in the event of an emergency.

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

(cf. 4331 - Staff Development)

The Board shall grant the use of school buildings, grounds, and equipment to public agencies, including the American Red Cross, for mass care and welfare shelters during disasters or other emergencies affecting the public health and welfare. The Board shall cooperate with such agencies in furnishing and maintaining whatever services the district may deem necessary to meet the community's needs. (Education Code 32282)

(cf. 1330 - Use of School Facilities)

District employees are considered disaster service workers and are subject to disaster service activities assigned to them. (Government Code 3100)

(cf. 4112.3/4212.3/4312.3 - Oath or Affirmation)

(cf. 4119.3/4219.3/4319.3 - Duties of Personnel)

Legal Reference:

EDUCATION CODE

32001 Fire alarms and drills

32040 Duty to equip school with first aid kit

32280-32289 School safety plans

32290 Safety devices

39834 Operating overloaded bus

46390-46392 Emergency average daily attendance in case of disaster

49505 Natural disaster; meals for homeless students; reimbursement

CIVIL CODE

1714.5 Release from liability for disaster service workers and shelters

GOVERNMENT CODE

3100-3109 Public employees as disaster service workers; oath or affirmation

8607 Standardized emergency management system

CALIFORNIA CONSTITUTION

Article 20, Section 3 Oath or affirmation

CODE OF REGULATIONS, TITLE 5

550 Fire drills

560 Civil defense and disaster preparedness plans

CODE OF REGULATIONS, TITLE 19

2400-2450 Standardized emergency management system

UNITED STATES CODE, TITLE 42

12101-12213 Americans with Disabilities Act

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Crisis Response Box, 2000

CALIFORNIA GOVERNOR'S OFFICE OF EMERGENCY SERVICES PUBLICATIONS

Active Shooter Awareness Guidance, February 2018

State of California Emergency Plan, 2017

School Emergency Response: Using SEMS at Districts and Sites, June 1998

FEDERAL EMERGENCY MANAGEMENT AGENCY PUBLICATIONS
National Incident Management System, 3rd ed., October 2017

U.S. DEPARTMENT OF EDUCATION PUBLICATIONS
Guide for Developing High-Quality School Emergency Operations Plans, 2013

GOVERNOR'S OFFICE OF EMERGENCY SERVICES
School Emergency Response: Using SEMS at Districts and Sites, June 1998

U.S. DEPARTMENT OF EDUCATION PUBLICATIONS

WEB SITES

CSBA: <http://www.csba.org>

American Red Cross: <http://www.redcross.org>

California Attorney General's Office: <https://oag.ca.gov>

California Department of Education, Crisis Preparedness: <http://www.cde.ca.gov/ls/ss/cp>

California Emergency Management Agency: <http://www.calema.ca.gov>

California Seismic Safety Commission: <http://www.seismic.ca.gov>

Centers for Disease Control and Prevention: <http://www.cdc.gov>

Federal Emergency Management Agency: <http://www.fema.gov>

U.S. Department of Education, Emergency Planning: <http://www2.ed.gov/admins/lead/safety/crisisplanning.html>

U.S. Department of Homeland Security: <http://www.dhs.gov>

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT

adopted: August 23, 2018 Moss Landing, California

(C) School Suspension, Expulsion and Mandatory Expulsion Guidelines

Suspension and expulsion offenses fall under the following California Education Codes:

- 48915 (1) possessed/sold/furnished firearm (Mandatory Expulsion Recommendation)
- 48915 (2) brandished a knife at another person (Mandatory Expulsion Recommendation)
- 48915 (3) sold a controlled substance (Mandatory Expulsion Recommendation)
- 48915 (4) sexual assault or sexual battery (Mandatory Expulsion Recommendation)
- 48915 (5) possession of an explosive (Mandatory Expulsion Recommendation)
- 48900 (a1) caused, attempted to cause, or threatened to cause physical injury
- 48900 (a2) willfully used force or violence upon the person of another, except in self-defense
- 48900 (b) possessed, sold, or otherwise furnished any firearm, knife, explosive, or other dangerous object
- 48900 (c) possession of, use of, sale or furnishing of a controlled substance
- 48900 (d) offered, arranged or negotiated to sell a controlled substance and then provided a replica substance
- 48900 (e) attempted/committed robbery or extortion
- 48900 (f) attempted/caused damage to school or private property
- 48900 (g) attempted/stole school or private property
- 48900 (h) possession/use of tobacco product
- 48900 (i) committed an obscene act or engaged in habitual profanity or vulgarity
- 48900 (j) possession of/offered/arranged/negotiated to sell drug paraphernalia
- 48900 (k) disruption of school activities; defiance of authority
- 48900 (l) knowingly received stolen school or personal property
- 48900 (m) possession of a replica firearm
- 48900 (n) attempted/committed a sexual assault or sexual battery**
- 48900 (o) harassed, threatened or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding
- 48900 (p) unlawfully offered, arranged to sell, negotiate to sell, or sold the prescription drug SOMA
- 48900 (q) engaged in or attempted to engage in hazing.
- 48900 (r) Engaged in an act of bullying, including but not limited to, bullying committed by means of an electronic act
- 48900 (s) A pupil shall not be suspended or expelled for any of the acts enumerated in this section unless the act is related to a school activity or school attendance occurring within a school under the jurisdiction of the superintendent of the school district or principal or occurring within any other school district. A pupil may be suspended or expelled for acts that are enumerated in this

section and related to a school activity or school attendance that occur at any time, including, but not limited to, any of the following:

- (1) While on school grounds.
- (2) While going to or coming from school.
- (3) During the lunch period whether on or off the campus.
- (4) During, or while going to or coming from, a school-sponsored activity.

48900 (t) A pupil who aids or abets, as defined in Section 31 of the Penal Code, the infliction or attempted infliction of physical injury to another person may be subject to suspension, but not expulsion, pursuant to this section, except that a pupil who has been adjudged by a juvenile court to have committed, as an aider and abettor, a crime of physical violence in which the victim suffered great bodily injury or serious bodily injury shall be subject to discipline pursuant to subdivision (a).

48900 (u) As used in this section, "school property" includes, but is not limited to, electronic files and databases.

48900 (v) For a pupil subject to discipline under this section, a superintendent of the school district or principal may use his or her discretion to provide alternatives to suspension or expulsion that are age appropriate and designed to address and correct the pupil's specific misbehavior as specified in Section 48900.5.

48900 (w) It is the intent of the Legislature that alternatives to suspension or expulsion be imposed against a pupil who is truant, tardy, or otherwise absent from school activities.

48900.2 (grades 4-12) sexual harassment

48900.3 (grades 4-12) act of hate crime

48900.4 (grades 4-12) harassment, threats, or intimidation, directed against school district personnel or pupils that is severe or pervasive to create substantial disorder or by creating an intimidating or hostile educational environment.

48900.7 terroristic threats against school officials or school property or both.

Repeat offenses and habitual non-compliance result in the increase of supports and remediation.

North Monterey County USD | BP 5144.1 - Suspension And Expulsion/Due Process

The Board of Trustees desires to provide district students access to educational opportunities in an orderly school environment that protects their safety and security, ensures their welfare and well-being, and promotes their learning and development. The Board shall develop rules and regulations setting the standards of behavior expected of district students and the disciplinary processes and procedures for addressing violations of those standards, including suspension and/or expulsion.

The grounds for suspension and expulsion and the procedures for considering, recommending, and/or implementing suspension and expulsion shall be only those specified in law, in this policy, and in the accompanying administrative regulation.

Except when otherwise permitted by law, a student may be suspended or expelled only when his/her behavior is related to a school activity or school attendance occurring within any district school or another school district, regardless of when it occurs, including, but not limited to, the following: (Education Code 48900(s))

1. While on school grounds
2. While going to or coming from school
3. During the lunch period, whether on or off the school campus
4. During, going to, or coming from a school-sponsored activity

District staff shall enforce the rules concerning suspension and expulsion of students fairly, consistently, equally, and in accordance with the district's nondiscrimination policies.

Appropriate Use of Suspension Authority

Except when a student's act violates Education Code 48900(a)-(e), as listed in items #1-5 under "Grounds for Suspension and Expulsion: Grades K-12" of the accompanying administrative regulation, or when his/her presence causes a danger to others, suspension shall be used only when other means of correction have failed to bring about proper conduct. (Education Code 48900.5, 48900.6).

A student's parents/guardians shall be notified as soon as possible when there is an escalating pattern of misbehavior that could lead to on-campus or off-campus suspension.

No student in grades K-3 may be suspended for disruption or willful defiance, except by a teacher pursuant to Education Code 48910. (Education Code 48900)

Students shall not be suspended or expelled for truancy, tardiness, or absenteeism from assigned school activities.

Authority to Expel

A student may be expelled only by the Board. (Education Code 48918(j))

As required by law, the Superintendent or principal shall recommend expulsion and the Board shall expel any student found to have committed any of the following "mandatory recommendation and mandatory expulsion" acts at school or at a school activity off school grounds: (Education Code 48915)

1. Possessing a firearm which is not an imitation firearm, as verified by a certificated employee, unless the student had obtained prior written permission to possess the item from a certificated school employee, with the principal or designee's concurrence
2. Selling or otherwise furnishing a firearm
3. Brandishing a knife at another person
4. Unlawfully selling a controlled substance listed in Health and Safety Code 11053-11058
5. Committing or attempting to commit a sexual assault as defined in Penal Code 261, 266c, 286, 288, 288a, or 289, or committing a sexual battery as defined in Penal Code 243.4
6. Possessing an explosive as defined in 18 USC 921

For all other violations listed in the accompanying administrative regulation under "Grounds for Suspension and Expulsion: Grades K-12" and "Additional Grounds for Suspension and Expulsion: Grades 4-12," the Superintendent or principal shall have the discretion to recommend expulsion of a student. If expulsion is recommended, the Board shall order the student expelled only if it makes a finding of either or both of the following: (Education Code 48915(b) and (e))

1. That other means of correction are not feasible or have repeatedly failed to bring about proper conduct
2. That due to the nature of the violation, the presence of the student causes a continuing danger to the physical safety of the student or others

A vote to expel a student shall be taken in an open session of a Board meeting.

The Board may vote to suspend the enforcement of the expulsion order pursuant to the requirements of law and the accompanying administrative regulation. (Education Code 48917)

No student shall be expelled for disruption or willful defiance. (Education Code 48900)

No child enrolled in a preschool program shall be expelled except under limited circumstances as specified in AR 5148.3 - Preschool/Early Childhood Education.

Due Process

The Board shall provide for the fair and equitable treatment of students facing suspension and/or expulsion by affording them their due process rights under the law. The Superintendent or designee shall comply with procedures for notices, hearings, and appeals as specified in law and administrative regulation. (Education Code 48911, 48915, 48915.5, 48918).

Maintenance and Monitoring of Outcome Data

The Superintendent or designee shall maintain outcome data related to student suspensions and expulsions in accordance with Education Code 48900.8 and 48916.1, including, but not limited to, the number of students recommended for expulsion, the grounds for each recommended expulsion, the actions taken by the Board, the types of referral made after each expulsion, and the disposition of the students after the expulsion period. For any expulsion that involves the possession of a firearm, such data shall include the name of the school and the type of firearm involved, as required pursuant to 20 USC 7961. Suspension and expulsion data shall be reported to the Board annually and to the California Department of Education when so required.

In presenting the report to the Board, the Superintendent or designee shall disaggregate data on suspensions and expulsions by school and by numerically significant student subgroups, including, but not limited to, ethnic subgroups, socioeconomically disadvantaged students, English learners, students with disabilities, foster youth, and homeless students. Based on the data, the Board shall address any identified disparities in the imposition of student discipline and shall determine whether and how the district is meeting its goals for improving school climate as specified in its local control and accountability plan.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT
Adopted: November 15, 2018 Moss Landing, California

(D) Procedures to Notify Teachers of Dangerous Pupils (EC 49079)

In order to fulfill the requirements made by Education Code 49079 and Welfare and Institutions Code 827 that state teachers must be notified of the reason(s) a student has been suspended. All information regarding suspension and expulsion is CONFIDENTIAL, is not to be shared with any student(s) or parent(s). Teachers are asked to secure the information so students and others may not view it.

Pursuant to Education Code 48267, the Monterey County Probation Department notifies the Pupil Personnel Division of North Monterey County Unified School District regarding students who have engaged in certain criminal conduct. This information is forwarded to the school principal who is responsible for prompt notification of the student's teachers, consistent with NMCUSD Administrative Regulation AR 0450 Philosophy, Goals, Objectives and Comprehensive Plans - Comprehensive Safety Plan - Development and Review of Comprehensive

School Safety Plan and North Monterey County USD | BP 4158 - Employee Security.

The Board of Trustees desires to provide a safe and orderly work environment for all employees. As part of the district's comprehensive safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing necessary assistance and support when emergency situations occur.

Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. As appropriate, the Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. The Superintendent or designee may pursue legal action on behalf of an employee against a student or his/her parent/guardian to recover damages to the employee or his/her property caused by the student's willful misconduct that occurred on district property, at a school or district activity, or in retaliation for lawful acts of the employee in the performance of his/her duties. (Education Code 48904, 48905).

The Superintendent or designee shall ensure that employees receive training in crisis prevention and intervention techniques in order to protect themselves and students. Staff development may include training in classroom management, effective communication techniques, procedures for responding to an active shooter situation, and crisis resolution.

The Superintendent or designee also shall inform teachers, in accordance with law, of crimes and offenses committed by students who may pose a danger in the classroom. (Education Code 48201, 49079; Welfare and Institutions Code 827).

The Superintendent or designee may make available at appropriate locations, including, but not limited to, district and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.

Use of Pepper Spray

Employees shall not carry or possess pepper spray on school property or at school activities, except when authorized by the Superintendent or designee for self-defense purposes. When allowed, an employee may only possess pepper spray in accordance with administrative regulations and Penal Code 22810. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

Reporting of Injurious Objects

The Board requires employees to take immediate action upon being made aware that any person is in possession of a weapon or unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. The employee shall use his/her own judgment as to the potential danger involved and shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately call 911 and the principal

When informing the principal about the possession or seizure of a weapon or dangerous device, the employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT
Adopted: August 9, 2018 Moss Landing, California

Procedures to Notify Teachers of Dangerous Pupils (EC 49079)

In order to fulfill the requirements made by Education Code 49079 and Welfare and Institutions Code 827 that state teachers must be notified of the reason(s) a student has been suspended. All information regarding suspension and expulsion is CONFIDENTIAL, is not to be shared with any student(s) or parent(s). Teachers are asked to secure the information so students and others may not view it.

