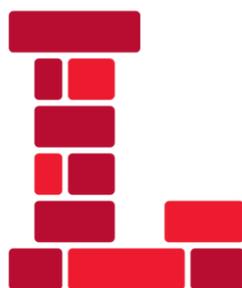


Ludlow Independent School District Code of Acceptable Behavior and Discipline



LUDLOW
INDEPENDENT SCHOOLS

Building Tomorrow

2022-2023

Michael Borchers, Superintendent

Board Members:
Wesley Dorger
Amy Hayden
Melanie Hazelwood
Kym King
Cindy Powell

Rationale

The Ludlow Board of Education requires high standards of personal conduct from each student to promote respect for the rights of others and to accomplish the purposes of the schools. The Board also requires compliance with established standards and rules of the district and the laws of the community, state, and nation. The central purpose of the school system is to educate each student to the highest level possible. To support the success of the educational program, the Board directs employees to hold each student accountable to Code standards in a fair manner. Compliance with the standards is necessary to provide:

- Orderly operation of the schools
- A safe environment for students to achieve at a high academic level in a productive learning environment
- Assistance for students at risk of failure or of engaging in disruptive behavior
- Regular attendance of students
- Protection of property.

This Code applies to all students in the District while at school, on their way to and from school, while utilizing transportation provided by the District, and while they are participating in school-sponsored trips and activities. The Superintendent/designee is responsible for its implementation and application throughout the District. The Principal is responsible for administration and implementation of this Code within his/her school in a uniform and fair manner without partiality or discrimination. Each SBDM Council must select and implement appropriate discipline and classroom management techniques necessary to carry out this Code and shall provide a list of the school's rules and discipline procedures in the school handbook. Teachers and other instructional personnel are responsible for administering Code standards in the classroom, halls, and other duty assignment locations.

This Code establishes minimum behavior standards. Recognizing that each school, grade or class may require special provisions, school councils, administrators, and teachers have full authority to make rules to enforce these standards in keeping with their areas of responsibility.

District Mission

The Ludlow Independent School District is committed to fostering a culture of rigor, excellence, and personal accountability by developing meaningful relationships with students, families, and community members to support and empower students to graduate with college and career readiness skills.

District Philosophy and Beliefs

- Challenging educational opportunities will be provided in a safe environment.
- The Board of Education and the School-Based Decision-Making (SBDM) Councils will make program decisions on the basis of student needs.
- Schools are responsible for creating an environment in which learners can and do succeed.
- The District will not tolerate incompetent performance, mediocre effort or harmful behavior by students or staff.
- Students, families, educators, and the community share the responsibility for student success and for providing safe schools to facilitate academic achievement.
- Teachers and school administrators should involve parents at the earliest stage when a student shows signs of serious behavior problems.

Statement of Nondiscrimination

The Ludlow Board of Education does not discriminate on the basis of age, color, disability, parental status, marital status, race, national origin, religion, sex, or veteran status in the programs, activities, and services it provides, as required by law.

The following person has been designated to handle inquiries regarding the non-discrimination policies:

Michael Borchers, Superintendent
525 Elm Street
Ludlow KY 41016
859-261-8210

Student Disciplinary Process

The authority of the District in matters of student behavior is not limited to school buildings and grounds or to times when he pupil is on his/her to or from school, but extends to any activity, which is school-related or school-sponsored.

Ludlow Independent School District School Contacts

Ludlow Board of Education
525 Elm Street
Ludlow KY 41075
859-261-8210
Fax 859-291-6811

Mary A. Goetz Elementary
512 Oak Street
Ludlow KY 41016
859-261-2100
Fax 859-655-8791

Ludlow High School
150 Adela Street
Ludlow KY 41016
859-261-8211
Fax 859-655-7536

All property and school campuses under the direction of the Ludlow Independent School District are tobacco free. The use of any tobacco product, alternative nicotine product, or vapor product as defined in KRS 438.305 is prohibited twenty-four (24) hours a day, seven (7) days a week.

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Rights and Responsibilities

Students Rights and Responsibilities

1. STUDENTS HAVE THE RIGHT TO:
 - a. A system of public education which meets the needs of the individual students.
 - b. Reasonable and timely notice of all rules, regulations, policies, and penalties to which they may be subject.
 - c. Physical safety and protection of their personal property.
 - d. Consultation with teachers, counselors, administrators, and other school personnel.
 - e. Free election of their peers in student organizations in which students have the right to seek and hold office.
 - f. Examination of their own personal school records by the students, their parents/guardians, or their authorized representatives.
 - g. Involvement in school activities without being subject to discrimination on the basis of race, sex, or religion.
 - h. Respect from other students and school personnel.
 - i. Present complaints or grievances to school authorities and receive replies from school officials regarding such matters.

