# **CHRISTIAN DISCIPLINE**

Martin Luther High School is a pro-life community of peace and respect based upon the teachings of Jesus Christ. All students, parents, faculty and staff are expected to contribute positively to the building of community spirit within our school and at all activities in which we participate. In such a community, there is no place for speech, attire or actions that would show disrespect for ourselves, for those around us, for our facilities or for our learning materials. The basis for our own self-worth and for the equally high regard we afford everyone else with whom we interact is that Christ lived and died for each of us, and by His becoming one of us, invites us all to participate in His divine way of living.

Martin Luther High School also exists because of a strong partnership with parents who are making great sacrifices to provide the opportunity of a Christ-centered education for their children. Therefore, when a student demonstrates serious and/or repeated unacceptable behavior, the student will be relocated to parental home care so the parents will have some time to reorganize their child’s priorities. The school will not waste valuable educational time dealing with supervision of disciplinary records or detention periods. The length of at-home suspensions will be determined by the degree of the behavior and by the number of occasions suspensions have had to be enacted. Serious and/or multiple suspensions may result in the removal of the student from enrollment at Martin Luther High School.

IT IS UNDERSTOOD THAT WHEN A STUDENT ENROLLS AT MARTIN LUTHER HIGH SCHOOL, HE AND HIS PARENTS ACCEPT AND AGREE TO ABIDE BY THE RULES AND STANDARDS THAT HAVE BEEN ADOPTED AND REVIEWED BY THE BOARD OF DIRECTORS AND FACULTY.

Students who reach the age of 18 years while attending Martin Luther High School are subject to all of the policies and rules that apply to all students if they are to continue their education at Martin Luther High School.

The school reserves the right to assign detentions, remove certain privileges, suspend, expel, ask students to withdraw, or deny permission to return.

Classroom discipline and school behavior is the responsibility of the entire staff and Martin Luther High School families. Consequences may be assigned for failure to comply with adopted policies and rules. An option of community service with an administrational supervision fee may be offered by the Board of Directors in lieu of certain consequences based on the nature of the offense. The Board of Directors will determine the kind of community service to be completed. DETENTIONS: (Keeping a student at school for disciplinary reasons) may be given to students who violate school policies, rules, or a teacher's classroom policy. All detentions are one hour long. Failure to serve a detention on the assigned day will result in an additional detention. Detention is viewed as a very serious disciplinary action. Detentions are served 7:00 - 8:00 a.m. before classes begin.

Any unresolved differences between students and staff resulting in repeat violations, major violations of school policies or rules, or individual teacher’s classroom guidelines may result in suspension or dismissal following consultation between school administration and parties involved.

SUSPENSION may be out-of-school (OSS) or from a specific class or activity.

OSS - Automatically received upon the accumulation of three detentions for disciplinary reasons in a school year. Students receiving an OSS may not be on the school campus at any time during the day of the OSS or attend/participate in extra-curricular events or practices. Fighting and severe insubordination will result in automatic OSS. Parents will be contacted. Each additional disciplinary detention may result in an additional day of OSS.

If an extended suspension is involved, the Administrator and Board of Directors will be consulted.

Consistent failure to cooperate with the faculty or with the school policies and rules may be the basis for asking a student to leave or for denying permission to return in a succeeding term. Each of the following may result in suspension or dismissal:

A. The possession or use of alcoholic beverages, tobacco products, and or drugs (or related devices) shall result in immediate suspension. (See Extra-Curricular Activities & Eligibility Policy section for Minnesota State High School League Policy.)

1. Misuse of God’s gift of sexuality.

C. Use of physical violence and/or fighting on school grounds.

D. Reprehensible conduct tending to reflect serious discredit to the school, whether on or off campus school functions.

E. Destruction of property.

F. The possession or use of weapons including but not limited to knives, paintball guns, BB guns or air rifles on school grounds.

All offenses will be recorded in writing in the school office. Contrasting offenses result in concurrent penalties.

EXPULSION or denial of permission to return can occur only after consultation with the Administrator and Board of Directors.

A. FURTHER DETAIL ON THE USE OF TOBACCO, ALCOHOL, AND OTHER CHEMICAL SUBSTANCES:

It is our intent to help students make personal, God-pleasing decisions; gain personal responsibility; remain free from the harmful effects of alcohol, tobacco, and other chemical substances; and to maintain the credibility and integrity of Martin Luther High School and its students.