Pursuant to Education Code 48267, the Monterey County Probation Department notifies the Pupil Personnel Division of North Monterey County Unified School District regarding students who have engaged in certain criminal conduct. This information is forwarded to the school principal who is responsible for prompt notification of the student's teachers, consistent with NMCUSD Administrative Regulation AR 0450 Philosophy, Goals, Objectives and Comprehensive Plans - Comprehensive Safety Plan -

Development and Review of Comprehensive School Safety Plan and North Monterey County USD | BP 4158 (49079) - Employee Security.

(a) A school district shall inform the teacher of each pupil who has engaged in, or is reasonably suspected to have engaged in, any of the acts described in any of the subdivisions, except subdivision (h), of Section 48900 or in Section 48900.2, 48900.3, 48900.4, or 48900.7 that the pupil engaged in, or is reasonably suspected to have engaged in, those acts. The district shall provide the information to the teacher based upon any records that the district maintains in its ordinary course of business, or receives from a law enforcement agency, regarding a pupil described in this section.

(b) A school district, or school district officer or employee, is not civilly or criminally liable for providing information under this section unless it is proven that the information was false and that the district or district officer or employee knew or should have known that the information was false, or the information was provided with a reckless disregard for its truth or falsity.

(c) An officer or employee of a school district who knowingly fails to provide information about a pupil who has engaged in, or who is reasonably suspected to have engaged in, the acts referred to in subdivision (a) is guilty of a misdemeanor, which is punishable by confinement in the county jail for a period not to exceed six months, or by a fine not to exceed one thousand dollars (\$1,000), or both.

(d) For the 1994-95 school year, the information provided shall be from the previous two school years. For the 1996-97 school year and each school year thereafter, the information provided shall be from the previous three school years.

(e) Any information received by a teacher pursuant to this section shall be received in confidence for the limited purpose for which it was provided and shall not be further disseminated by the teacher.

(Amended by Stats 2000, Ch. 345, Sec. 2)

(E) Sexual Harassment Policies (EC 212.6 [b])

North Monterey County USD | BP 5145.7 Students - Sexual Harassment

The Board of Trustees is committed to maintaining a safe school environment that is free from harassment and discrimination. The Board prohibits, at school or at school-sponsored or school-related activities, sexual harassment targeted at any student by anyone. The Board also prohibits retaliatory behavior or action against any person who reports, files a complaint or testifies about, or otherwise supports a complainant in alleging sexual harassment.

The district strongly encourages any student who feels that he/she is being or has been sexually harassed on school grounds or at a school-sponsored or school-related activity by another student or an adult who has experienced off-campus sexual harassment that has a continuing effect on campus to immediately contact his/her teacher, the principal, or any other available school employee. Any employee who receives a report or observes an incident of sexual harassment shall notify the principal or a district compliance officer. Once notified, the principal or compliance officer shall take the steps to investigate and address the allegation, as specified in the accompanying administrative regulation.

The Superintendent or designee shall take appropriate actions to reinforce the district's sexual harassment policy.

Instruction/Information

The Superintendent or designee shall ensure that all district students receive age-appropriate information on sexual harassment. Such instruction and information shall include:

1. What acts and behavior constitute sexual harassment, including the fact that sexual harassment could occur between people of the same sex and could involve sexual violence
2. A clear message that students do not have to endure sexual harassment under any circumstance
3. Encouragement to report observed incidents of sexual harassment even where the alleged victim of the harassment has not complained
4. A clear message that student safety is the district's primary concern, and that any separate rule violation involving an alleged victim or any other person reporting a sexual harassment incident will be addressed separately and will not affect the manner in which the sexual harassment complaint will be received, investigated, or resolved
5. A clear message that, regardless of a complainant's noncompliance with the writing, timeline, or other formal filing requirements, every sexual harassment allegation that involves a student, whether as the complainant, respondent, or victim of the harassment, shall be investigated and prompt action shall be taken to stop any harassment, prevent recurrence, and address any continuing effect on students
6. Information about the district's procedure for investigating complaints and the person(s) to whom a report of sexual harassment should be made
7. Information about the rights of students and parents/guardians to file a civil or criminal complaint, as applicable, including the right to file a civil or criminal complaint while the district investigation of a sexual harassment complaint continues
8. A clear message that, when needed, the district will take interim measures to ensure a safe school environment for a student who is the complainant or victim of sexual harassment and/or other students during an investigation and that, to the extent possible, when such interim measures are taken, they shall not disadvantage the complainant or victim of the alleged harassment

Complaint Process and Disciplinary Actions

Sexual harassment complaints by and against students shall be investigated and resolved in accordance with law and district procedures specified in AR 1312.3 - Uniform Complaint Procedures. Principals are responsible for notifying students and parents/guardians that complaints of sexual harassment can be filed under AR 1312.3 and where to obtain a copy of the procedures.

Upon investigation of a sexual harassment complaint, any student found to have engaged in sexual harassment or sexual violence in violation of this policy shall be subject to disciplinary action. For students in grades 4-12, disciplinary action may include suspension and/or expulsion, provided that, in imposing such discipline, the entire circumstances of the incident(s) shall be taken into account.

Upon investigation of a sexual harassment complaint, any employee found to have engaged in sexual harassment or sexual violence toward any student shall have his/her employment terminated in accordance with law and the applicable collective bargaining agreement.

Record-Keeping

The Superintendent or designee shall maintain a record of all reported cases of sexual harassment to enable the district to monitor, address, and prevent repetitive harassing behavior in district schools.

(F) School-wide Dress Code Relating to Gang-Related Apparel (EC 35183)

All apparel must comply with North Monterey County Unified School District Dress Code. The dress code shall be in effect at all school-related activities both on and off campus, including, but not limited to, activities such as dances, award ceremonies, field trips, and athletic events.

The Board shall authorize school regulations that prohibit student dress or grooming practices which:

1. Present a hazard to the health or safety of the student himself or others in the school.
2. Cause excessive wear or damage to school property.
3. Prevent the student from achieving his/her own educational objectives because of blocked vision or restricted movement.
4. Clothing or styles used by some students to identify groups or gangs whose purpose is to intimidate or harass.
5. Distract from or otherwise impede the learning process because of their extreme style (i.e. piercing, unnatural hair color) or attire that is too revealing.

Guidelines for Dress Code

The following guidelines shall apply to all regular school activities: Where some schools have adopted a school uniform policy – additional information will be provided.

1. Shoes must be worn at all times, on campus and at school functions Sandals must have heel straps. Thongs or backless shoes or sandals are not acceptable
2. Clothing, jewelry and personal items (backpacks, fanny packs, gym bags, water bottles etc.) shall be free of writing, pictures or any other insignia which are crude, vulgar, profane or sexually suggestive, which bear drug, alcohol or tobacco company advertising, promotions and likenesses, or which advocate racial, ethnic or religious prejudice
3. Hats, caps and other head coverings shall not be worn indoors (except for religious beliefs) The only acceptable headwear is official Condor hats and beanies and solid black, grey, or white beanies without a logo.
4. Clothes shall be sufficient to conceal undergarments at all times. See-through or fish-net fabrics, halter tops, off-the-shoulder or low-cut tops, bare midriffs and skirts or shorts shorter than mid-thigh are prohibited
5. Gym shorts may not be worn in classes other than physical education
6. Hair styles which draw undue attention and detract from the educational environment are not acceptable; i.e. unusual designs, colors, Mohawks, tails, or unusual razor cuts
7. Hair shall be clean and neatly groomed. Hair may not be sprayed by any coloring that would drip when wet.
8. Attire which may be used as a weapon may not be worn, including but not limited to steel toed boots, chains, items with spikes or studs, and other items deemed inappropriate by the principal and/or school site council
9. Administrative exceptions may be made in regard to grooming and dress. These exceptions, verified by the administrator, shall include (but will not be limited to):

- a. Sincerely held religious beliefs
- b. Valid medical reasons

10. Gangs... Clothing, headgear, and symbols related to gang activities is prohibited (i.e. tags, logos, insignias, bandannas, buckles, college sport and professional team attire or city names)

Gang-Related Apparel

The principal, staff and parents/guardians, in collaboration with local law enforcement, participating in the development of the school safety plan shall define "gang-related apparel" and shall limit this definition to apparel that North Monterey County Unified School District reasonably could be determined to threaten the health and safety of the school environment if it were worn or displayed on a school campus. (Education Code 32282, BP# 5132)

Consequences of Dress and Grooming Code Violations

Standard Violations: Persistent violations of this regulation or locally adopted supplemental regulations shall be considered to be willful defiance of directives under Education Code section 48900(k). As such for multiple violations, students will be subject to discipline as follows:

First Violation: Home contact and the violator will be required to change clothing, hair style or cosmetic

Second Violation: Home contact and alternative to suspension or suspension if student refuses alternative

Third Violation: Home contact and suspension

Fourth Violation: Further disciplinary action, up to and including expulsion, is the discretion of the District as permitted by state law and/or district policy/regulation

If a parent/guardian or student disagrees with the site administrator's decision on a standard violation, the parent/guardian or student may attempt to resolve the problem by requesting a personal conference with the site administrator.

Dangerous or Disruptive Violations

Dress and grooming violations that cause actual disruption of the educational environment, result in actual violation of law or other school rules, including hate-crime laws, or cause actual injury may result, is the discretion of the District Administration, in more serious disciplinary action, up to and including expulsion without regard to the steps set forth above for standard violations.

North Monterey County USD | BP 5132 Students Dress and Grooming

The Board of Trustees believes that appropriate dress and grooming contribute to a productive learning environment. The Board expects students to wear clothing that is suitable for the school activities in which they participate. Students shall not wear clothing that presents a health or safety hazard or causes a substantial disruption to the educational program.

District and school rules pertaining to student attire shall be included in student handbooks, may be posted in school offices and classrooms, and may be periodically reviewed with all students as necessary.

Students shall not be prohibited from dressing in a manner consistent with their gender identity or gender expression or with their religious or cultural observance.

In addition, the dress code shall not discriminate against students based on hair texture and protective hairstyles, including, but not limited to, braids, locks, and twists. (Education Code 212.1)

The principal or designee is authorized to enforce this policy and shall inform any student who does not reasonably conform to the dress code. The dress code shall not be enforced in a manner that discriminates against a particular viewpoint or results in a disproportionate application of the dress code based on students' gender, sexual orientation, race, ethnicity, household income, or body type or size.

School administrators, teachers, and other staff shall be notified of appropriate and equitable enforcement of the dress code.

When practical, students shall not be directed to correct a dress code violation during instructional time or in front of other students.

Repeated violations or refusal to comply with the district's dress code may result in disciplinary action.

Gang-Related Apparel

The principal, staff, and parents/guardians at a school may establish a reasonable dress code that prohibits students from wearing gang-related apparel when there is evidence of a gang presence that disrupts or threatens to disrupt the school's activities. Such a proposed dress code shall be presented to the Board, which shall approve the plan upon determining that it is necessary to protect the health and safety of the school environment. The dress code policy may be included in the school's comprehensive safety plan. (Education Code 35183)

When determining specific items of clothing that may be defined as gang apparel, the school shall ensure that the determination is free from bias based on race, ethnicity, national origin, immigration status, or other protected characteristics.

Uniforms

The Board may approve a school-initiated dress code requiring students at the school to wear a school uniform whenever the Board determines that such a dress code will promote student achievement, a positive school climate, and/or student safety.

The Superintendent or designee shall establish procedures whereby parents/guardians may choose to have their children exempted from the school uniform policy. Students shall not be penalized academically, otherwise discriminated against, or denied attendance to school if their parents/guardians so decide. (Education Code 35183)

The Superintendent or designee shall ensure that resources are identified to assist economically disadvantaged students in obtaining uniforms. (Education Code 35183)

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT
Adopted: December 12, 2019 Moss Landing, California

(G) Procedure for Safe Ingress and Egress of Pupils, Parents, and Staff to and from School (EC 35294.2)

Campus Visitor Procedure

Visitors to the campus must sign in at the main office to record their arrival/departure time and purpose of their visit. They are given a visitor sticker/badge to wear while on campus so that any school personnel can determine that the office has checked in the visitor.

* See attached Safe Ingress and Egress MS Map

North Monterey County USD | BP 5142 - Students Safety

The Board of Trustees recognizes the importance of providing a safe school environment that is conducive to learning and helps ensure student safety and the prevention of student injury. The Superintendent or designee shall implement appropriate practices to minimize the risk of harm to students, including, but not limited to, practices relative to school facilities and equipment, the outdoor environment, educational programs, and school-sponsored activities.

Staff shall be responsible for the proper supervision of students during school hours, during school-sponsored activities, and while students are using district transportation to and from school.

The Superintendent or designee shall ensure that students receive appropriate instruction on topics related to safety, as well as injury and disease prevention.

Crossing Guards/Safety Patrol

To assist students in safely crossing streets adjacent to or near school sites, the Board may employ crossing guards and/or establish a safety patrol at any district school. The Superintendent or designee shall periodically examine traffic patterns within school attendance areas in order to identify locations where crossing assistance may be needed.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT
Adopted: February 22, 2018 Moss Landing, California

North Monterey County USD | AR 5142 - Students Safety

Each principal or designee shall establish school rules for the safe and appropriate use of school equipment and materials and for student conduct consistent with law, Board policy, and administrative regulation. Copies of the rules shall be distributed to parents/guardians and shall be readily available at the school at all times.

Release of Students

Students shall be released during the school day only to the custody of an adult if:

1. The adult is the student's custodial parent/guardian.

2. The adult has been authorized on the student's emergency card as someone to whom the student may be released when the custodial parent/guardian cannot be reached, and the principal or designee verifies the adult's identity.
3. The adult is an authorized law enforcement officer acting in accordance with law.
4. The adult is taking the student to emergency medical care at the request of the principal or designee.

Supervision of Students

Teachers shall be present at their respective rooms and shall open them to admit students not less than 30 minutes before the time when school starts. (5 CCR 5570)

Every teacher shall hold students accountable for their conduct on the way to and from school, on the playgrounds, and during recess. (Education Code 44807)

The principal or designee shall require all individuals supervising students to remain alert in spotting dangerous conditions, promptly report any such conditions to the principal or designee, and file a written report on such conditions as appropriate.

In arranging for appropriate supervision on playgrounds, the principal or designee shall:

1. Where playground supervision is not otherwise provided, provide for certificated employees to supervise the conduct and safety, and direct the play, of students who are on school grounds before and after school and during recess and other intermissions (5 CCR 5552)
2. Clearly identify supervision zones on the playground and require all playground supervisors to remain outside at a location from which they can observe their entire zone of supervision
3. Consider the size of the playground area, the number of areas that are not immediately visible, and the age of the students to determine the ratio of playground supervisors to students

The Superintendent or designee shall ensure that teachers, teacher aides, playground supervisors, yard aides, and volunteers who supervise students receive training in safety practices and in supervisory techniques that will help them to forestall problems and resolve conflicts. Such training shall be documented and kept on file.