2. EACH STUDENT HAS THE RESPONSIBILITY TO:
 - a. Be accountable for his/her own conduct and for showing consideration for the rights and property of others.
 - b. Exhibit neatness and cleanliness of personal dress and hygiene.
 - c. Refrain from fighting, creating disturbances, excessive noise, abusive language, denying others the use of school facilities or building, using or carrying any weapon on school premises or at school activities, intentionally injuring another person or exposing others to harm, or using threats or intimidation against any other person.
 - d. Refrain from gambling, extortion, theft, or any other unlawful activity.
 - e. Refrain from using, possessing, or transmitting any tobacco product, alcoholic beverage or illegal or controlled substance.
 - f. Show respect for the education process by taking advantage of every opportunity to further his/her education.
 - g. Practice self-control at all times.
 - h. Care for the equipment and physical facilities of the school by refraining from willful destruction and damage.
 - i. Follow the rules and regulations of the Board of Education and/or the school administration.

Parent/Guardians Rights and Responsibilities

1. PARENTS/GUARDIANS HAVE THE RIGHT TO:
 - a. Send their child to a school with an environment where learning is valued.
 - b. Expect that classroom disruptions will be dealt with fairly, firmly, and quickly.
 - c. Enroll students in the Ludlow Independent School District where they shall attend classes regularly and promptly with minimal interruptions.
 - d. Expect the school to maintain high academic standards.
 - e. Review the student's academic progress and other pertinent information which may be contained in the student's personal records.
 - f. Address a question concerning their child to the proper authority and to receive a reply in a reasonable time period.

2. PARENTS/GUARDIANS HAVE THE RESPONSIBILITY TO:
 - a. Instill in their children the values of an education.
 - b. Instill in their children a sense of responsibility.
 - c. Instill in their children a sense of respect.
 - d. Understand that unnecessary interruptions in the school are detrimental to the educational program for all students.
 - e. Be familiar with the educational program and the procedures.
 - f. Inform children about the disciplinary procedures of the school and emphasize the importance of following these rules.
 - g. See that children attend school regularly and promptly.
 - h. Check with the proper school officials regarding the facts of any situation they might question.
 - i. Support the efforts of the school personnel.
 - j. Demonstrate respect for the teachers, administrators, and school personnel at school and all school related activities.
 - k. See that students exhibit neatness and cleanliness in their personal attire and hygiene.

Teacher Rights and Responsibilities

1. TEACHERS HAVE THE RIGHT TO:
 - a. The support of co-workers, administrators, and parents.
 - b. Work in an educational environment with a minimum of disruptions.
 - c. Expect all assignments, including homework, to be completed and turned in as assigned.
 - d. Remove any student from class whose behavior significantly disrupts a positive learning environment, for no more than one class period, during which time the student will be in the office or other designated area.
 - e. Safety from physical harm and freedom from verbal abuse.
 - f. Provide input to aid in the formulation of policies that relate to their relationships with students and school personnel.
 - g. Take action necessary in emergencies to protect their own person or property or the persons or property of those in their care.

2. TEACHERS HAVE THE RESPONSIBILITY TO:
 - a. Present subject matter and experiences to students and to inform students and parents or guardians of achievement and/or problems.
 - b. Aid in planning a flexible curriculum which meets the needs of all students, and which maintains high standards of academic achievement.
 - c. Assist in the administration of such discipline as is necessary to maintain order throughout the school without discrimination on any basis.
 - d. Evaluate students' assignments and return them as soon as possible.
 - e. Exhibit exemplary behavior in action and speech.
 - f. Exhibit neatness and cleanliness of personal dress and hygiene.
 - g. Reward exemplary behavior or work of students.
 - h. Maintain an atmosphere conducive to good behavior and to exhibit an attitude of respect for students.
 - i. Recommend for retention in a class any student who fails to meet the basic standards for such class.
 - j. Maintain necessary records of student progress and attendance as accurately as possible.
 - k. Follow and enforce rules and regulations of the Board of Education and/or school administration.
 - l. Care for the equipment and physical facilities of the school.

Principals Rights and Responsibilities

1. PRINCIPALS HAVE THE RIGHT TO:
 - a. The support of students, parents, and teachers in carrying out the educational programs and policies established by the school system.
 - b. Provide input for the establishment of procedures and regulations that relate to the school.
 - c. Safety from physical harm and verbal abuse.
 - d. To take necessary action in emergencies to protect their own person or property or the persons or property of those in their care.
 - e. Suspend any student whose conduct disrupts the educational process.
 - f. Administer the school environment to provide the proper learning atmosphere.

2. PRINCIPALS HAVE THE RESPONSIBILITY TO:
 - a. Create and foster an atmosphere of mutual respect and consideration among pupils and staff members.
 - b. Administer discipline fairly and equally, following the guidelines set forth herein, but in doing so use his/her own best judgment.
 - c. Exhibit exemplary behavior in action, dress, and speech.
 - d. Implement and evaluate all aspects of the educational program to improve learning and comply with the policies, regulations, procedures, or laws of the district, state, and nation.
 - e. Direct a program of dissemination of information explaining the Code to the school and community.

Trauma-Informed Approach

“Trauma-informed approach” means incorporating of trauma awareness and trauma-informed practices, as recommended by the federal Substance Abuse and Mental Health Services Administration, in a school in order to foster a safe, stable, and understanding learning environment for all students and staff and ensuring that all students are known well by at least one (1) adult in the school setting.