The school reserves the right to conduct random searches of students’ belongings, lockers, and vehicles as a general deterrent to the possession of illicit drugs, narcotics, drug paraphernalia, alcohol, tobacco, or weapons. Specific searches may also be made on a student’s person, property, locker, and vehicle if there is reasonable concern that a student is in possession of the above. Random searches may include the use of trained dogs. An administrator and another staff member will conduct all searches.

During the calendar year, regardless of quantity, students shall not (1) use a beverage containing alcohol, (2) use tobacco, or (3) use or consume, have in possession, buy, sell, or give away these or any other controlled substances. Infractions will be penalized for all on and off-campus school functions, for all written police reports, and for all parent/guardian requests.

PENALTIES ARE CUMULATIVE BEGINNING WITH THE STUDENT’S FIRST VIOLATION AND CONTINUING THROUGHOUT THE STUDENT’S HIGH SCHOOL CAREER. Penalties are concurrent for varying offenses.

#### FURTHER DETAIL ON GOD’S GIFT OF SEXUALITY

 “Martin Luther High School by God's grace, in partnership with homes and congregations, exists to help young people lead active Christian lives and excel academically through Christian training and nurturing.” --- MLHS Mission Statement

All of God’s Commandments are given not only to order the life of His people, but also to protect that life. God specifically deals with human sexuality in the Sixth Commandment. Sexuality has been created by God as a wonderful gift. However, His commandment emphasizes that the purpose of sex is the togetherness of man and woman within the marriage relationship. It also urges God’s children to seek sexual purity in thoughts, words and actions. As a Christian institution of learning, MLHS outlines its response to three issues that arise in context to the misuse of sexuality. They are public displays of affection, sexual conduct which leads to pregnancy outside the bonds of marriage, and sexual harassment.

Public Displays of Affection: Friendship is one of God’s special gifts, as the Psalmist notes: “A friend loves at all times…” (17:17a). certain male/female friendships will grow into deeper relationships. Dating is a serious responsibility. God desires that couples will publicly exhibit their care for each other in appropriate ways. Public displays of affection (excessive hand holding, kissing, caressing) are not appropriate and will not be condoned. Continued offense may result in detention or more serious disciplinary action.

Pregnancy:

Our Lord has placed a sanctity around the family and home when He expressed His will in the Sixth Commandment (Ex. 20:14). God likened the relationship of the husband and wife to that of Christ and the church (Eph. 5:25-27), and views our bodies as temples of the Holy Spirit (1Cor. 6:19).

Sex is a wonderful gift of God to the human race to be an expression of unselfish love within the estate of Holy Marriage which He created. It is also a means of participating under God in His act of creating life, where a Christian father and mother, within a home, raise children to His glory and human welfare. To violate this commandment by sexual activity outside of marriage is contrary to the will of God.

Therefore, in accordance with Scripture as well as the MLHS Mission Statement, and for direction and understanding of all involved, the following procedural approach will be implemented in regard to pregnancy and related issues:

*When it has been learned that a student is pregnant, has given birth or fathered a child out of wedlock, or has aborted a child during the calendar year of enrollment, the student(s) will initially continue in school until the Board of Directors has met, and MLHS will assist the student(s) and parents/guardians to seek immediate pastoral guidance and professional counseling. Because of the special circumstances to each situation, MLHS reserves the right to handle cases individually and with guidance from pastors, counselors, and parents/guardians involved. To allow the necessary time for those involved to receive counseling (professional and spiritual) in order to resolve some of the many issues during this time of stress and adjustment, the MLHS Board of Directors reserves the right to dismiss the involved student(s) for a period of time. This is suggested only after a review of circumstances. If dismissal is decided upon, MLHS will continue to be involved in academic, spiritual, and emotional aid to the student(s). This will include home study, correspondence courses, and referral to such services as Lutheran Counseling and Family Services, Caring Pregnancy Center, Lutherans for Life, and the Office of Health and Human Services. To be re-admitted, a written statement by the student(s) and parent/guardians requesting re-admission must be presented to the Administrator and Board, who will make the decision whether or not to re-admit the student(s) involved.*

Other factors affecting a Board’s decision in this matter may include:

1. Our Lutheran high school is not equipped to adequately provide for the social, psychological, or medical needs of the student(s) involved. MLHS will use the services of our participating churches and other religious-based counseling services.

2. Whether or not it is obvious that there has been a sincere repentance.

3. Our concern to do all we can to protect the dignity of the student(s) involved. Verbal and Written Harassment: (Non Sexual Nature):

Verbal and written harassment may include, but is not limited to:

1. To physically threaten or abuse someone else in written or verbal form.
2. To degrade or malign another human being’s character.
3. To consciously put down another human being through the spreading of gossip or rumors.