Student Safety Patrols

School safety patrols shall be used only at those locations where the nature of traffic will permit their safe operation. The locations where school safety patrols are used should be determined jointly with the local law enforcement agency. (5 CCR 572)

A school safety patrol shall be composed of students of the school who are selected by the principal and shall serve only with written consent from their parent/guardian. Patrol members shall be at least 10 years old and at least in the fifth grade. (Education Code 49302; 5 CCR 571)

Patrol members shall be under the supervision and control of the principal or designee and shall receive training in proper procedures, including, but not limited to, the operations specified in 5 CCR 573-574. Whenever on duty, patrol members shall wear the standard uniform required by 5 CCR 576.

Playground Safety

Any new playground or any replacement of equipment or modification of components inside an existing playground shall conform to standards set forth by the American Society for Testing and Materials and the guidelines set forth by the U.S. Consumer Product Safety Commission. (Health and Safety Code 115725)

Any playground installed between January 1, 1994, and December 31, 1999, shall conform to these standards not later than 15 years after the date of installation. (Health and Safety Code 115725)

Activities with Safety Risks

Because of concerns about the risk to student safety, the principal or designee shall not permit the following activities on campus or during school-sponsored events unless the activity is properly supervised, students wear protective gear as appropriate, and each participant has insurance coverage:

1. Trampolining
2. Scuba diving

3. Skateboarding or use of scooters
4. In-line or roller skating or use of skate shoes
5. Sailing, boating, or water skiing
6. Snow trips
7. Motorcycling
8. Target shooting
9. Horseback riding
10. Rodeo
11. Other activities determined by the principal to have a high risk to student safety

Students who operate or ride as a passenger on a bicycle, nonmotorized scooter, or skateboard upon a street, bikeway, or any other public bicycle path or trail shall wear a properly fitted and fastened bicycle helmet that meets the standards of law. Students also shall be required to wear such helmets while wearing in-line or roller skates. (Vehicle Code 21212)

Laboratory Safety

The principal of each school offering laboratory work shall develop procedures for laboratory safety and designate a trained certificated employee to implement and regularly review these procedures.

Hearing Protection

The Superintendent or designee shall monitor students' exposure to excessive noise in classrooms and provide protection as necessary. The Superintendent or designee also may provide hearing conservation education to teach students ways to protect their hearing.

Eye Safety Devices

The Superintendent or designee shall provide schools with eye safety devices for use whenever students, teachers, or visitors are engaged in or observing an activity or using hazardous substances likely to cause injury to the eyes. Eye safety devices may be sold to students for an amount not to exceed their actual cost to the district. (Education Code 32030, 32031, 32033)

Protection Against Insect Bites

To help protect students against insect bites or stings that may spread disease or cause allergic reactions, students shall be allowed to apply insect repellent provided by their parents/guardians, under the supervision of school personnel, and in accordance with the manufacturer's directions, when engaging in outdoor activities.

Regulation NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT

Approved: February 22, 2018 Moss Landing, California

(H) A Safe and Orderly School Environment Conducive to Learning (EC 35294.2)

Component:

People and Programs

Element:

Meaningful Student Participation

Opportunity for Improvement:

To help maintain a safe and orderly school environment conducive to learning in a distance learning model, we have reviewed our Multi-Tiered System of Supports (MTSS) and our SWIFT Fidelity Integrity Assessment (SWIFT-FIA) data.

Objectives	Action Steps	Resources	Lead Person	Evaluation
We will increase our daily student attendance and participation to above 95% by March 2022	MTSS/SART teacher referral; identify students and match to appropriate supports.	MTSS/SART teacher referral	Administration & Counselors	Timeline: Weekly Review of referrals, notes & attendance Participation / engagement records
	Home visits	Family Resource Center Counselors Support Staff School Resource Officer	Administration & Counselors	Timeline: Ongoing Counselor & Staff visit logs Attendance records
	Students below and far below grade level being matched with academic supports. 1. Tutorials 2. After School Interventions 3. LGL support strands.	MTSS/SART Counselors Staff	Administration, Counselors & Staff	Timeline: Ongoing Attendance records MTSS/SART notes
	Extended Day interventions (The NEST)	MTSS Coordinator Behavior Technicians SEL activities	Administration	Timeline: Ongoing Attendance records Grades & classwork submission
	Provide ongoing incentives, leadership activities and opportunities for student participation.	Student Leadership School-wide spirit weeks	Administration, Counselor, Leadership Teacher & Staff	Timeline: Ongoing Zoom attendance Participation record

Component:

Place

Element:

Safe School Environment / Emergency Response and Preparedness

Opportunity for Improvement:

To help maintain a safe and orderly school environment conducive to learning, North Monterey County Middle School will continue to develop the emergency response protocol and staff trainings to provide emergency preparedness and response instructions, information, and guidelines to protect the safety and well-being of students and staff at the time of an emergency.

Objectives	Action Steps	Resources	Lead Person	Evaluation
By February 2022, all staff will have participated in trainings as they relate to updated emergency response and protocols.	Revise evacuation/ assembly map with adaptations of routine and emergency disaster procedures for pupils with disabilities.	Coordinator of MTSS School Resource Officer Facilities, Maintenance & Operations Supervisor	Administration	Evacuation/Assembly Map Clear description of adaptations and routine.
	Update Incident Command (IC) Team members to reflect staff physically on campus during distance learning.	Coordinator of MTSS School Resource Officer Facilities, Maintenance & Operations supervisor.	Administration	Incident Command Flowchart
	Revise the evacuation assembly area to accommodate social distancing via marked spots. Students and staff shall also be trained to use arms length to support social distancing.	School Resource Officer Facilities, Maintenance & Operations supervisor.	Administration	Maps, training agendas, rosters of stable cohorts
	Implement a practice emergency drill for the following: <ul style="list-style-type: none"> intruder fire earthquake 	School Resource Officer Facilities, Maintenance & Operations supervisor.	Administration	Calendar Notes

Component:

Element:

Opportunity for Improvement:

Objectives	Action Steps	Resources	Lead Person	Evaluation

(I) School Discipline Rules and Consequences (EC 35291 and EC 35291.5)

North Monterey County Middle School Student Conduct Code

North Monterey County Unified School District Board Policies address discipline procedures to be followed in the case of unacceptable actions by students against persons or property. These policies also protect the constitutional rights of students. In recent years the courts have emphasized the constitutional principle that students do have certain rights when they attend our schools. Such rights include freedom of expression, speech, and equal educational opportunity. Along with these rights come additional responsibilities on the part of the students. The staff of the school system will work with the students to help them understand their rights and responsibilities and to grow to maturity with additional respect for fairness, justice and truth.

Students are suspended or expelled from school or school activities to protect the physical safety of other students or staff or to ensure that classroom instruction is continued without interference. The general safety, well-being, and educational goals of all students must be considered along with the rights and responsibilities of each individual.

California law permits suspension from school and school activities for a period of five days, except while waiting for action by juvenile court or the Board of Trustees, when time may be extended.

In expulsion cases, a full hearing is given to each student by the Board of Trustees. The facts of each case are carefully reviewed in this hearing and by the Board of Trustees. Final action is taken by the Board of Trustees in open session.

Expected Student Behavior

The Board of Trustees of North Monterey County Unified School District, in support of public education and the exercise of general supervision of district schools, believes that the conduct of students must establish an educational climate conducive for the furtherance of educational opportunities for youth and the promotion of learning. For this purpose, the people of the State have empowered local boards of education to regulate student conduct.

The governing board of any school district shall prescribe rules not inconsistent with law or with the rules prescribed by the State Board of Education, for the government and discipline of the schools under its jurisdiction. (E.C. 35291) All pupils shall comply with the regulations, pursue the required course of study, and submit to the authority of the teachers of the schools. (E.C. 48908)

There is a place and an appropriate educational program in our schools for every student interested in pursuing an education. The law requires attendance of youth between certain ages and the public has, through numerous legislative enactments, expressed its will that educational opportunities shall be provided for all.

Rules and Regulations

Rules and regulations are established to maintain an atmosphere conducive to learning. Students who fail to comply with these rules and regulations will be counseled, reprimanded, suspended, expelled, and/or arrested as the laws are applied.

Suspension shall be imposed only when other means of correction fail to bring about proper conduct, provided that a pupil may be suspended for any of the reasons enumerated in E.C. Sections 48900 (a-s), 48900.2, 48900.3, 48900.4, 48900.7, 48901.5 and sections of 48915 upon a first offense.

a) The principal may recommend a pupil's expulsion for any of the acts enumerated in Section 48900 and in sections of E.C. 48915.

b) Upon recommendations by the principal or by a hearing officer or administrative panel appointed pursuant to subdivision (d) of Section 48918, the governing board may order a pupil expelled upon finding that the pupil violated E.C. Sections 48900 (a-s), 48900.2, 48900.3, or 48900.4, 48900.7; and that other means of correction have repeatedly failed to bring about proper conduct, or due to the nature of the violation, the presence of the pupil causes a continuing danger to the physical safety of the pupil or others and that other means of correction are not feasible. The governing board shall order expulsion for violation of E.C. 48915 (c-1) to (c-5).

CAUSES FOR DISCIPLINARY ACTION

VIOLATIONS RELATING TO PERSONS

ABUSE / HARASSMENT, THREATS OR INTIMIDATION (physical or verbal attack on district employee or student) (E.C. 44810, 48900 (a) (1), (a) (2), 48900 i and o, 48900.4, 48900.7; P.C. 71)

ASSAULT AND BATTERY (assault or battery upon another student or upon school personnel; threat of force or violence toward school personnel, at any time or place related to school attendance or functions) (E.C. 44014, 44810, 48900 (a) (1), (a) (2), 48915 (c-2), (a-1), (a-2), (a-5); P.C. 240-243, 245)

BUS CONDUCT (continued disorderly conduct or persistent refusal to submit to authority of the driver) (C.A.C. 14103)

DEFIANCE, DISRESPECT, ETC. (insubordination or defiance toward school employees, either in language or action) (E.C. 48900 k; 48908)

ELECTRONIC LISTENING OR RECORDING DEVICE (It is the students' responsibility to make sure that all devices, including cell phones, are turned off and secure during the official school day. use of all electronic communication devices, without prior consent of the principal, is prohibited. (E.C. 51512, 48901.5)

EXTORTION / ROBBERY (taking possessions from another person by threat or force) (E.C. 44014, 44810, 48900 (a) (1), (a) (2), e and g, 48915 (a-4); P.C. 240, 241, 524)

FIGHTING (involvement in fighting either in groups, gangs, or as an individual on school premises or elsewhere under authority of school personnel) (E.C. 32210, 44807, 44810, 48900 (a) (1), (a) (2), 48915 (a-1)

FORGING (forging notes, signatures, excuses or other school documents) (E.C. 48900 k; P.C. 470)

GAMBLING (any betting, gaming played with cards, dice, coins, or other items of value is prohibited) (P.C. 330)

HAZING / HATE VIOLENCE (committing any act that injures, degrades, or disgraces any fellow student or person attending the institution) (E.C. 32050-32051; 48900 q; 48900.3; 233) (Ref. 610R Admin. Code and AB 1785.

KEYS (illegal possession, unauthorized use or duplication of keys to school buildings or premises) (P.C.469)

RECEIVING STOLEN PROPERTY (knowingly received stolen school property or private property) (E.C.48900 l)

SECRET CLUBS (membership on school campus prohibited) (E.C. 48900 k)

SEXUAL HARASSMENT/ASSAULT (unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting) (E.C. 48900.2, 212.5, 48915 (c-4)

STEALING (stealing school property or from persons while on school property or at school sponsored events) (E.C. 19911, 35291, 44807, 48900 g; P.C. 484-485)

TARDINESS/TRUANCY (late to class; missing class (es) illegally) (E.C. 48260-48262)

VEHICLES (failure to observe posted traffic and parking regulations) (V.C. 21113, 42001)

OTHER OFFENSES (serious infractions of behavior standards, not identified above, inimical to the welfare of the school, including buildings, property, staff, students or other personnel during the school day or while in attendance at school functions) (E.C. 48212, 48900 (a)(1) to 48900 o, 48915)

VICTIMS OF VIOLENT CRIMES

Victims of violent crimes, while in or on school grounds, will have the option of an intra-district transfer. Incidents will be reviewed on a case-by-case basis to determine whether a student is the victim of a violent offense as provided for in the California Penal Code.

VIOLATIONS RELATING TO STUDENT EXPRESSION

LEWD OR LASCIVIOUS ACTS (engaging in or performing lewd or lascivious acts on school grounds or at school sponsored activities) (P.C. 314)

PROFANITY/VULGARITY (continual or habitual use of profanity or vulgarity) (C.A.C. 300; E.C. 48900 l)

VIOLATIONS RELATING TO CAMPUS DISTURBANCE

FALSE FIRE ALARMS (willfully tampers with any fire alarm equipment or deliberately sounds a false fire alarm) (E.C. 48900 k; P.C. 148.4)

LOITERING (persons on school premises unlawfully) (P.C. 653 g)

PICKETING (persons posted to affect the school) (P.C. 407, 409)

SIT-INS, WALK-ONS, ETC. (violations of rules governing lawful assemblage on school grounds or at school events; failure to disperse) (P.C. 407, 409, 416, 420 j, p, 626.2, 626.4, 626.6, 626.8)

TRESPASSING / FORCED ENTRY (trespassing or forced entry with respect to school buildings or school events) (E.C. 32210, 44810; P.C. 902 p, 626.8)

UNAUTHORIZED VISITORS (persons who come into any school building or onto any school ground or adjacent areas without lawful business thereon) (E.C. 44810; P.C. 626.8, 647 b, 653 g)

VIOLATIONS RELATING TO PROHIBITED ITEMS

ALCOHOL / INHALENTS (use or possession on school campus or at school sponsored events) (B. & P.C. 25608, 25658, 25662; C.A.C. 14251; E.C. 48900 c, 48915 (a-3); P.C. 647 e)

CHEMICAL SPRAYS (possession of or use of any chemical weapon) (E.C. 48900 b; P.C. 12403.7 (4))

DRUGS / NARCOTICS (use, possession or sale of narcotics or other hallucinogenic drugs or substances or any other controlled substances on school grounds or elsewhere under the authority of school personnel) (E.C. 48900 c, 48915 (a-3), (c-3); H. & S. C. 11350, 11353, 11354, 11357, 11359, 11361, 11377, 11378, 11380; P.C. 647 e)

Offered, arranged or negotiated to sell any controlled substance, alcoholic beverage, or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid, substance, or material in lieu of the substance. (E.C. 48900 d; H. & S. C. 11382)

DRUG PARAPHERNALIA (possession of, offered, arranged, or negotiated to sell drug paraphernalia) (E.C. 48900 j)