The Ludlow Independent School District is committed to creating trauma-informed, resiliency-building and culturally competent environments district-wide and in all of our schools where students, faculty, staff, and families feel physically and psychologically safe. We recognize the impact trauma can have on students and staff across multiple areas, including but not limited to, academics, behavior, and social emotional success. We are committed to promoting the six guiding principles of trauma informed systems--safety, trustworthiness and transparency; peer support; collaboration and mutuality; empowerment, voice and choice; and equity--for all students and staff in order to maintain a trauma-informed climate and culture that builds resilience, promotes positive mental health and wellness and maximizes learning to reach our potential.

The District has developed a plan for implementing a trauma-informed approach in the District that address the Trauma informed components of the School Safety and Resiliency Act (Section 4, KRS 158.4416):

- A. Enhancing Trauma Awareness Throughout the School Community
- B. Conducting an Assessment of the School Climate, Including but Not Limited to, Inclusiveness and Respect for Diversity
- C. Developing Trauma Informed Discipline Policies
- D. Handle With Care (HWC) Notification
- E. Providing Services and Programs Designed to Reduce the Negative Impact of Trauma, Support Critical Learning, and Foster a Positive and Safe School Environment for Every Student the five components of the School Safety and Resiliency Act (Section 4, KRS 158.4416).

Safe Schools

The Ludlow Board of Education is committed to student safety and providing a safe and drug free school environment. This begins with a comprehensive approach to school safety. A full-time School Resource Officer (SRO) is located within the campus. All exterior doors of the campus are locked at all times, with electronic access control for main office door. Campus has extensive coverage of cameras throughout and can be accessed anywhere by school administration. District has a coordinated Emergency Plan, developed in conjunction with first responders and Department of Homeland Security. Each school has a developed Emergency Plan that is reviewed by all staff members prior to the first day of school each school year. Throughout the day, all classroom doors are locked while students are within.

The Ludlow Independent School District takes all threats to school safety seriously and encourage an open line of communication with students, families, and the community to report any threat to student or school safety. Safety concerns should be reported directly to the school, district, local law enforcement, or the Safety Tipline Online Prevention (S.T.O.P.) Tipline. Information about the S.T.O.P Tipline are posted throughout the campus and link to report is posted on the district website.



Notification of Police and Removing Students in Accordance with KRS 158.150 and KRS 158.158

The Ludlow Independent School District has adopted policies mandating when the principal has a reasonable belief that an act has occurred on school property or at a school-sponsored function involving assault resulting in serious physical injury, a sexual offense, kidnapping, assault involving the use of a weapon, possession of a firearm in violation of the law, possession of a controlled substance in violation of the law, or damage to property, the principal shall immediately report the act to appropriate local law enforcement. Also, school administrators, teachers, or other school personnel may immediately remove or cause to be removed threatening or violent students from a school building setting or from a district transportation system pending any further disciplinary action that may occur.

Family Educational Rights and Privacy Act (FERPA)

In accordance with the Family Education and Privacy Act, parents may review all education records relating to their child. This right is extended to students at age eighteen. Students have a right to an expectation of privacy while on school grounds. Due to this, unauthorized taping, duplication, audio, video, or other means or methods are strictly prohibited. Parents also have the right to file complaints if the district does not comply with this act. Parents of graduated students, enrolled in a program for exceptional children, or of students who have otherwise left school, may request the destruction of any personally identifiable information, which was used for the identification, evaluation, or placement of the exceptional child. Such requests must be made in writing to the Director of Special Education. In accordance with federal regulations concerning the transfer of educational records, this district will forward records on request to a school in which students seek to enroll. Upon written request, parents can obtain copies of these records and discuss these records if necessary. Parents may request information from the school regarding the professional qualifications of their child's classroom teacher.

Note: All student records are confidential and are only released with proper authorization

Requirements for School Entry

Kentucky Revised Statutes and Kentucky Administrative Regulations require the following information on students enrolled:

- A certified birth certificate
- Preventative Health Care Examination upon first entry and entering grade 6. This exam may be completed up to one year prior to entry and be on file within 30 days of the child's enrollment. 702 KAR 1:160
- A current and valid immunization certificate upon enrollment 902 KAR 2:060
- Proof of a dental screening or examination by a dentist, dental hygienist, physician, registered nurse, nurse practitioner, or physician assistant to be presented to the school no later than January 1 of the first year that a 5- or 6-year-old child's enrollment. KRS 156.160(j)
- Proof of vision examination by an optometrist or ophthalmologist to be presented to the school no later than January 1 of the first year that a 3-, 4-, 5-, or 6-year-old child's enrollment. KRS 156.160(1)(i)

Parents are responsible for providing and updating these records prior to the start of school. Students will be excluded from school if they do not have the proper health records. If you have any questions, contact your child's school.