Anyone found guilty of verbal or written harassment can be subject to the following disciplinary action:

- Notification of parents

* A meeting will be set up between the accused, the accuser, the Dean of Men

 or Women, and the principal or other faculty or board member.

- Apology to student(s) involved.

- Possible suspension, 1-3 days.

* Possible loss of rights to attend school functions, including but not restricted

 to class trip, prom, athletic events, concerts, dramas, parties, dances, etc.

* Possible loss of elected positions (Student Council, class officer, team

 captain, etc.) for the remainder of the school year.

- Possible assessment with a school approved counselor.

* 365 day probation. Any additional offense of any kind during that time will

result in movement to the next level of discipline (see page 17 under 2nd offense)

- Any other requirements as deemed necessary by the Board of Directors.

Sexual Harassment: The Sixth Commandment commands that we lead a “sexually pure and decent life in what we say and do…” As St. Paul wrote to Titus, “The grace of God…teaches us to say ‘No’ to ungodliness and worldly passions, and to live self-controlled, upright and godly lives in this present age” (2:11-12). It is expected that students of Martin Luther High School will celebrate their sexuality, but always in God-pleasing ways. Sexual harassment is not only unfitting Christian behavior, but against the laws of the state.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature. It may include, but is not limited to:

1. Verbal, written/graphic harassment or abuse;
2. Subtle pressure for sexual activity;
3. Inappropriate patting or pinching;
4. Intentional brushing against the individual’s body;
5. Any unwelcome touching of a sexual nature;
6. Any activity that seeks to use another person as a sexual object.

It is the determination of Martin Luther High School of Northrop, Minnesota (MLHS) to provide a Christian environment that is safe, both for those receiving its ministries and for those providing its ministries. Sexual abuse, sexual exploitation, sexual harassment and physical abuse will not be tolerated at Martin Luther High School. If any student feels that they have been abused, exploited or harassed either physically or sexually, please contact the school administrator, a faculty member, or one of the members of the Board of Directors.

Anyone found guilty of sexual harassment will be subject to the following disciplinary action:

* immediate notification of parents
* meeting with parents, student and principal within 24 hours
* suspension to parental home care for 3 days (may be immediate)
* Loss of right to attend school functions for 4 weeks (unless required to be there by coach or advisor). This includes class trip, prom, athletic events, concerts, dramas, parties, dances, etc.
* See MSHSL regulations on page 28-29
* loss of elected positions (Student Council, class officer, team captain, etc.) for the remainder of the school year; students are also ineligible to run for an elected position during this time
* Assessment with a school approved counselor as soon as possible. Student shall follow all conditions of the assessment.
* Apology to student(s) involved
* 365 day probation. Any additional offense of any kind during that time will result in movement to the next level of discipline.
* Any other requirements as deemed necessary by the Board of Directors

If there is a second offense, the student will be subject to the following disciplinary action:

* immediate notification of parents
* immediate suspension to parental home care for 6 days
* meeting with parents, students, and principal; within 24 hours
* loss of right to attend school functions for 6 weeks (see above)
* See MSHSL regulations on page 28-29
* loss of elected positions (and ability to run for office) for remainder of high school career
* Assessment with a school-approved counselor as soon as possible. Student shall follow all conditions of the assessment.
* apology to student(s) involved
* probation for the remainder of high school career
* any other requirements as deemed necessary by the Board of Directors

If there is a third offense, the parents of the student will be asked to transfer their son or daughter to another school. In the event the parents do not wish to make such a transfer, the parents will be invited to a special Board of Directors meeting at which time the student’s expulsion will be recommended.

Penalties are cumulative beginning with the student’s first violation and continuing throughout the student’s high school career. Penalties are concurrent for varying offenses.

**C.D.E.F. – FURTHER DETAIL**

C. Use of physical violence and/or fighting.

#### D. Reprehensible conduct tending to reflect serious discredit to the school, whether on or off campus school functions.

E. Destruction of property.

1. The possession or use of weapons including, but not limited to knives, paintball guns, BB guns or air rifles.

The administration and/or the Board of Directors also reserves the right to impose the first, second, and third offense consequences in the case of other types of serious disciplinary violations such as, but not limited to, vandalism, weapons, violence or threats of violence, and reprehensible conduct.

The consequences listed in these policies do not mean that students involved are not forgiven. Rather, it is intended to emphasize the seriousness of the offense for a Christian and a Christian school setting, and to teach the student the consequences of his behavior in much the same way that a failing grade may be the consequence of poor preparation for an exam.