ELECTRONIC SIGNALING DEVICES (use of any electronic signaling device is prohibited during the official school day, except for health reasons when prescribed by a licensed physician and approved by school administration) (E.C. 48901.5)

TOBACCO (use or possession of tobacco or any products containing tobacco or nicotine products on school grounds or elsewhere while under the authority of the school) (E.C. 48900 h; 48901)

WEAPONS OR THREAT THEREOF (possession, sale or furnishing of any firearm (gun), knife, explosive, or other dangerous object of no reasonable use to the pupil at school, or at a school activity off school grounds) (C.C. 1714.1, 1714.3; E.C. 48900 b, 48915 (a-2), (c-1), (c-2); P.C. 245. 626.9, 626.10, 653 k, 12020, 12021.2, 12301) Possession of an imitation firearm (gun). (E.C. 48900 m)

SEARCH AND SEIZURE (personal or private property on school grounds, adjacent to the school, or while under the authority of school personnel, is subject to search and seizure by school officials) (E.C. 493331; H.& S.C. 11364.7, 11471)

LASER POINTERS OR LASER DEVICES (possession, sale or the furnishing of any device that conducts a laser beam such as a laser pointer is strictly prohibited.) (E.C. 48900B)

VIOLATIONS RELATING TO PROPERTY

BOMB THREATS (false report that a bomb or other explosive has been placed in school buildings or on school grounds) (L.C. 3367; P.C. 148.1)

DEFACING OR DAMAGING SCHOOL PROPERTY (VANDALISM) (acts which endanger life of students, employees or visitors or result in damage to school buildings, school property including electronic files and databases or possessions of students, staff members or visitors; parent or guardian is responsible for damages) (C.A.C. 305, C.C. 1714.1; E.C. 19910, 48900 f, 48904; G.C. 6201, 53069.5, 53069.6; P.C. 451, 452, 594, 594.5, 602 j)

FIRES, EXPLOSIVES OR THREAT THEREOF (fires or explosives which threaten or cause serious damage to human life or property on campus or at school sponsored events; parent or guardian is responsible for damages) (E.C. 48900 (a) (1), b, 48904, 48915 (a-2); H & S.C. 12304-12306; P.C. 451, 452)

DEFINITION OF TERMS

PROBATION: Placing a student on a trial basis because of prior conditions; must meet specified conditions for a given period of time.

TRANSFER TO ANOTHER CLASS / SCHOOL: A student may be transferred to another class in the same school. A student may be transferred to another school; this decision follows a hearing at the school, or district office.

DETENTION: Keeping a student in custody for a defined period of time in special rooms under staff supervision.

PARTICIPATION DENIAL: Preventing the student from participating in school activities.

SUSPENSION: Temporary denial of class and/or school attendance for causes of action committed on school property, school buses, at school functions, or elsewhere. Usually students are referred by teachers to the appropriate administrator for disciplinary actions if the students are unresponsive to normal classroom and/or school expectations of behavior.

EXPULSION: Action by the Board of Trustees to deny the right of school attendance with a time limit. (E.C. 48915-48918)

EXEMPTION: Action to eliminate the requirement of compulsory school attendance; not related to misconduct. (E.C. 48220, 48221, 48410)

EXCLUSION: Action by the Board of Trustees to discontinue attendance for either a definite or indefinite period of time. (E.C. 46010.5, 48211, 48212)

EXTRA-CURRICULAR ACTIVITIES

Participation and/or attendance at extra-curricular activities are considered a part of the educational program for students. Participants carry extra responsibilities as representatives of their schools. Student conduct rules also apply to extra-curricular activities. Penalties in most cases will require some loss of participation privileges. Disciplinary action procedures outlined in the adopted code will be followed by the member schools in order that each case might be evaluated individually as prescribed by the Board.

STUDENT EXPRESSION

Students have the right to exercise free expression; however, student expression, assemblage and/or publication distribution shall not materially disrupt class work, involve substantial disorder, or invade the rights of others.

ENFORCEMENT

The certificated staff of the schools and the district shall enforce all school regulations as prescribed by law and Board regulations. The administration of each school shall enforce the Board adopted regulations to maintain proper conditions for the safety, health and physical wellbeing of all persons on campus and elsewhere while engaged in school-sponsored activities.

Suspension of students will be ordered by the principal. Expulsions may be ordered by the Board of Trustees when charges are substantiated after a proper hearing.

Should the student be expelled by the Board of Trustees of North Monterey County School District, the action may be appealed by the student or parent to the County Board of Education.

The Monterey County Sheriff is available on an as-needed basis.

RIGHTS AND RESPONSIBILITIES

In our form of government the judicial system interprets the law and its applications and orders compliance with its interpretations. Judicial decisions have constantly supported the authority of the State and of school officials to prescribe and control conduct in the schools. This has been extended from control of students while on the school grounds to also maintaining order at other events, such as athletic contests. In recent years, however, the courts have recognized the student's legitimate right to a public education,

which is protected by the Due Process Clause of the Constitution of the United States. This right cannot be taken away for misconduct without adherence to the minimum procedures required by that clause.

The U.S. Supreme Court has made clear that students cannot collide with the rights of others without expecting a penalty. "But conduct by the student, in class or out of it, which for any reason - whether it stems from time, place, or type of behavior - materially disrupts class work or involves substantial disorder or invasion of the rights of others is, of course, not immunized by the constitutional guarantee of freedom of speech."

The role of the parent continues to be of primary importance in the education and control of the student. Parents are encouraged to help their youngsters by stressing the importance of a sound education and by forming a cooperative partnership with the schools to help guide and influence the education of all students.

Conduct Code Procedures

See attached "School Discipline Student Handbook Rules & Procedures"

(K) Hate Crime Reporting Procedures and Policies

The following North Monterey County Unified School District Board Policies address discrimination and harassment:

BP 5145.3 Nondiscrimination/Harassment

BP 6163.4 Student Use Of Technology

BP 0410 Nondiscrimination In District Programs And Activities

BP 5145.7 Students - Sexual Harassment

BP 5145.9 Students - Hate-Motivated Behavior

North Monterey County USD | BP 5145.3 Students - Nondiscrimination/Harassment

The Board of Trustees desires to provide a safe school environment that allows all students equal access and opportunities in the district's academic, extracurricular, and other educational support programs, services, and activities. The Board prohibits, at any district school or school activity, unlawful discrimination, including discriminatory harassment, intimidation, and bullying, targeted at any student by anyone, based on the student's actual or perceived race, color, ancestry, national origin, nationality, ethnicity, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression or association with a person or group with one or more of these actual or perceived characteristics.

This policy shall apply to all acts related to school activity or to school attendance occurring within a district school, and to acts which occur off campus or outside of school-related or school-sponsored activities but which may have an impact or create a hostile environment at school.

Unlawful discrimination, including discriminatory harassment, intimidation, or bullying, may result from physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also includes the creation of a hostile environment through prohibited conduct that is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

Unlawful discrimination also includes disparate treatment of students based on one of the categories above with respect to the provision of opportunities to participate in school programs or activities or the provision or receipt of educational benefits or services.

The Board also prohibits any form of retaliation against any individual who reports or participates in the reporting of unlawful discrimination, files or participates in the filing of a complaint, or investigates or participates in the investigation of a complaint or report alleging unlawful discrimination. Retaliation complaints shall be investigated and resolved in the same manner as a discrimination complaint.

The Superintendent or designee shall facilitate students' access to the educational program by publicizing the district's nondiscrimination policy and related complaint procedures to students, parents/guardians, and employees. He/she shall provide

training and information on the scope and use of the policy and complaint procedures and take other measures designed to increase the school community's understanding of the requirements of law related to discrimination. The Superintendent or designee shall regularly review the implementation of the district's nondiscrimination policies and practices and, as necessary, shall take action to remove any identified barrier to student access to or participation in the district's educational program. He/she shall report his/her findings and recommendations to the Board after each review.

Regardless of whether a complainant complies with the writing, timeline, and/or other formal filing requirements, all complaints alleging unlawful discrimination, including discriminatory harassment, intimidation, or bullying, shall be investigated and prompt action taken to stop the discrimination, prevent recurrence, and address any continuing effect on students.

Students who engage in unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, in violation of law, Board policy, or administrative regulation shall be subject to appropriate consequence or discipline, which may include suspension or expulsion when the behavior is severe or pervasive as defined in Education Code 48900.4. Any employee who permits or engages in prohibited discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, shall be subject to disciplinary action, up to and including dismissal.

Record-Keeping

The Superintendent or designee shall maintain a record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, to enable the district to monitor, address, and prevent repetitive prohibited behavior in district schools.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT

Adopted: February 22, 2018 Moss Landing, California

North Monterey County USD | BP 6163.4 - Instruction Student Use Of Technology

The Governing Board intends that technological resources provided by the district be used in a safe, responsible, and proper manner in support of the instructional program and for the advancement of student learning. All students using these resources shall receive instruction in their proper and appropriate use.

Teachers, administrators, and/or library media specialists are expected to review the technological resources and online sites that will be used in the classroom or assigned to students in order to ensure that they are appropriate for the intended purpose and the age of the students.

The Superintendent or designee shall notify students and parents/guardians about authorized uses of district technology, user obligations and responsibilities, and consequences for unauthorized use and/or unlawful activities in accordance with this Board policy and the district's Acceptable Use Agreement.

District technology includes, but is not limited to, computers, the district's computer network including servers and wireless computer networking technology (wi-fi), the Internet, email, USB drives, wireless access points (routers), tablet computers, smartphones and smart devices, telephones, cellular telephones, personal digital assistants, pagers, MP3 players, wearable technology, any wireless communication device including emergency radios, and/or future technological innovations, whether accessed on or off site or through district-owned or personally owned equipment or devices.

Before a student is authorized to use district technology, the student and his/her parent/guardian shall sign and return the Acceptable Use Agreement. In that agreement, the parent/guardian shall agree not to hold the district or any district staff responsible for the failure of any technology protection measures or user mistakes or negligence and shall agree to indemnify and hold harmless the district and district staff for any damages or costs incurred.

The district reserves the right to monitor student use of technology within the jurisdiction of the district without advance notice or consent. Students shall be informed that their use of district technology, including, but not limited to, computer files, email, text messages, instant messaging, and other electronic communications, is not private and may be accessed by the district for the purpose of ensuring proper use. Students have no reasonable expectation of privacy in use of the district technology. Students' personally owned devices shall not be searched except in cases where there is a reasonable suspicion, based on specific and objective facts, that the search will uncover evidence of a violation of law, district policy, or school rules.

The Superintendent or designee may gather and maintain information pertaining directly to school safety or student safety from the social media activity of any district student in accordance with Education Code 49073.6 and BP/AR 5125 - Student Records.

Whenever a student is found to have violated Board policy or the district's Acceptable Use Agreement, the principal or designee may cancel or limit a student's user privileges or increase supervision of the student's use of the district's equipment and other technological resources, as appropriate. Inappropriate use also may result in disciplinary action and/or legal action in accordance with law and Board policy.

The Superintendent or designee, with input from students and appropriate staff, shall regularly review and update procedures to enhance the safety and security of students using district technology and to help ensure that the district adapts to changing technologies and circumstances.

Internet Safety

The Superintendent or designee shall ensure that all district computers with Internet access have a technology protection measure that protects against access to visual depictions that are obscene, child pornography, or harmful to minors and that the operation of such measures is enforced. (20 USC 6777; 47 USC 254; 47 CFR 54.520)

To reinforce these measures, the Superintendent or designee shall implement rules and procedures designed to restrict students' access to harmful or inappropriate matter on the Internet and to ensure that students do not engage in unauthorized or unlawful online activities.

Harmful matter includes matter, taken as a whole, which to the average person, applying contemporary statewide standards, appeals to the prurient interest and is matter which depicts or describes, in a patently offensive way, sexual conduct and which lacks serious literary, artistic, political, or scientific value for minors. (Penal Code 313)

The district's Acceptable Use Agreement shall establish expectations for appropriate student conduct when using the Internet or other forms of electronic communication, including, but not limited to, prohibitions against:

1. Accessing, posting, submitting, publishing, or displaying harmful or inappropriate matter that is threatening, obscene, disruptive, or sexually explicit, or that could be construed as harassment or disparagement of others based on their race/ethnicity, national origin, sex, gender, sexual orientation, age, disability, religion, or political beliefs.
2. Intentionally uploading, downloading, or creating computer viruses and/or maliciously attempting to harm or destroy district equipment or materials or manipulate the data of any other user, including so-called "hacking"
3. Distributing personal identification information, including the name, address, telephone number, Social Security number, or other personally identifiable information, of another student, staff member, or other person with the intent to threaten, intimidate, harass, or ridicule that person

The Superintendent or designee shall provide age-appropriate instruction regarding safe and appropriate behavior on social networking sites, chat rooms, and other Internet services. Such instruction shall include, but not be limited to, the dangers of posting one's own personal identification information online, misrepresentation by online predators, how to report inappropriate or offensive content or threats, behaviors that constitute cyberbullying, and how to respond when subjected to cyberbullying.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT

Adopted: February 22, 2018 Moss Landing, California

North Monterey County USD | BP 0410 - Nondiscrimination In District Programs And Activities

The Board of Trustees is committed to providing equal opportunity for all individuals in district programs and activities. District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

All individuals shall be treated equitably in the receipt of district and school services. Personally identifiable information collected in the implementation of any district program, including, but not limited to, student and family information for the free and reduced-price lunch program, transportation, or any other educational program, shall be used only for the purposes of the program, except when the Superintendent or designee authorizes its use for another purpose in accordance with law. Resources and data collected by the district shall not be used, directly or by others, to compile a list, registry, or database of individuals based on race, gender, sexual orientation, religion, ethnicity, national origin, or immigration status or any other category identified above.

The Superintendent or designee shall annually review district programs and activities to ensure the removal of any derogatory or discriminatory name, image, practice, or other barrier that may unlawfully prevent an individual or group in any of the protected categories stated above from accessing district programs and activities. He/she shall take prompt, reasonable actions to remove any identified barrier. The Superintendent or designee shall report his/her findings and recommendations to the Board after each review.

Pursuant to 34 CFR 104.8 and 34 CFR 106.9, the Superintendent or designee shall notify students, parents/guardians, employees, employee organizations, applicants for admission and employment, and sources of referral for applicants about the district's policy on nondiscrimination and related complaint procedures. Such notification shall be included in the annual parental notification distributed pursuant to Education Code 48980 and, as applicable, in announcements, bulletins, catalogs, handbooks, application forms, or other materials distributed by the district. The notification shall also be posted on the district's web site and social media and in district schools and offices, including staff lounges, student government meeting rooms, and other prominent locations as appropriate.