Required Behavioral Standards

The Board expects employees, students, parents/guardians and others associated with the schools to apply the following standards in a reasonable and fair manner. To promote the full implementation of conduct standards and maximize safety in the school environment, the Board requires employees to make supervision of students at school activities a top priority among their assigned duties.

School Atmosphere

A professionally planned and positive school atmosphere is necessary for academic progress and a safe environment. Therefore, students shall not interfere with the orderly environment of the school or school activity.

Examples of prohibited behavior include, but are not limited to:

- Actions such as harassment of, or discrimination against, other students on the basis of race, color, national origin, age, religion, marital status, political beliefs, sex or disability
- Insubordination (disobedient or defiant behavior)
- Sale of items without prior approval of the Superintendent or Principal
- Wearing apparel, body piercings, accessories or hairstyles that disrupt the educational process or threaten health or safety
- Possession of prohibited items, such as cell phones, laser lights, and paging devices (except for members of a volunteer fire fighting or emergency medical organization).

School Property

School property belongs to the community and the state. It must be protected and preserved for educational and community use. Therefore, students shall respect school property and the property of others.

Examples of prohibited behaviors include, but are not limited to:

- Theft of school property or personal property of employees or other students
- Abuse of school or personal property to include intentional or careless damage or destruction
- Extortion of money or property
- Prohibited use of electronic media and other District technological resources
- Littering.

Student Self-Control

Students shall exercise self-control as required by the particular situation and in keeping with school and district rules or be subject to removal from the regular classroom setting or transportation system.

When a student demonstrates chronic non-compliant behavior, he or she may be referred to court as being beyond control of the school. Students may be referred for Beyond Control of School Charges in court for any of the following:

- Nine (9) or more documented discipline referrals in a school year.
- Three (3) or more separate incidents of out of school suspension in a school year.
- One (1) single issue that is of a very serious nature.

These actions may result in a mandatory court appearance by the student and parent.

In addition, a student may be barred from participating in extracurricular activities, pending investigation that he/she has violated either the District's or the school's behavior standards. *Examples of prohibited behaviors include, but are not limited to:*

- Fighting and physical attacks
- Possession of a weapon
- Threats by verbal or written statements or gestures with intent to harm or demean others
- Use of alcohol or prohibited drugs
- Use of tobacco products.

Respect and Courtesy

Students shall work cooperatively and productively with each other and with school personnel in a manner that is consistent with standards of respect and courtesy. *Examples of prohibited behaviors that would detract from a safe and orderly learning environment include, but are not limited to:*

- Making abusive and harassing statements regarding race, gender, disability, religion or nationality
- Use of profanity
- Lying
- Cheating

- Ignoring or breaking rules and procedures established to maintain order
- Otherwise behaving in a manner disrespectful of others.

The Board has included samples of prohibited behaviors to help the reader understand how the Required Behavioral Standard will be enforced. Other behaviors not included in the examples may also be prohibited.

Consequences of Violations

NOTE: State and federal law requires special consideration and possible designation of alternative consequences when dealing with behavior and disciplinary issues involving students with disabilities.

VIOLATION OF STANDARD	RESPONSE OPTIONS		
	Scope	1st Time	Repeats
Tardiness	Minimal	Conference	Parent Involvement
	Excessive	Detention	Alternative Education *
Unexcused Absence	Minimal	Parent Involvement	Detention
	Excessive	Alternative Education	Referral to CHFS/ Court Referral
Insubordination (defiance of authority)	Minimal	Conference	Parent Involvement/ Alternative Education
Disrupting the educational process	Minimal	Conference	Parent Involvement
	Excessive	Alternative Education/ Suspension/Court Referral	Expulsion
Dress Code	Minimal	Conference/ Parent Involvement	
	Excessive	Alternative Education/ Suspension	
Forgery/ Lying/ Cheating	Minimal	Parent Involvement/ Alternative Education	
	Excessive	Alternative Education/ Suspension	
Stealing	Minimal	Parent Involvement/ Alternative Education	
	Excessive	Alternative Education/ Suspension	Expulsion
Tobacco Violation	Minimal	Parent Involvement/Smoking Alternative Program/ Suspension	
	Excessive		
Alcohol & Drug Violation	Incident	Alternative Education/ Suspension/Expulsion	
Arson	Incident	Expulsion	
Weapons	Incident	Expulsion	

* **ALTERNATIVE EDUCATION** may include one of, or any combination of the following response options:

- Friday Afternoon Extended Day Detention
- In-school Alternative Assignment
- Saturday School

Behavioral violations of a minor nature should be handled by the classroom teacher, who may choose from a variety of response options to include, but not be limited to:

- Verbal warning
- Teacher-student conference
- Notification of parents
- Classroom isolation
- Loss of privileges
- Detention
- Behavior Contract
- Referral for counseling/mediation
- Other techniques established by SBDM Council policy

For repeated or more serious violations, administrators may also use these options: Suspension (up to 10 days per violation)

- Petition to Juvenile Court
- Alternative Education
- Expulsion
- Referral to Smoking Alternative Program
- Referral to court-designated worker
- Referral to appropriate agencies
- Referral to police

GANGS, GANG-RELATED, AND GANG-LIKE ACTIVITIES: The presence of, or student involvement in gangs, gang related or gang-like activities on school grounds, at school related events, including the display of gang symbols, paraphernalia or apparel, is strictly prohibited. *Any student who violates this policy shall be subject to disciplinary action including, but not limited to: parental involvement, Alternative Education, suspension, or expulsion.*

Search and Seizure

Students have the right to be secure from unreasonable searches of their person and property. However, school authorities are authorized to search a student and/or his/her property if they have reasonable suspicion that the search will reveal evidence that the student has violated or is violating this Code, or a school rule, or law. Also, school authorities may conduct general inspections of jointly held property on a regular basis. All searches will be conducted in accordance with Board policy (09.436).