# **FIRST OFFENSE**

# - immediate notification of parents

- meeting with parents, student, and principal within 24 hours

- suspension to parental home care for 3 days (may be immediate)

- law enforcement may be notified

- loss of right to attend school functions for 4 weeks (unless required to be there by coach or advisor). This includes class trip, prom, athletic events, concerts, dramas, parties, dances, graduation etc.

- See MSHSL regulations on page 28-29

- loss of elected positions (Student Council, class officer, team captain, etc) for the remainder of the school year; students are also ineligible to run for an elected position during this time

- probation with random drug testing for 365 days (Testing will be done by a school-approved facility. The school will pay for the testing costs if the results are negative.)

- chemical assessment with a school-approved counselor as soon as possible (within one week if possible for the initial contact). Incompletion of assessment within one month will result in additional suspension from school. Written assessment report needs to be handed in to verify completion. Student shall follow all conditions of the assessment.

- other requirements as deemed necessary by the Board of Directors

# **SECOND OFFENSE**

- immediate notification of parents

- immediate suspension to parental home care for 6 days

- meeting with parents, students, principal within 24 hours

- law enforcement may be notified

- loss of right to attend school functions for 6 weeks (see “First Offense”)

- See MSHSL Regulations on page 28-29.

- loss of elected positions (and ability to run for office) for the remainder of high school career

- probation with random drug testing for the remainder of high school career (see “First Offense”)

- family counseling with a school-approved counselor (see “First Offense”). Written verification of counseling should be returned to the school as soon as possible

- other requirements as deemed necessary by the Board of Directors

# **THIRD OFFENSE**

The parents will be asked to transfer their son or daughter to another school. In the event the parents do not wish to make such a transfer, the parents will be invited to a special Board of Directors meeting at which time the student’s expulsion will be recommended.

**GENERAL POLICIES AND RULES FOR SCHOOL GROUNDS,**

**CLASSROOM AND EVENTS**

HOLY SCRIPTURE tells us that all we do should be done to the glory of God. As members of the Christ-centered community that is Martin Luther High School, we are compelled by His redeeming love to do just that!

1. Students will respect all school policies, each teacher's classroom policies, and other students' rights and privileges.

2. Students are to be on time for all classes and have all necessary materials with them when they get to the classroom.

3. Students will be quiet and in a mood conducive to learning.

4. Incomplete or false information (under general policy), plagiarism, and dishonesty are not acceptable.

5. Eating outside the cafeteria is not permitted. Clear water in clear bottles is permitted outside the cafeteria, but no pop or juice is allowed outside of the cafeteria. Water bottles, etc., are not allowed in the science room during labs. Gum chewing is strongly discouraged during the school day and individual teachers reserve the right to ban gum use completely in their classrooms. Students needing to stay through for games or other extra-curricular activities will eat in the cafeteria under teacher supervision. The cafeteria will be open daily beginning at 2:55 p.m. for student use. EXCEPT FOR HEALTHY SNACK TIME DURING SSR, ALL FOOD OR BEVERAGES MUST BE CONSUMED WITHIN THE CAFETERIA OR, IF THE STUDENT IS GOING HOME, TAKEN WITH HIM. Abuse of privileges may result in the removal of stated or implied privilege.

6. Disorderly behavior (running, pushing, wrestling, etc.) and foul language are not permitted at any time while at school or school-related activities.

1. During the school day, students are not permitted to leave the school or school property unless the office gives permission.
2. Students are not allowed to keep items on the hallway floors.

9. Students are responsible for helping to keep the school neat and clean. They are expected to care for all school property entrusted to them. Routine locker checks will be made and any inappropriate decoration such as tobacco-related ads, alcohol-related ads, posters' or magazine pictures that imply or promote non-Christian values, will be removed and may be confiscated. This also pertains to notebooks, book covers, etc.

10. Snowball throwing is not permitted.

11. Gambling is not allowed at the high school or at any school-related activity.

12. Card playing and computer games are not allowed during school hours.

13. Textbooks are to have book covers and are to remain covered for the entire school year. Students may be fined if they do not comply with this policy.

14. Permission is needed for use of any kind of laser pointers.

15. Since it is a privilege to represent our school through participation in extra-curricular activities, misbehavior during such activities will not be tolerated and the Principal and/or one of the Deans of Students may declare the student ineligible.

Martin Luther High School is tobacco-free. Therefore no one will be allowed to use tobacco products at any time while in the building or on the school grounds.