In addition, the annual parental notification shall inform parents/guardians of their children's right to a free public education regardless of immigration status or religious beliefs, including information on educational rights issued by the California Attorney General. Alternatively, such information may be provided through any other cost-effective means determined by the Superintendent or designee. (Education Code 234.7)

The district's nondiscrimination policy and related informational materials shall be published in a format that parents/guardians can understand. In addition, when 15 percent or more of a school's students speak a single primary language other than English, those materials shall be translated into that other language.

Access for Individuals with Disabilities

District programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act (ADA) and any implementing standards and/or regulations.

When structural changes to existing district facilities are needed to provide individuals with disabilities access to programs, services, activities, or facilities, the Superintendent or designee shall develop a transition plan that sets forth the steps for completing the changes.

The Superintendent or designee shall ensure that the district provides appropriate auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, assistive technologies or other modifications to increase accessibility to district and school web sites, notetakers, written materials, taped text, and Braille or large-print materials. Individuals with disabilities shall notify the Superintendent or principal if they have a disability that requires special assistance or services. Reasonable notification should be given prior to a school-sponsored function, program, or meeting.

The individual identified in AR 1312.3 - Uniform Complaint Procedures as the employee responsible for coordinating the district's response to complaints and for complying with state federal civil rights laws is hereby designated as the district's ADA coordinator. He/she shall receive and address requests for accommodation submitted by individuals with disabilities, and shall investigate and resolve complaints regarding their access to district programs, services, activities, or facilities.

Diana Tavares, Assistant Superintendent - H.R.

8142 Moss Landing Road
Moss Landing, CA 95039
(831) 633-3343 ext. 1201

North Monterey County USD | BP 5145.7 Students - Sexual Harassment

The Board of Trustees is committed to maintaining a safe school environment that is free from harassment and discrimination. The Board prohibits, at school or at school-sponsored or school-related activities, sexual harassment targeted at any student by anyone. The Board also prohibits retaliatory behavior or action against any person who reports, files a complaint or testifies about, or otherwise supports a complainant in alleging sexual harassment.

The district strongly encourages any student who feels that he/she is being or has been sexually harassed on school grounds or at a school-sponsored or school-related activity by another student or an adult who has experienced off-campus sexual harassment that has a continuing effect on campus to immediately contact his/her teacher, the principal, or any other available school employee. Any employee who receives a report or observes an incident of sexual harassment shall notify the principal or a district compliance officer. Once notified, the principal or compliance officer shall take the steps to investigate and address the allegation, as specified in the accompanying administrative regulation.

The Superintendent or designee shall take appropriate actions to reinforce the district's sexual harassment policy.

Instruction/Information

The Superintendent or designee shall ensure that all district students receive age-appropriate information on sexual harassment. Such instruction and information shall include:

1. What acts and behavior constitute sexual harassment, including the fact that sexual harassment could occur between people of the same sex and could involve sexual violence.
2. A clear message that students do not have to endure sexual harassment under any circumstance.
3. Encouragement to report observed incidents of sexual harassment even where the alleged victim of the harassment has not complained.
4. A clear message that student safety is the district's primary concern, and that any separate rule violation involving an alleged victim or any other person reporting a sexual harassment incident will be addressed separately and will not affect the manner in which the sexual harassment complaint will be received, investigated, or resolved.
5. A clear message that, regardless of a complainant's noncompliance with the writing, timeline, or other formal filing requirements, every sexual harassment allegation that involves a student, whether as the complainant, respondent, or victim of the harassment, shall be investigated and prompt action shall be taken to stop any harassment, prevent recurrence, and address any continuing effect on students.
6. Information about the district's procedure for investigating complaints and the person(s) to whom a report of sexual harassment should be made.
7. Information about the rights of students and parents/guardians to file a civil or criminal complaint, as applicable, including the right to file a civil or criminal complaint while the district investigation of a sexual harassment complaint continues.
8. A clear message that, when needed, the district will take interim measures to ensure a safe school environment for a student who is the complainant or victim of sexual harassment and/or other students during an investigation and that, to the extent possible, when such interim measures are taken, they shall not disadvantage the complainant or victim of the alleged harassment.

Complaint Process and Disciplinary Actions

Sexual harassment complaints by and against students shall be investigated and resolved in accordance with law and district procedures specified in AR 1312.3 - Uniform Complaint Procedures. Principals are responsible for notifying students and parents/guardians that complaints of sexual harassment can be filed under AR 1312.3 and where to obtain a copy of the procedures.

Upon investigation of a sexual harassment complaint, any student found to have engaged in sexual harassment or sexual violence in violation of this policy shall be subject to disciplinary action. For students in grades 4-12, disciplinary action may include suspension and/or expulsion, provided that, in imposing such discipline, the entire circumstances of the incident(s) shall be taken into account.

Upon investigation of a sexual harassment complaint, any employee found to have engaged in sexual harassment or sexual violence toward any student shall have his/her employment terminated in accordance with law and the applicable collective bargaining agreement.

Record-Keeping

The Superintendent or designee shall maintain a record of all reported cases of sexual harassment to enable the district to monitor, address, and prevent repetitive harassing behavior in district schools.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT

Adopted: February 22, 2018 Moss Landing, California

North Monterey County USD | BP 5145.9 Students - Hate-Motivated Behavior

The Board of Trustees is committed to providing a safe learning environment that protects students from discrimination, harassment, intimidation, bullying, and other behavior motivated by a person's hostility towards another person's real or perceived ethnicity, national origin, immigrant status, sex, gender, sexual orientation, religious belief, age, disability, or any other physical or cultural characteristic. The Superintendent or designee shall design strategies to promote harmonious relationships among students, prevent incidents of hate-motivated behavior to the extent possible, and address such incidents if they occur.

The Superintendent or designee shall collaborate with regional programs and community organizations to promote safe environments for youth. Such collaborative efforts shall focus on ensuring an efficient use of district and community resources, developing effective prevention strategies and response plans, providing assistance to students affected by hate-motivated behavior, and/or educating students who have perpetrated hate-motivated acts.

The district shall provide students with age-appropriate instruction that includes the development of social-emotional learning, promotes their understanding of and respect for human rights, diversity, and acceptance in a multicultural society, and provides strategies to manage conflicts constructively.

As necessary, the district shall provide counseling, guidance, and support to students who are victims of hate-motivated behavior and to students who exhibit such behavior.

The Superintendent or designee shall ensure that the rules prohibiting hate-motivated behavior and procedures for reporting a hate-motivated incident are provided to students and parents/guardians.

The Superintendent or designee shall provide staff with training on recognizing and preventing hate-motivated behavior and on effectively enforcing rules for appropriate student conduct.

Complaint Process

A student or parent/guardian who believes the student is a victim of hate-motivated behavior is strongly encouraged to report the incident to a teacher, the principal, or other staff member.

Any staff member who is notified that hate-motivated behavior has occurred, observes such behavior, or otherwise becomes aware of an incident shall immediately contact the principal or the compliance officer responsible for coordinating the district's response to complaints and complying with state and federal civil rights laws. As appropriate, he/she shall also contact law enforcement.

Any complaint of hate-motivated behavior shall be investigated and, if determined to be discriminatory, shall be resolved in accordance with law and the district's uniform complaint procedures specified in AR 1312.3 - Uniform Complaint Procedures. If, during the investigation, it is determined that a complaint is about nondiscriminatory behavior, the principal or designee shall inform the complainant and shall take all necessary actions to resolve the complaint.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT

Adopted: June 28, 2018 Moss Landing, California

(J) Procedures to Prepare for Active Shooters

The site has detailed response and procedures for Active Shooters listed under the section Emergency Armed Assault on Campus and Emergency Guidelines that include the 3 levels of emergency response 1)Minor 2) Major 3) Disaster.

BP 3515.7

Cautionary Notice: SB 707 (Ch. 766, Statutes of 2015) amended Penal Code 626.9 and 30310 to provide that a person with a concealed weapons license must obtain written permission of the Superintendent or designee in order to possess a firearm and/or ammunition on school grounds. In view of the public interest and safety issues involved, CSBA strongly recommends that the Governing Board adopt a policy either prohibiting or permitting such possession and, if such possession is allowed, establishing conditions and criteria for granting permission to individuals. Because the law now requires an affirmative action on the part of the district to allow or disallow concealed weapons permit holders to possess a firearm and/or ammunition on school grounds, it is possible that district liability could be increased. Thus, in adopting a policy, CSBA recommends that the Board consult with the district's legal counsel and insurance provider and with local law enforcement in order to carefully tailor the following sample policy to reflect the district's local circumstances.

The Board of Trustees is committed to providing a safe environment for students, staff, and visitors on campus. The Superintendent or designee shall consult with local law enforcement, insurance carriers, and other appropriate individuals and agencies to address the security of school campuses.

(cf. 3515 - Campus Security)

(cf. 3515.2 - Disruptions)

(cf. 3515.3 - District Police/Security Department)

(cf. 4158/4258/4358 - Employee Security)

(cf. 5131.4 - Student Disturbances)

(cf. 5131.7 - Weapons and Dangerous Instruments)

District policy regarding the possession of firearms and/or ammunition on school grounds shall be included in the district's comprehensive safety plan and shall be communicated to district staff, parents/guardians, and the community.

(cf. 0450 - Comprehensive Safety Plan)

(cf. 1112 - Media Relations)

(cf. 1113 - District and School Web Sites)

(cf. 1114 - District-Sponsored Social Media)

Any person specified in Penal Code 626.9(l)-(o) and 30310 is authorized to possess a firearm and/or ammunition on school grounds. School grounds include, but are not limited to, school buildings, fields, storage areas, and parking lots.

The Superintendent or designee shall not grant permission to any other individual to carry a firearm or ammunition on school grounds.

Legal Reference:

EDUCATION CODE

32281 Comprehensive safety plan

35160 Powers and duties of the board

35161 Powers and duties of the board; authority to delegate

38001.5 District security officers; requirements if carry firearm

PENAL CODE

626.9 Gun Free School Zone Act

830.32 District police department; district decision to authorize carrying of firearm

16150 Definition of ammunition

16520 Definition of firearm

26150-26225 Concealed weapons permit

30310 Prohibition against ammunition on school grounds

UNITED STATES CODE, TITLE 18

921 Definitions, firearms and ammunition

922 Firearms, unlawful acts
923 Firearm licensing

UNITED STATES CODE, TITLE 20

7151 Gun-Free Schools Act; student expulsions for possession of firearm

Management Resources:

WEB SITES

Office of the Attorney General: <https://oag.ca.gov/firearms>

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT adopted: February 22, 2018 Moss Landing, California

Procedures for Preventing Acts of Bullying and Cyber-bullying

North Monterey County USD | BP 5131.2 - Bullying

The Board of Trustees recognizes the harmful effects of bullying on student learning and school attendance and desires to provide a safe school environment that protects students from physical and emotional harm. District employees shall establish student safety as a high priority and shall not tolerate bullying of any student.

No individual or group shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, retaliate, cyberbully, cause bodily injury to, or commit hate violence against any student or school personnel.

Cyberbullying includes the electronic creation or transmission of harassing communications, direct threats, or other harmful texts, sounds, or images as defined in Education Code 48900. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

Strategies for addressing bullying in district schools shall be developed with involvement of key stakeholders, including students, parents/guardians, and staff, and may be incorporated into the comprehensive safety plan, the local control and accountability plan, and other applicable district and school plans.

As appropriate, the Superintendent or designee may collaborate with law enforcement, courts, social services, mental health services, other agencies, and community organizations in the development and implementation of joint strategies to promote safety in schools and the community and to provide services for alleged victims and perpetrators of bullying.

Bullying Prevention

To the extent possible, district schools shall focus on the prevention of bullying by establishing clear rules for student conduct and implementing strategies to promote a positive, collaborative school climate. Students shall be informed, through student handbooks and other appropriate means, of district and school rules related to bullying, mechanisms available for reporting incidents or threats, and the consequences for engaging in bullying.

As appropriate, the district shall provide students with instruction, in the classroom or other educational settings, that promotes social-emotional learning, effective communication and conflict resolution skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior.

Such instruction shall also educate students about the negative impact of bullying, discrimination, intimidation, and harassment based on actual or perceived immigration status, religious beliefs and customs, or any other individual bias or prejudice.

The Superintendent or designee shall provide training to teachers and other school staff to raise their awareness about the legal obligation of the district and its employees to prevent discrimination, harassment, intimidation, and bullying of district students. Such training shall be designed to provide staff with the skills to:

1. Discuss the diversity of the student body and school community, including their varying immigration experiences
2. Discuss bullying prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims
3. Identify the signs of bullying or harassing behavior
4. Take immediate corrective action when bullying is observed

5. Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior

Based on an assessment of bullying incidents at school, the Superintendent or designee may increase supervision and security in areas where bullying most often occurs, such as classrooms, playgrounds, hallways, restrooms, and cafeterias.

Intervention

Students are encouraged to notify school staff when they are being bullied or suspect that another student is being victimized. In addition, the Superintendent or designee shall develop means for students to report threats or incidents confidentially and anonymously.

School staff who witness an act of bullying shall immediately intervene to stop the incident when it is safe to do so. (Education Code 234.1)

When appropriate based on the severity or pervasiveness of the bullying, the Superintendent or designee shall notify the parents/guardians of victims and perpetrators and may contact law enforcement.

The Superintendent, principal, or principal's designee may refer a victim, witness, perpetrator, or other student affected by an act of bullying to a school counselor, school psychologist, social worker, child welfare attendance personnel, school nurse, or other school support service personnel for case management, counseling, and/or participation in a restorative justice program as appropriate. (Education Code 48900.9)

Reporting and Filing of Complaints

Any student, parent/guardian, or other individual who believes that a student has been subjected to bullying or who has witnessed bullying may report the incident to a teacher, the principal, a compliance officer, or any other available school employee. Within one business day of receiving such a report, a staff member shall notify the principal of the report, whether or not a uniform complaint is filed. In addition, any school employee who observes an incident of bullying involving a student shall, within one business day, report his/her observation to the principal or a district compliance officer, whether or not the alleged victim files a complaint.

Within two business days of receiving a report of bullying, the principal shall notify the district compliance officer identified in AR 1312.3 - Uniform Complaint Procedures.

When the circumstances involve cyberbullying, individuals with information about the activity shall be encouraged to save and print any electronic or digital messages that they feel constitute cyberbullying and to notify a teacher, the principal, or other employee so that the matter may be investigated. When a student uses a social networking site or service to bully or harass another student, the Superintendent or designee may file a request with the networking site or service to suspend the privileges of the student and to have the material removed.

When a report of bullying is submitted, the principal or a district compliance officer shall inform the student or parent/guardian of the right to file a formal written complaint in accordance with AR 1312.3. The student who is the alleged victim of the bullying shall be given an opportunity to describe the incident, identify witnesses who may have relevant information, and provide other evidence of bullying.