Students cannot expect to have complete privacy in their use of school property assigned for their use, such as desks and lockers.

Physical Restraint/Corporal Punishment

Employees are authorized by law to physically restrain students as may be necessary for the following reasons: to protect themselves, students, or others from physical injury; to get possession of a weapon or other dangerous object; or to protect property from serious harm.

The Board does not permit use of corporal punishment as a disciplinary technique.

Student Records

Records containing student information shall be made available to the parent of the student, guardian, or eligible student on written request. Eligible students include those 18 years of age or older or those enrolled in a post-secondary school program.

Request for information concerning access or corrections to student records should be directed to the appropriate building Principal.

Reports to Law Enforcement Officials

To promote the safety and well-being of students, the District requires employees to make reports required by state law in a timely manner. Supervisors and administrators shall inform employees of the following required reporting duties:

KRS 158.154

When the Principal has a reasonable belief that an act has occurred on school property or at a school-sponsored function involving assault resulting in serious physical injury, a sexual offense, kidnapping, assault involving the use of a weapon, possession of a firearm in violation of the law, possession of a controlled substance in violation of the law, or damage to the property, the Principal shall immediately report the act to the appropriate local law enforcement agency. For purposes of this section, “school property” means any public school building, bus, public school campus, grounds, recreational area, or athletic field, in the charge of the Principal.

KRS 158-155

An administrator, teacher, or other employee shall promptly make a report to the local police department, sheriff, or the Department of Kentucky State Police, by telephone or otherwise, if

- 1) The person knows or has reasonable cause to believe that conduct has occurred which constitutes:
 - a) A misdemeanor or violation offense under the laws of this Commonwealth and relates to:
 - i. Carrying, possession, or use of a deadly weapon; or
 - ii. Use, possession, or sale of controlled substances; or
 - b) Any felony offense under the laws of this Commonwealth; and
- 2) The conduct occurred on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school-sponsored or sanctioned event.

KRS 158

Any employee of a school or a local board of education who knows or has reasonable cause to believe that a school student has been the victim of a violation of any felony offense specified in KRS Chapter 408 committed by another student while on school premises, on school-sponsored transportation, or at a school-sponsored event shall immediately cause an oral or written report to be made to the Principal of the school attended by the victim. The Principal shall notify the parents, legal guardians, or other persons exercising custodial control or supervision of the student when the student is involved in an incident reportable under this section. The Principal shall file a written report with the local school board and the local law enforcement agency or the Department of Kentucky State Police or the county attorney within forty-eight (48) hours of the original report.

KRS 620-030

Any person who knows or has reasonable cause to believe that a child is dependent, neglected, or abused shall immediately cause an oral or written report to be made to a local law enforcement agency or the Department of Kentucky State Police; the cabinet or its designated representative; the Commonwealth's Attorney or the County Attorney; by telephone or otherwise. Any supervisor who received from an employee a report of suspected dependency, neglect, or abuse shall promptly make a report to the proper authorities for investigation.

Weapons

Students are never allowed to bring a weapon to school. The Board urges parents and other citizens to make sure that students do not have inappropriate access to weapons. Both Board policy and the law prohibit the carrying, bringing, using, or possessing of any weapon or dangerous instrument in any school building, on school grounds, in any school vehicle or at any school-sponsored activity. Except for authorized law enforcement officials, the Board specifically prohibits the carrying of concealed weapons on school property.

When a student violates the prohibition on weapons, the Principal shall immediately make a report to the Superintendent, who shall determine if charges for expulsion are to be brought before the Board. Unless the Board chooses to consider charges on a case-by-case basis, the penalty for students bringing a firearm or other deadly weapon, destructive device, or booby trap device to school or onto the school campus/property under jurisdiction of the District shall be expulsion for a minimum of twelve (12) months. (The Gun-Free Schools Act of 1994 and KRS 158.150) Any case-by-case modification of the one (1) year expulsion requirement, including those made for students with disabilities to meet the requirements of IDEA and section 504, shall be in writing and may be based upon a recommendation of the Superintendent/designee.

District employees must also report to law enforcement officials if they know or have reasonable cause to believe that conduct has occurred that constitutes the carrying, possession, or use of a deadly weapon on the school premises, on a school bus, or at a school sponsored or sanctioned event.

Preventing Bullying Behaviors (KRS 158.154, 158.155, 158.156) and (LISD Board Policy 09.422)

What is Bullying?

According to KRS 158.148, bullying means any unwanted verbal, physical, or social behavior among students that involves a real or perceived power imbalance and is repeated or has the potential to be repeated.

1. The behavior occurs on school premises, on school sponsored transportation, or at a school sponsored event. This definition shall be interpreted to prohibit civil exchange of opinions or debate, or cultural practices protected under the state or federal Constitution where the opinion expressed does not otherwise materially.
2. The behavior disrupts the educational process

In order to effectively participate in the democratic process as adults, students must learn to respect the rights of others and to interact with them in a civil manner. Therefore, students are required to speak and behave in a civil manner toward students, staff and visitors to the schools.

Bullying and/or Cyber Bullying

- Placing a person in reasonable fear of harm or his or her emotional or physical well-being or
- Creating a hostile, threatening, humiliating or abusive educational environment due to the pervasiveness or persistence of actions or due to a power imbalance between the bully and the target or
- Interfering with a student having a safe school environment that is necessary for successful educational performance, opportunities or benefits or
- Perpetuating bullying by inciting, soliciting or coercing an individual or group to demean, dehumanize, embarrass or cause emotional, psychological or physical harm to another person.

What distinguishes bullying from other behaviors?

Bullying refers to:

- Intentional actions that harm, intimidate or humiliate another person physically, emotionally and/or socially.
- Repeated behaviors over time
- Actions which occur within the context of an imbalance of power between the bully and the victim.

Specific Steps to Report Bullying

If you or someone you know is being bullied or know of any unsafe conditions please report to any teacher, counselor, principal, or staff member). You may also report anonymously on the S.T.O.P Tipline on the Ludlow Independent Schools website.



Actions Not Tolerated

The use of lewd, profane or vulgar language is prohibited. In addition, students shall not engage in behaviors such as hazing, bullying, menacing, taunting, verbal or physical abuse of others, or other threatening behavior. This policy extends to any/all student language or behavior including, but not limited to, the use of electronic or online methods. Such behavior is disruptive of the educational process and interferes with the ability of other students to take advantage of the educational opportunities offered.

These provisions shall not be interpreted to prohibit civil exchange of opinions or debate protected under the state or federal constitutions where the opinion expressed does not otherwise materially or substantially disrupt the education process or intrude upon the rights of others. Students who violate this policy shall be subject to appropriate disciplinary action.

OTHER CLAIMS

When a complaint is received that does not appear to be covered by this policy, administrators shall review other policies that may govern the allegations, including but not limited to 09.426 and/or 09.42811. Harassment/discrimination allegations shall be governed by Policy 09.42811.

Assault and Threats of Violence

For the purposes of this policy, a “threat” shall refer to a communication made by any means, including, but not limited to, electronic and /or online methods.

Pupils

Any pupil who threatens, assaults, batters or abuses another pupil shall be subject to appropriate disciplinary action, including suspension or expulsion.

School Personnel

Any pupil who threatens, assaults, batters or physically or verbally abuses a teacher or other school personnel shall be subject to appropriate disciplinary action up to and including expulsion from school and/or legal action.

Removal of Students

School administrators, teachers, or other school personnel may immediately remove or cause to be removed threatening or violent students from a classroom setting or from the District’s transportation system pending any further disciplinary action that may occur. Threatening or violent behavior shall include, but not be limited to:

2. Verbal or written statements or gestures by students indicating intent to harm themselves, others or property.
3. Physical attack by students so as to intentionally inflict harm to themselves, others or property.

Removal of student from a bus shall be made in compliance with 702 KAR 5:080.

Each school shall designate the site(s) to which employees may remove students from a classroom setting and the employee(s) who will supervise the student at the site.

When teachers or other personnel remove a student, they shall complete and submit a form to document the removal and the causes as soon as practicable. The Principal/designee shall review the removal as soon as possible to determine if further disciplinary action is warranted or if the student is to be returned to the classroom.

Report to Law Enforcement Agencies

When they have reasonable belief that a violation has taken place, principals shall immediately report to law enforcement officials when an act has occurred on school property or at a school-sponsored function that involves assault resulting in serious physical injury, a sexual offense, kidnapping or each instance of assault involving the use of a weapon.

ASSAULT AND THREATS OF VIOLENCE

Notification

Any District employee assigned to work directly with, or who comes in contact with, a student with a documented history of weapons violation and/or physical abuse of a school employee or of carrying a concealed weapon on school property or at a school function, shall be notified in writing of the student's history by the Principal or designee, guidance counselor or other school official who has knowledge of the student's behavior prior to the assignment or contact.

ANNUAL NOTICE TO PARENTS OF TERRORISTIC THREATENING

Dear Parent/Guardian,

Our most important function in Ludlow Independent School District is to provide the safest learning environment possible for all of our students and school staff members.