Investigation and Resolution of Complaints

Any complaint of bullying shall be investigated and, if determined to be discriminatory, resolved in accordance with law and the district's uniform complaint procedures specified in AR 1312.3.

If, during the investigation, it is determined that a complaint is about nondiscriminatory bullying, the principal or designee shall inform the complainant and shall take all necessary actions to resolve the complaint.

Discipline

Corrective actions for a student who commits an act of bullying of any type may include counseling, behavioral intervention and education, and, if the behavior is severe or pervasive as defined in Education Code 48900, may include suspension or expulsion in accordance with district policies and regulations.

Policy NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT

Adopted: June 28, 2018 Moss Landing, California

Safety Plan Review, Evaluation and Amendment Procedures

Comprehensive School Safety Plan is evaluated and amended as needed, according to current Ed. Code regulations and at least once each year, to ensure that the plan is properly implemented.

An updated file of all non-sensitive safety-related plans and materials is always readily available for review by the public upon request. Comprehensive safety plan is available at the school site and online as well as the red emergency services binder.

Procedures for Approval:

Plan is shared at a public meeting located at the school site.

The School Site Council approves the Plan.

The Plan is submitted to local law enforcement and fire department for review.

The Plan is submitted to the NMCUSD District Office.

The NMCUSD Superintendent approves the Plan.

The NMCUSD School Board approves the Plan.

Safety Plan Appendices

Emergency Contact Numbers

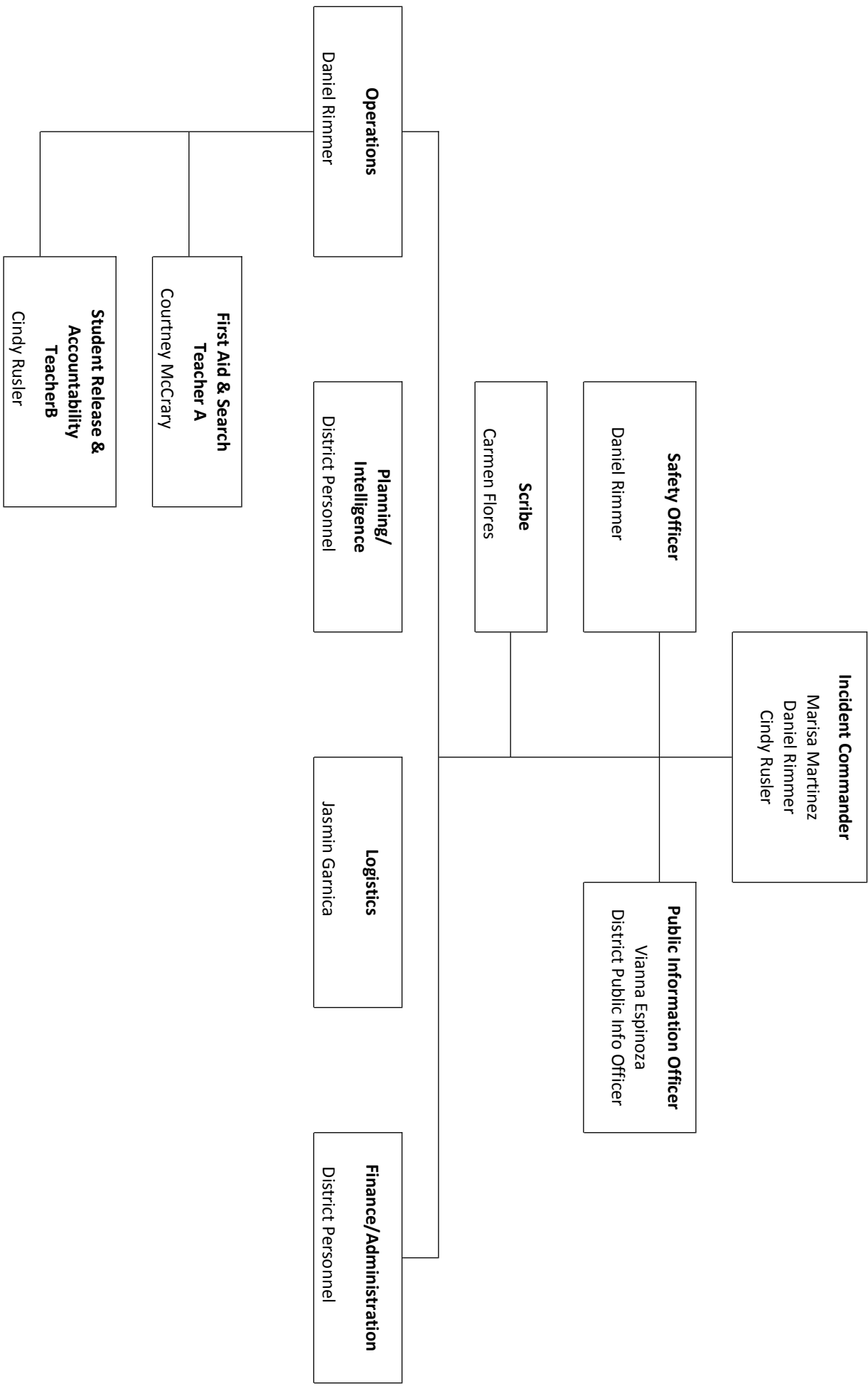
Utilities, Responders and Communication Resources

Type	Vendor	Number	Comments
Law Enforcement/Fire/Paramedic	A & B Fire	(831) 422-4404	Fire Sprinklers
Law Enforcement/Fire/Paramedic	CHP	(831) 770-8000	Non-Emergency
Other	First Alarm	(831) 649-1111	Burglar and Fire Alarm Monitoring
Public Utilities	PG&E	(800) 743-5000	
Law Enforcement/Fire/Paramedic	Sheriff Office	(831) 755-5111	Non-Emergency
Public Utilities	Waste Management	(831) 633-7878	Garbage & Recycling
School District	Superintendent - Kari Yeater	(831) 238-5070	Cell
School District	Command Center	(831) 633-3343 ext. 1234	
Law Enforcement/Fire/Paramedic	North County Fire Protection	(831) 633-2578 or (831) 722-7833	

Safety Plan Review, Evaluation and Amendment Procedures

Activity Description (i.e. review steps, meetings conducted, approvals, etc)	Date and Time	Attached Document (description and location)
Plan is shared at a public meeting located at the school site	January 19, 2022 at 6:00 p.m.	Zoom Video Conference Meeting
The School Site Council approves the Plan	February 9 2022	Zoom Video Conference Meeting
Law Enforcement and Fire District Review	February 17, 2022	
The NMCUSD Superintendent approves the Plan	February 24, 2022	
The NMCUSD School Board approves the Plan	February 24, 2022	

North Monterey County Middle School Incident Command System



Incident Command Team Responsibilities

Standardized Emergency Response Management System Overview

The California Standardized Emergency Management System (SEMS) is designed to centralize and coordinate emergency response through the use of standardized terminology and processes. This greatly facilitates the flow of information and resources among the agencies participating in response to an emergency. SEMS consists of five functions:

The five functions of the ICS are Command, Operations, Planning/Intelligence, Logistics, and Finance/Administration. Individuals working under the Command function will be referred to as the Command Staff, while personnel assigned responsibilities under Operations, Planning/Intelligence, Logistics, or Finance/Administration will be referred to as the Section Chiefs. Under SEMS, the ICS team can be expanded or reduced, depending on the situation and the immediate needs. An individual can execute more than one function.

Management

During an emergency, the Incident Commander directs response actions from a designated Command Post. To effectively do this, the Incident Commander must constantly assess the situation, and develop and implement appropriate strategies. The Incident Commander must be familiar with the available resources, accurately document all response actions, and effectively communicate response strategies to others participating in the response. This function is typically filled by the school principal. The principal is assisted in carrying out this function by a Public Information & Liaison Officer and Safety Officer.

Planning & Intelligence

Planning and Intelligence involves the use of various methods to efficiently gather information, weigh and document the information for significance, and actively assess the status of the emergency. This understanding and knowledge about the situation at hand is vital to the effective management of a response. These activities are performed by a single person who reports directly to the Incident Commander.

Operations

All response actions are implemented under by Operations. This includes staff performing first aid, crisis intervention, search and rescue, site security, damage assessment, evacuations, and the release of students.

Logistics

Logistics supports the response by coordinating personnel; assembling and deploying volunteers; providing supplies, equipment, and services; and facilitating communications among emergency responders.

Finance & Administration

Finance & Administration involves the purchasing of all necessary materials, tracking financial records, timekeeping for emergency responders, and recovering school records following an emergency. These activities are performed by a single person who reports directly to the Incident Commander.

Emergency Response Guidelines

Step One: Identify the Type of Emergency

Identify the Threat and Hazard Emergency from the following categories: (1) Natural Hazards (2) Technological Hazards (3) Biological Hazards (4) Adversarial, Incidental, and Human caused Threats.

Step Two: Identify the Level of Emergency

LEVEL 1 EMERGENCY is classified as a MINOR EMERGENCY and defined as a localized incident with a limited threat to life/safety and no impact to normal campus operations. Response to a MINOR EMERGENCY is managed at the campus by the site Incident Command Team level with limited support from district resources unless support is requested from the district Core Emergency Team.

LEVEL 2 EMERGENCY is classified as a MAJOR EMERGENCY and defined as an incident that threatens life/safety and/or severely impacts normal campus operations. Response to a MAJOR EMERGENCY can be managed at the campus or district level and could require significant resources internal and external to North Monterey County Unified School District. The district Core Emergency Team - Incident Command System is activated for a MAJOR EMERGENCY.

LEVEL 3 EMERGENCY is classified as a DISASTER and defined as an incident that results in the catastrophic loss of life and/or closure of one or more campuses for an extended period of time. Response to a DISASTER is managed at the district Core Emergency Team - Incident Command System and requires mutual aid from external agencies.

Step Three: Determine the Immediate Response Action

The school site will respond to emergency situations effectively and efficiently. The focus of the school site emergency safety plan is on planning for the response to both minor and major emergencies. Response operations are intended to resolve a situation while minimizing casualties and property damage, and may include: warning and notification, campus operations, general first aid, evacuation, sheltering, as well as other associated functions.

Minor Emergency: A localized incident with limited threat to life/safety and no impact to normal school site operations.

Major Emergency: A major emergency is defined as an incident that threatens life/safety on a campus and/or severely impacts normal school site operations. When doubt exists or if a minor emergency has potential to become more dangerous, always resolve in favor of notification and follow the notification procedure for Level 2 and 3 emergencies. The district Core Emergency Team - Incident Command System is activated for a MAJOR EMERGENCY.

Step Four: Communicate the Appropriate Response Action

Upon establishing that a Minor/Major incident is occurring/had occurred on campus the School site administration will communicate appropriately depending on the nature of the incident. 9-1-1 will be dialed for any incident which may significantly impact life/property. The site administrator/designee will also contact the appropriate district Core Emergency Team of the incident. The site administration will activate the site Incident Command System to include a site Public Information Officer that will work in alignment with the district Core Emergency Team and responding local agencies. The Public Information Officer will communicate out to families on the incident as appropriate using various communication platforms.

“Duck, Cover and Hold”

a. Warning: The warning for this type of emergency is the beginning of the disaster itself (i.e. Earthquake/Fire/Explosion) Immediately use the site’s school-wide communication system to instruct students and staff to protect themselves by moving into a “duck & cover” position by crouching under a table, desk, or chair until the danger passes. IC shall not assume that all members of the site are already in a “duck & cover” position. The announcement shall be made even if the immediate crisis has passed.

b. Action “Duck, Cover, and Hold” consists of:

- 1) Command “Duck, Cover, and Hold” is given.
- 2) Each student and staff member takes cover under a table or desk, dropping to his or her knees, with the head protected by the arms, and the back to the windows.
- 3) Students and staff immediately duck under a desk or table and, with both hands, hold onto the desk leg or table leg.
- 4) Hang on with both hands and be prepared to move with the desk or table and keep your head and body under the top of the desk or table at all times. Try to stay on your knees when the furniture is moving to keep your face off the floor.
- 5) After all movement and noise stops, stay under desk or table until a teacher gives you instructions. Listen carefully and following instructions.

c. Action “Duck, Cover, and Hold” is effective for students and staff who are indoors, and is considered appropriate for, but not limited to, the following:

- 1) Earthquake: shaking of the earth
- 2) Explosion
- 3) Surprise nuclear attack:
 - a) Intense light
 - b) Tremendous sound

Shelter in Place: Immediately use the site’s school-wide communication system to instruct students and staff that they are to stay indoors until further notice.

Lock Down: Immediately use the site’s school-wide communication system to instruct staff to lock all exterior doors, to close any open windows, and to keep students as far away as possible from any windows and doors until further notice. Other means of communication during a lockdown may include two way radios, cellular phone or email.

Evacuate Building: Immediately use the site’s fire alarm bell system to notify students and staff that they are to proceed to the site’s outside evacuation areas.

Evacuate Campus: Immediately use the site’s fire alarm bell system to notify students and staff that they are to proceed to the site’s outside evacuation areas. From there, notify staff and students using a bullhorn that it has been determined that it is too dangerous to remain on campus. The site Incident Command System will communicate off site reunification for staff, students and parents.

Types of Emergencies & Specific Procedures

Aircraft Crash

SHELTER IN PLACE / EVACUATE

In the event an Aircraft falls on or near the school campus, you will either evacuate or shelter in place depending on where the Aircraft falls. Remain Calm! Call 911 Immediately!

SHELTER IN PLACE

- If aircraft falls off campus it may be safer to shelter in place.
- Direct students to Duck and Cover under tables or near desks.
- If no apparent danger exists, remain in the classrooms with students.
- Take roll and determine if all your students are accounted for.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your classroom.
- Wait for further instructions.

EVACUATION

- If it is not safe to remain in classrooms, line up the students for an organized evacuation.
- TAKE YOUR ACCOUNTABILITY BOARD.
- Proceed to designated evacuation area if safe to do so.
- Remain Calm.
- If evacuation area is not safe, use alternate open area and communicate location.
- Do not block access to emergency equipment.
- Take roll and determine if you have all the students you are accountable for.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your line.
- Wait for further instructions.

IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

Animal Disturbance

Armed Assault on Campus

In the event there is an Armed Assailant on campus Observe, Orient, Decide, Act (OODA)

Choose your best option for the survival of your students and yourself. Remain alert to a fluid situation. Continue to choose your best option as the event progresses.

CALL 911 AS SOON AS IT IS SAFE TO DO SO. YOU CAN ALSO TEXT 911 IF THAT IS SAFER.