Unfortunately, in recent years, Kentucky's P-12 schools have experienced an escalation of terroristic threats being made by students with intent to do harm to either other students or school staff members. Plainly stated, these are threats being made to shoot people or detonate bombs with lethal intent. In fact, between January 23 and April 30th of last school year (2018), Kentucky schools experienced (294) terroristic threats that caused widespread fear throughout the school's community and resulted in total disruption to the educational process. In many of those cases, school officials and law enforcement officials were forced to close schools to investigate the threats that had been made. In other cases, school attendance plummeted for days after the threat was made. Many school leaders have said that the emotional, instructional, and financial impacts of these acts are incalculable.

Terroristic Threatening in the second degree is defined in state law (KRS 508.078)

(1) A person is guilty of terroristic threatening in the second degree when, other than as provided in KRS 508.075, he or she intentionally:

b) Makes false statements by any means, including by electronic communication, for the purpose of:

- 1. Causing evacuation of a school building, school property, or school-sanctioned activity;**
- 2. Causing cancellation of school classes or school-sanctioned activity; or**
- 3. Creating fear of serious bodily harm among students, parents, or school personnel**

Such threats to our students and school staff are totally unacceptable and will not be tolerated. As a result, the purpose of this letter is to notify all parents and guardians that school district officials (in coordination with responding law enforcement agencies) will **pursue immediate legal charges for felony terroristic threatening in the second degree, to the absolute fullest extent of the law, against anyone who makes such threats, including students.** Moreover, we will advocate to our highest ability that the prosecution of these individuals be swift and their punishment be severe.

Our approach to eliminating terroristic threatening in our school and district is strong and unwavering, and as a result, it is imperative that you discuss this critically important matter with your student as soon as possible. School and law enforcement officials are determined to put a halt to these willful acts of terrorism being made toward our students. Please do your part to ensure that your student never becomes a party to such an offense by educating him/her on the seriousness of its consequences.

Together we can prevent this unnecessary, dangerous, and disruptive crime from victimizing our schools. I appreciate your partnership in keeping our school the safest place for your student to learn and grow.

If you have any questions or concerns, please contact me at your convenience.

Definitions of Terroristic Threatening:

508.078 Terroristic threatening in the second degree.

- (1) A person is guilty of terroristic threatening in the second degree when, other than as provided in KRS 508.075, he or she intentionally:
 - (a) With respect to any scheduled, publicly advertised event open to the public, any place of worship, or any school function, threatens to commit any act likely to result in death or serious physical injury to any person at a scheduled, publicly advertised event open to the public, any person at a place of worship, or any student group, teacher, volunteer worker, or employee of a public or private elementary or secondary school, vocational school, or institution of postsecondary education, or to any other person reasonably expected to lawfully be on school property or at a school-sanctioned activity, if the threat is related to their employment by a school, or work or attendance at school, or a school function. A threat directed at a person or persons at a scheduled, publicly advertised event open to the public, place of worship, or school does not need to identify a specific person or persons or school in order for a violation of this section to occur;
 - (b) Makes false statements by any means, including by electronic communication, for the purpose of:
 1. Causing evacuation of a school building, school property, or school-sanctioned activity;
 2. Causing cancellation of school classes or school-sanctioned activity; or
 3. Creating fear of serious bodily harm among students, parents, or school personnel;
 - (c) Makes false statements that he or she has placed a weapon of mass destruction at any location other than one specified in KRS 508.075; or
 - (d) Without lawful authority places a counterfeit weapon of mass destruction at any location other than one specified in KRS 508.075.
- (2) A counterfeit weapon of mass destruction is placed with lawful authority if it is placed as part of an official training exercise by a public servant, as defined in KRS 522.010.
- (3) A person is not guilty of commission of an offense under this section if he or she, innocently and believing the information to be true, communicates a threat made by another person to school personnel, a peace officer, a law enforcement agency, a public agency involved in emergency response, or a public safety answering point and identifies the person from whom the threat was communicated, if known.
- (4) Except as provided in subsection (5) of this section, terroristic threatening in the second degree is a Class D felony.
- (5) Terroristic threatening in the second degree is a Class C felony when, in addition to violating subsection (1) of this section, the person intentionally engages in substantial conduct required to prepare for or carry out the threatened act, including but not limited to gathering weapons, ammunition, body armor, vehicles, or materials required to manufacture a weapon of mass destruction.

Penalties

Violating a Class D felony (adult) 1-5 years imprisonment (KRS 532.020) and/or \$1,000-\$10,000 fine (KRS 532.020).

Violating a Class C felony (adult), 5-10 years imprisonment (KRS 532.020) and/or \$1,000-\$10,000 fine (KRS 532.020).

Violating a felony (juvenile) fine not to exceed \$500 (KRS 635.085), with fine assessed at the court's discretion in lieu of commitment to the Department of Juvenile Justice.

Attendance

Regular and punctual school attendance is both a privilege and a responsibility of the student and parent. Regular attendance is necessary to satisfactory progress and successful academic achievement. Absences and/or tardies without a valid excuse are in violation of school attendance policies. Excessive absenteeism and/or tardiness will result in administrative action.