- You may be the first person to sound the alert. Do not wait for a PA announcement. If you hear shots, or see a weapon, sound an alert to your class, text a message if you can to your principal, shout GUN, KNIFE, AXE etc. to alert your neighboring classrooms.
- DECIDE to Lockdown and Barricade or Evacuate or Counter.

IF YOU CHOOSE LOCKDOWN, BUILD BARRICADES

- Instruct student to move into nearest classroom and secure doors and windows.
- Turn off lights, close windows , shades/curtains.
- Barricade doors and windows. Go high, low and deep. Use chairs, desks, chrome carts, book cases. Move FAST.
- Grab any object in case you need to counter: books, staplers, scissors, fire extinguisher, back packs: whatever can be thrown to distract the assailant.
- Distribute students throughout the room but away from windows and doors.

- Mute cell phones.

IF YOU CHOOSE TO EVACUATE

- Tell students we are evacuating now.
- Move fast.
- Move away from the threat and move off campus.
- Continue to orient to sounds and what you see in case you need to change your evacuation pathway or change to lockdown.
- Go to one of the collection centers for your school.
- Call 911, tell them how many students you have with you and your location. When the school bus arrives, help your students board the bus and remain with them at the reunification center until you are dismissed by the Incident Commander. If you are called to serve on the Incident Command team, hand off your students to another staff member.

IF YOU MUST COUNTER

- Use whatever you can throw including your cell phone, wallet, books, purse, back pack, rocks. Your goal is to distract the assailant so you can run away.

HOSTAGE SITUATION

- Remain calm and keep your distance
- Talk with the intruder, only if necessary, in a low non-threatening manner
- Do not attempt to deceive or threaten the intruder
- Maintain order among students

Biological or Chemical Release

HAZARDOUS MATERIALS

EVACUATE / SHELTER IN PLACE

Hazardous materials and chemical spills can be Toxic. If a chemical spill occurs at the school campus or in the immediate area of the school, Call 911 Immediately!

EVACUATE

- Evacuate the area of the campus nearest the spill (classroom, wing, etc.).
- If evacuation area is not safe, use alternate open area and communicate location.
- Be sure the evacuation area is located up-wind from the spill.
- Do not block access to emergency equipment.
- KEEP ALL EXPOSED STUDENTS SEPARATE FROM OTHERS.
- Take your ACCOUNTABILITY BOARD.
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!
- Help children remain calm.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your line.
- Wait for further instructions.

SHELTER IN PLACE

If it is safe to do so

- Move students into the nearest indoors
- Secure all doors and windows
- Close any circulating air system vents
- Help children remain calm.
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!

- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your classroom.
- Wait for further instructions.

IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

Bomb Threat/ Threat Of violence

BOMB THREAT
EVACUATE

A Bomb threat exists when a suspected bomb or explosive device has been reported, but not located. Remain Calm! Call 911 Immediately! Cease radio communication on campus, if a suspicious package is found, DO NOT TOUCH IT! If threat indicates that the danger is out in an open area, Shelter in Place and wait for controlled evacuation instructions.

EVACUATION

- If it is not safe to remain in classrooms, line up the students for an organized evacuation.
- TAKE YOUR ACCOUNTABILITY BOARD.
- Proceed to designated evacuation area if safe to do so.
- If evacuation area is not safe, use alternate open area and communicate location.
- Move students a maximum safe distance from buildings, stay clear of trash cans, lockers and any containers in the open.
- Do not block access to emergency equipment.
- Take roll and determine if you have more than or not all of your students.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your line.
- Wait for further instructions.

Note: TRY TO GAIN AS MUCH INFORMATION FROM THE CALLERS AS POSSIBLE

- EXACT WORDING OF THE THREAT
- BACKGROUND NOISES
- CALLER VOICE (ANGRY, FAMILIAR, CRYING, ACCENT, EXCITED, ETC.).
- APPROXIMATE AGE, SEX AND ETHNICITY OF CALLER
- ASK NAME OF CALLER
- WHERE IS THE BOMB?
- WHAT KIND OF BOMB IS IT?
- WHY DID YOU PLACE THE BOMB?

MAKE SURE TO NOTE WHAT TIME THE CALL CAME IN AND THE PHONE NUMBER IT CAME IN ON

Bus Disaster

Disorderly Conduct

INTRUDER
SHELTER IN PLACE

In the event there is an Intruder on campus Remain Calm! Hostile individuals are often emotionally disturbed, avoid antagonizing them. Call 911 IMMEDIATELY!

SHELTER IN PLACE

- Instruct students to move into nearest classrooms and secure doors.
- Duck and Cover under tables or near desks.
- Turn off lights, close windows, shades / curtains.
- Barricade doors if needed.

- Do not allow children to run outside.
- Help children to remain calm and quiet.
- Turn on your computer, if safe, to receive e-mail.
- Turn down cell phones and radios.
- Take roll and determine if you have all of the students you are accountable for.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your classroom.
- Wait for further instructions.

HOSTAGE SITUATION

- Remain calm and keep your distance.
- Talk with the intruder, only if necessary, in a low non-threatening manner.
- Do not attempt to deceive or threaten the intruder.
- Maintain order among students.

NOTE: BE CONSTANTLY ALERT AND PREPARED FOR VIOLENCE. IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

Earthquake

SHELTER IN PLACE / EVACUATE

Earthquakes will occur without warning and aftershocks can follow. Remain Calm. To ensure students and staff safety, use the following procedures;

SHELTER IN PLACE

- Instruct students to Duck and Cover under tables or desks.
- Move away from windows with large panes of glass, bookshelves and heavy suspended light fixtures.
- Do not allow children to run outside there will be a danger of falling debris.
- Take roll and determine if students under your supervision are accountable for.

EVACUATION

Evacuate when safe to do so or indicated by the alarm. This will follow your pre-established evacuation route when the earthquake is over.

- Do not use matches or lighters if power is out.
- Line students up and exit the classroom to the designated area.
- DO NOT RUN.
- TAKE YOUR ACCOUNTABILITY BOARD.
- Take roll and determine if you have all the students you are supervising.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your line.
- Wait for further instructions.

OUTSIDE

If students are outside when an earthquake begins, the safest place is in an open area away from potential falling objects (trees, portable backstops, power lines and buildings).

- Stay in the open until further directions are given.
- Move students to a safe area away from dangers.

IF THERE ARE INJURIES OR DAMAGE TO PROPERTY CALL 911 IMMEDIATELY

Explosion or Risk Of Explosion

SHELTER IN PLACE / EVACUATE

If an Explosion occurs while school is in session, you will either evacuate or shelter in place depending on where the explosion occurs. Remain Calm! Call 911 immediately!

SHELTER IN PLACE

- Direct students to Duck and Cover under tables or near desks.
- If no apparent danger exists, remain in the classroom with students.
- Take roll and determine if all your students are accounted for.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your classroom.
- Wait for further instructions.

EVACUATION

- If it is not safe to remain in your classrooms, line up the students for an organized evacuation.
- TAKE YOUR ACCOUNTABILITY BOARD.
- Proceed to designated evacuation area if safe to do so.
- Remain Calm.
- If evacuation area is not safe, use alternate open area and communicate location.
- Do not block access to emergency equipment.
- Take roll and determine if you have all the students you are accountable for.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your line.
- Wait for further instructions.

IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

Fire in Surrounding Area

EVACUATE

If a fire occurs while school is in session, the evacuation plan will be implemented if safe to do so. Remain Calm!

INSIDE

- Sound the fire alarm and call 911.
- Line up the students for an organized evacuation.
- TAKE YOUR ACCOUNTABILITY BOARD.
- Proceed to designated evacuation area if safe to do so.

EVACUATION

- Remain Calm.
- If evacuation area is not safe, use alternate open area and communicate location.
- Do not block access to emergency equipment.
- Line students up in designated evacuation areas.
- Take roll and determine if you have all the students you are accountable for.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your line.
- Wait for further instructions.

IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

Fire on School Grounds

EVACUATE

If a fire occurs while school is in session, the evacuation plan will be implemented if safe to do so. Remain Calm!

INSIDE

- Sound the fire alarm and call 911.
- Line up the students for an organized evacuation.
- TAKE YOUR ACCOUNTABILITY BOARD.
- Proceed to designated evacuation area if safe to do so.

EVACUATION

- Remain Calm.
- If evacuation area is not safe, use alternate open area and communicate location.
- Do not block access to emergency equipment.
- Line students up in designated evacuation areas.
- Take roll and determine if you have all the students you are accountable for.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your line.
- Wait for further instructions.

IF INJURIES OCCUR IDENTIFY NUMBER OF PATIENTS, LOCATION AND EXTENT OF INJURIES

Flooding

SEVERE WEATHER

SHELTER IN PLACE / EVACUATE

Warning of an impending weather event may be received via radio, television or internet. If time and conditions permit, students may be sent home via normal transportation routines. If weather conditions develop during school hours without sufficient warning, Remain Calm!

SHELTER IN PLACE

- Move students into nearest indoors away from play areas and fields.
- Inside the classroom instruct students and staff to take cover.
- Keep students away from windows.
- Help students remain calm.
- Take roll and determine if you have all of the students you are accountable for.
- If any students are missing, notify the office immediately!
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your classroom.
- Wait for further instructions.

EVACUATE

- If conditions inside the building are not safe, EVACUATE the building.
- Line up students in an orderly fashion and proceed to designated areas.
- Stay away from power lines and over head hazards.
- Bring you ACCOUNTABILITY BOARDS.
- Take roll and determine if you have all the students you are accountable for.
- Display a RED card if you have more than or not all of your students.
- Display a GREEN card if you have all of your students in your line.
- Wait for further instructions.

IF THERE ARE INJURIES OR DAMAGE TO PROPERTY CALL 911 IMMEDIATELY

Loss or Failure Of Utilities

MAJOR SYSTEMS FAILURE

SHELTER IN PLACE / EVACUATE

If there is a Major Systems Failure; GAS, HEAT, WATER, OR POWER, Remain Calm!

SHELTER IN PLACE

- Help the students remain calm.
- Make sure there are no sources of ignition on during outages.
- Take roll and determine if you have all of the students you are accountable for.
- Display a RED card if yo have more than or not all of your students.
- Display a GREEN card if you have all of your students in the classroom.
- If there are students missing, notify the office immediately!
- Wait for further instructions.

EVACUATE

- If conditions inside the building are not safe, EVACUATE the building.
- Line up students in an orderly fashion and proceed to designated areas.
- Bring your ACCOUNTABILITY BOARDS.
- Take roll and determine if you have all of the students you are accountable for.
- Display a RED card if yo have more than or not all of your students.
- Display a GREEN card if you have all of your students.
- Wait for further instructions.

Motor Vehicle Crash

Pandemic

See Disaster Procedure Emergencies - Attachment NMCUSD COVID Prevention Program

Psychological Trauma

The school follows the Multi-Tiered System of Support (MTSS) process to provide services to individual students as needed in the following areas: academic support, behavioral and social emotional learning. All staff members can submit a referral to the MTSS team. The MTSS team reviews referrals on a weekly basis to determine supports, sets action plans and monitors students during the site weekly team meetings. The school-based mental health therapists participates on the site MTSS team. Students can be referred to the school-based mental health therapist through the MTSS process as well as immediate response under the Suicide Prevention and Intervention and/or Threat Assessment and Response Protocols.

* Please see attachment for the Suicide Prevention and Intervention and Threat Assessment and Response Protocols.

Suspected Contamination of Food or Water

Tactical Responses to Criminal Incidents

Unlawful Demonstration or Walkout

Emergency Evacuation Map



School Site Council Meeting / Junta del Concilio Escolar

February 17, 2022 / 17 de febrero de 2022

Agenda

3:15-4:15

Location: NMCMS

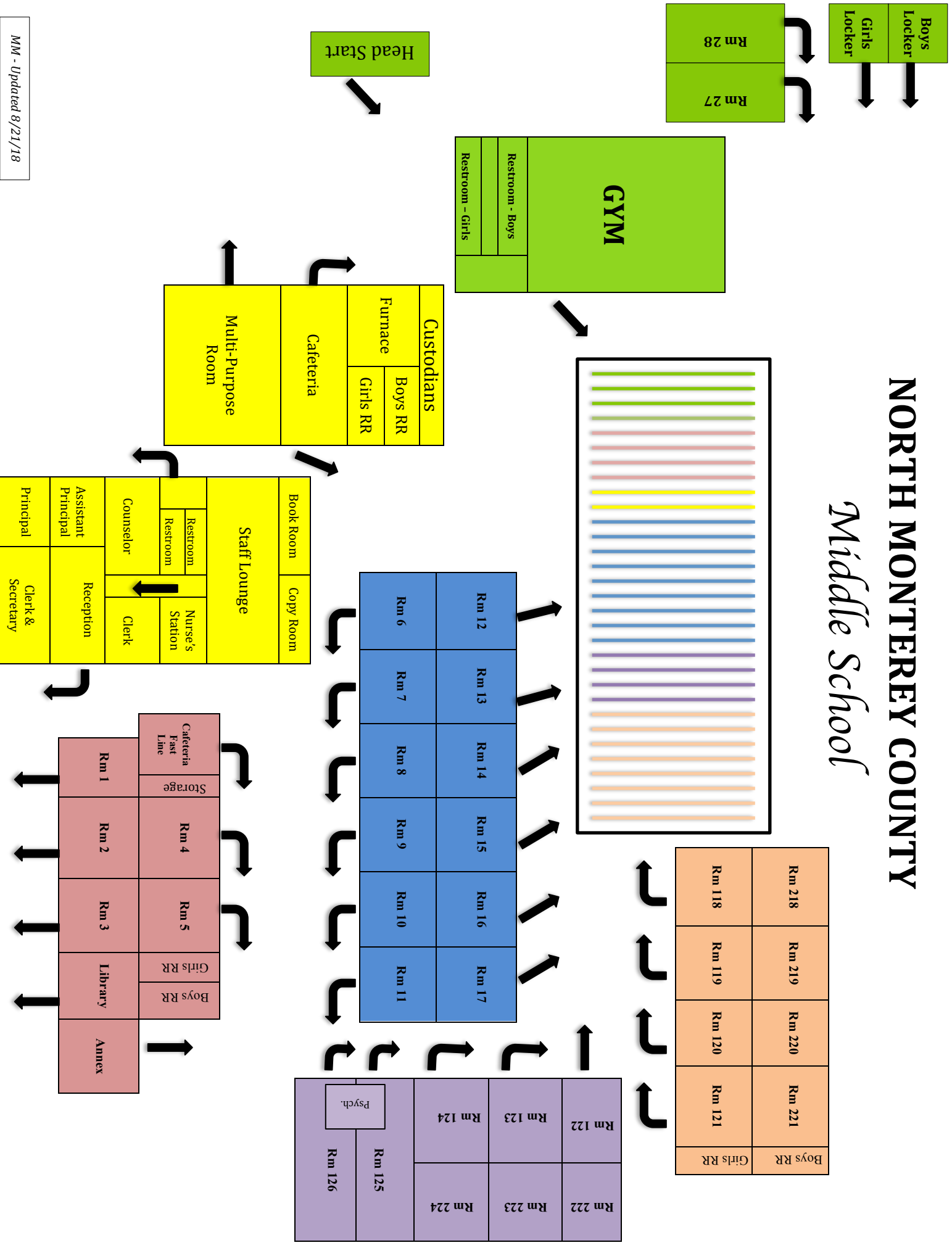
Legal Requirements (Check topics to be covered at this meeting): Requisitos legales (marque los temas que se tratan en esta junta):		
SSC Business -	Negocios del Concilio Escolar -	SPSA -
Nominations/Elections	Nominaciones/Elecciones	SPSA Goal Review (LCAP, CSIP) Revisión de Objetivos del SPSA
SSC Bylaws	Estatutos del Concilio Escolar	SPSA Target Progress (LCAP, CSIP) Progreso de las metas del SPSA
SSC Survey (end of year)	Encuesta del Concilio Escolar (fin de año)	Modifications for SPSA Modificaciones en el SPSA
X	School Safety Plan Review/and Vote for Approval Revisión del plan de seguridad escolar y votación para su aprobación	Assessment and Evaluation Survey for SPSA Encuesta de valoración y evaluación para SPSA
Data Review -	Revisión de Datos -	Budget - Presupuesto -
Site Developed Data	Datos desarrollados	Funding Updates (District Information) LCAP Actualizaciones de fondos (información del distrito) LCAP
District Benchmark Data	Datos comparativos del distrito	Modifications to Categorical Funding based on Target Updates Modificaciones al financiamiento categórico basadas en actualizaciones de meta
Quarterly Target Data Review	Revisión trimestral de datos objetivo	Title I Budget Presupuesto del Título I

Item / Artículo	Description/Actions	Descripción/Acciones
Meeting Norms- Acuerdos de la Reunión	Review Proposed Norms Repasar los acuerdos de la reunión propuestos	
Roll Call- Marisa Martinez, Tomar Asistencia	Establish Quorum Establecer el quórum	
Call for addition/deletion of agenda items- None stated Solicitud de adición/eliminación de elementos de la agenda	Opportunity for Quorum to add/delete agenda items Oportunidad para el quórum para agregar/eliminar elementos de la agenda	
Read/Approve/Correct Minutes from 1/19/22 Leer/Aprobar/Corregir minutos del 1/19/22	Review SSC Minutes from 1/19/22 Revisar Minutos de el Concilio Escolar de 1/19/22	
New Business – Present and approve the 2021-2022 School Safety Plan	Present and approve the 2021-22 school safety plan	

Rise Up!

Nuevo Negocio - Presentar el plan de seguridad escolar par aprobación	Presentar el plan único de rendimiento estudiantil (SPSA) / presentar el plan de seguridad escolar para el 2021-22
Public Comments- Comentarios Públicos	Open to any attendees for public comments Abierto para cualquier persona presente para comentarios públicos
Adjourn / Conclusión - Next Meeting/ Proxima Junta	Mar 16, 2022 / 16 de marzo de 2022

NORTH MONTEREY COUNTY *Middle School*



Comprehensive School Safety Plan

NIMCMS

2/9/2022

Continued 2/17



Call to Order / Llamada al Orden

1st Motion to Start Meeting

“I (name) motion to start the School Site Council Meeting at (time).”

2nd Motion to Start Meeting

“I (name) second the motion to start the School Site Council meeting.”

Primera Moción para Iniciar la Junta

“Yo (nombre) doy la moción para comenzar la junta del concilio escolar a las (hora).”

Segunda Moción para Iniciar la Junta

“Yo (nombre) apoyó la moción para comenzar la junta del concilio escolar.”

School Safety Planning Committee Roster

CA Ed. Code Section 32281

Name	Role
Marisa Martinez	Principal
Daniel Rimmer	Assistant Principal
Linda Lines/ Ramon Gomez	Parent
Rachel Swaengin	Classified employee
Kyle Van Sant	Teacher
Alisa Walker	Teacher
Vianna Espinoza	Teacher
Humberto Coronado	School Resource Officer

Call for Addition / Deletion of Agenda Items

Solicitud de adición / eliminación de elementos de la agenda

Would anyone like to propose to
add / delete items to our agenda?

¿Alguien le gustaría proponer
agregar / eliminar elementos de
nuestra agenda?

Approval of Process

Approval Process Step	Date
Plan is shared at a public meeting located at the school site	January 19, 2022
The School Site Council approves the Plan	February 17, 2022
The Plan is submitted to the NMCUSD District Office	February 18, 2022
The NMCUSD Superintendent approves the Plan	TBD
The NMCUSD School Board approves the Plan	TBD

The following adjusted protocols remain in effect for 2021-22 school in consideration of the ongoing COVID-19 pandemic

Visitor policy, evacuation map, masks required on site and signage to support that, gatherings are now virtual, as are parent and staff meetings.

Assessment of the Current Status of School Crime

CA Ed. Code Section 32282

Summary of Data:

Source: Due to the impacts of global COVID-19 Pandemic, no data was reported to the California Dashboard (Dataquest) for the 2020-21 School year. Data for the 2021-22 school year was collected using local SIS system

Data Source: Internal School Information System	2021-22 School Year Quarter 1 & 2
Total Major Referrals	19
Out of School Suspensions Total Number	13
% Violent Nature:	85% (11)
& of Drug/Alcohol Related:	8% (1)
Expulsions: Total Number	0

Component: People and Programs

Element: Meaningful Student Participation

Opportunity for Improvement: To help maintain a safe and orderly school environment conducive to learning in a distance learning model, we have reviewed our Multi-Tiered System of Supports (MTSS) and our SWIFT Fidelity Integrity Assessment (SWIFT-FIA) data.

Objectives	Action Steps	Resources	Lead Person	Evaluation
We will increase our daily student attendance from 90% to 95% by January 2022	MTSS/SART teacher referral; identify students and match to appropriate supports.	MTSS/SART teacher referral	Administration & Counselors	Timeline: Weekly Review of referrals, notes & attendance Participation / engagement records
	Home visits	Family Resource Center Counselors Support Staff School Resource Officer	Administration & Counselors	Timeline: Ongoing Counselor & Staff visit logs Attendance records
	Priority groups on site	MTSS/SART Counselors Staff	Administration, Counselors & Staff	Timeline: Ongoing Attendance records MTSS/SART notes
	Positive Intervention (The NEST)	MTSS Coordinator Behavior Technicians SEL activities	Administration	Timeline: Ongoing Attendance records Grades & classwork submission
	Provide ongoing incentives, leadership activities and opportunities for student participation.	Student Leadership School-wide spirit weeks	Administration, Counselor, Leadership Teacher & Staff	Timeline: Ongoing Zoom attendance Participation record

Attendance Data

Instructional Setting	Grade	Days Taught	Exc	Unx	Absences	Actual Att'd	ADA	Act %
Regular Ed	7	84		470	1323	25637	305.202381	0.9509273
Regular Ed	8	84		535	1489	24337	289.72619	0.94234492
SDC	7	84		1	17	487	5.79761905	0.96626984
SDC	8	84		25	45	207	2.46428571	0.82142857
								94.52%

August	93.91
September	93.73
October	95.28
November	96.02
December	93.73

Component: Place

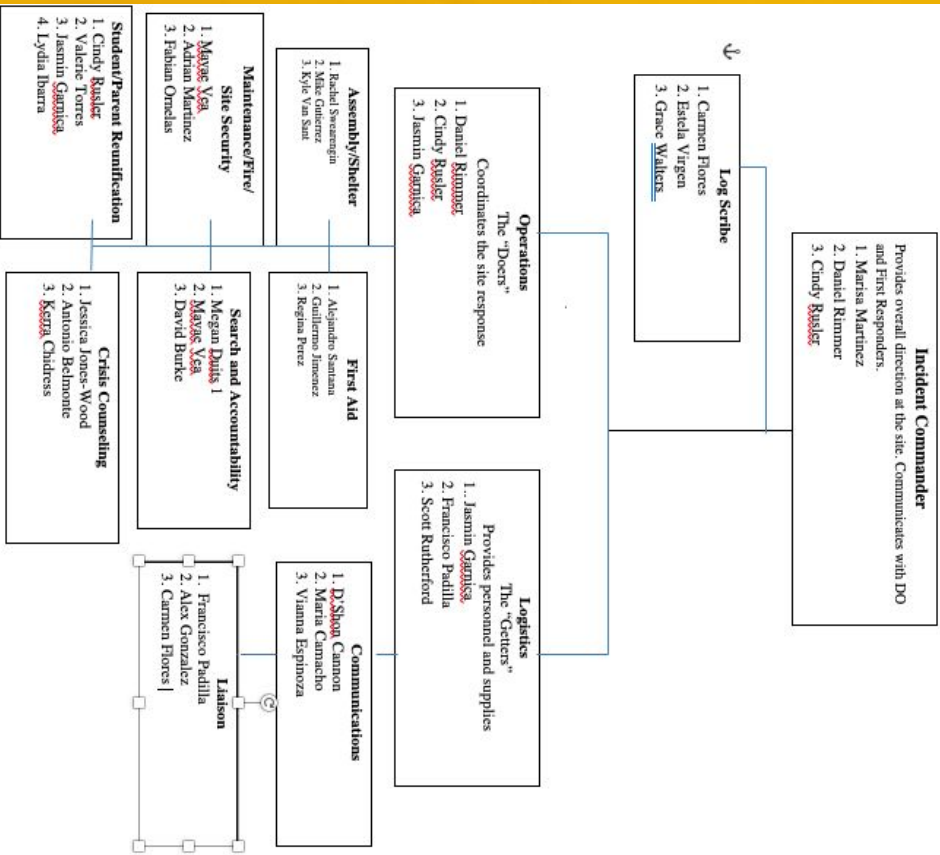
Element: Safe School Environment / Emergency Response and Preparedness

Opportunity for Improvement: To help maintain a safe and orderly school environment conducive to learning, North Monterey County Middle School will continue to develop the emergency response protocol and staff trainings to provide emergency preparedness and response instructions, information, and guidelines to protect the safety and well-being of students and staff at the time of an emergency.

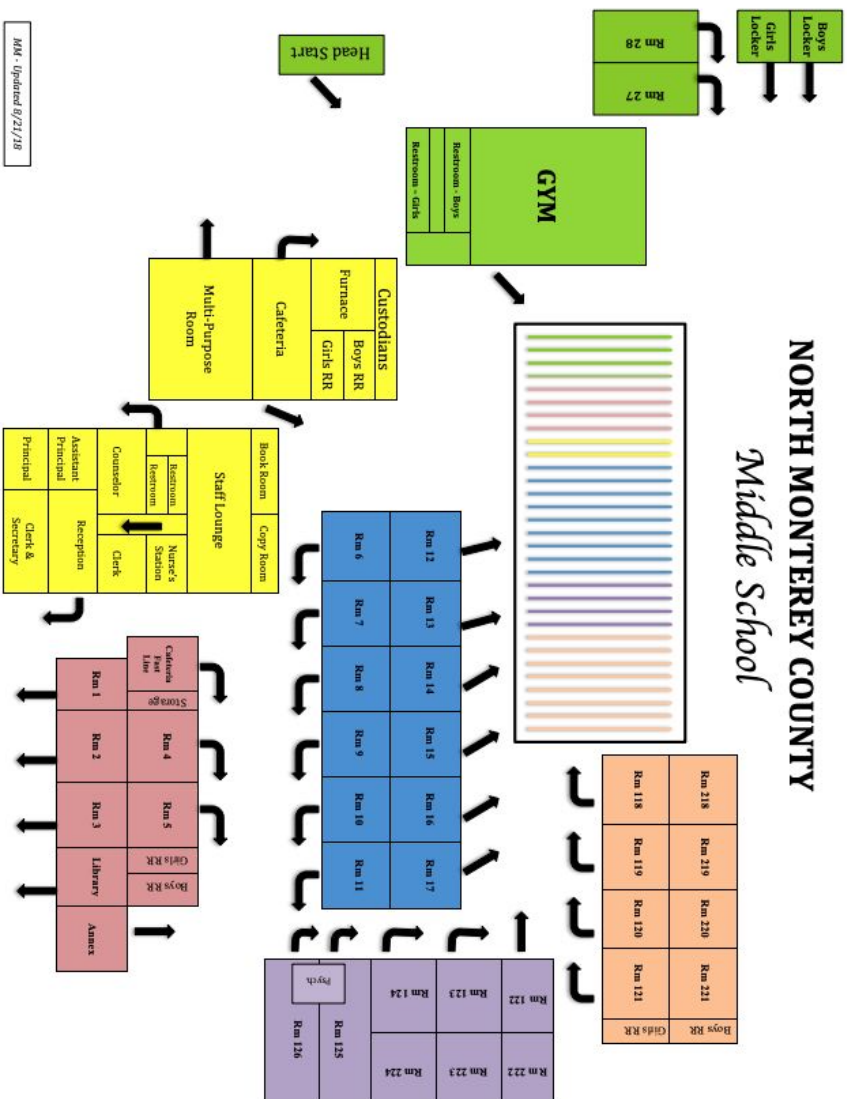
Objectives	Action Steps	Resources	Lead Person	Evaluation
By February 2022, all staff will have participated in trainings as they relate to updated emergency response and protocols. All Staff will have participated in Emergency Drills	Revise evacuation/assembly map with adaptations of routine and emergency disaster procedures for pupils with disabilities.	Coordinator of MTSS School Resource Officer Facilities, Maintenance & Operations Supervisor	Administration	Evacuation/Assembly Map Clear description of adaptations and routine.
	Update Incident Command (IC) Team members to reflect staff physically on campus during distance learning.	Coordinator of MTSS School Resource Officer Facilities, Maintenance & Operations supervisor.	Administration	Incident Command Flowchart
	Revise the evacuation assembly area to accommodate social distancing via marked spots. Students and staff shall also be trained to use arms length to support social distancing.	School Resource Officer Facilities, Maintenance & Operations supervisor.	Administration	Maps, training agendas, rosters of stable cohorts
	Implement a practice emergency drill.	School Resource Officer Facilities, Maintenance & Operations supervisor.	Administration	Calendar Notes

North Monterey County Middle School INCIDENT COMMAND

Provide the name, cell phone contact, and two alternates for each position.



NORTH MONTEREY COUNTY Middle School



Proposal for vote:

Vote on SSP for 21-22

- Public Comments
- Agenda Items for Next Meeting:
- Adjourn

- Comentarios del Público
- Puntos para la agenda de la Próxima Junta:
- Conclusión