PARENTS AND STUDENT SHOULD REFER TO THEIR SCHOOL'S STUDENT HANDBOOK FOR DEFINITIONS OF UNEXCUSED ABSENCES AND TARDIES.

Chronic Absenteeism: This term refers to students who miss 10% or more of the school year. The absences can be excused or unexcused. Chronic absenteeism is not punitive in that the consequence is not tied to discipline. The consequences are more long term in that a student faces a lack of academic and/or social emotional progress and may fall behind his/her peers. A student can be chronically absent from school and not be truant because the absences are excused. This does not mean they are not impacted academically and socially by the missed instruction; days missed from school add up quickly. It is important for parents, guardians, and students to be aware of how many days have been missed and be involved in discussions with the school to improve attendance.

Truancy: Truancy is punitive which means the student faces discipline for missing school. Truancy only focuses on the number of unexcused absences. Students who are habitually truant not only face the same lack of academic and social progress as a chronically absent student, but they also face court charges. Truant students have used the 10 days of district allowed parent notes and medical excuses.

KRS 159.010 for Compulsory Attendance: Parents, guardians or custodians are required to send their child/children to school except as provided in KRS 158.030. Each parent, guardian, or other person residing in the state and having custody, guardianship, or in charge of any child who has entered the primary school program or any child between the ages of six (6) and eighteen (18) shall send their child to a regular public day school for the full term that the public school of the district in which the child resides is in session, or to the public school that the Board of Education of the district makes provision for the child to attend.

KRS 159.150 Definition of Truancy: Any child who has been absent from school without a valid excuse for (3) or more days, or tardy on (3) or more days is a truant, regardless of the number of minutes tardy. Any child who has been reported as a truant (2) or more times is Habitual Truant.

KRS 159.150 Habitual Truancy: Habitually Truant students as those with six (6) or more unexcused absences.

Attendance Events: An attendance event includes any/all absences, tardies, late arrivals and/or early dismissals. Attendance calculations are as follows: Tardy Events equal 35% or less of the school day. Half Day Events equal 36%-83% of the school day. Whole Day Events equal 84% or greater of the school day.

Excused Attendance Events: Students who are absent from school are required to have a legitimate excuse. Within three (3) days of a student's return to school, he/she must present a written and dated note signed by the parent/guardian or physician explaining the absence. A maximum of ten (10) excused days each year may be excused with a signed note from a parent/guardian or doctor. If the note is not received within three days of the absence, the absence becomes unexcused. Doctor's notes and/or the Medical Excuse Form are only accepted if the original note is submitted to the school or the excuse is faxed or emailed from the doctor's office. Students who have been diagnosed with a chronic illness which impacts school attendance may consult with school administration to explore other documentation for chronic health conditions on a case-by-case basis.

Unexcused Attendance Events: Unexcused attendance events including skipping school, suspension organized skip day, and attendance events not accompanied by a note or attendance events not meeting excuse guidelines. Students with unexcused attendance events may not be permitted to attend school functions on unexcused absence days. Family vacations are considered avoidable and may be classified by the principal as unexcused.

Late Arrivals to School: Late arrivals to school include any student who does not arrive at school on time. Schools have the discretion to assign consequences for student with unexcused late arrivals following the Code of Acceptable Behavior guidelines. Chronic late arrivals will be treated as truant. **According to 702 KAR 7:125, Section 1(3), the State Law requires the legal parent/guardian sign in their elementary student.**

Classroom Tardies: Students who are not in their classroom before the tardy bell rings are considered tardy. Schools have the discretion to assign consequences for students with unexcused tardies following the Code of Acceptable Behavior and Conduct guidelines.

Early Dismissals: Any student who leaves school before the end of the school day is considered to have an early dismissal. Schools have the discretion to assign consequences for students with unexcused early dismissal following the Code of Acceptable Behavior and Conduct guidelines. Chronic early dismissals may be treated as truancy. Depending on the time of the early dismissal, this attendance event may be coded as tardy in the student information system.

Educational Enhancement Opportunity (EHO): In accordance with KRS 159.035(2), up to ten school days may be used to pursue an educational enhancement opportunity determined by the school principal to be of significant value. These opportunities may include but are not limited to, participation in educational foreign exchange program or an intensive instructional, experiential, or performance program in a core curriculum subject. To request an EHO, please request a copy from the school. Once completed, please return it to the school principal for approval.

No Pass/ No Drive

No Pass/No Drive Law (KRS 159.051) pairs the responsibility of maintaining good grades and attendance in the classroom with the privilege of driving. Student who are sixteen (16) or seventeen (17) years old who becomes academically deficient or deficient in attendance shall be reported to the Transportation Cabinet for driver's license, permit or driving privilege revocation.

Academic and Attendance Deficiencies

Academic and attendance deficiencies for students age sixteen (16) or seventeen (17) enrolled in regular, alternative, part-time, and special education programs shall be defined as follows:

- 1) They shall be deemed academically deficient if they have not received passing grades in at least four (4) courses, or the equivalent of the four (4) courses, taken in the preceding semester.
- 2) They shall be deemed deficient in attendance when they drop out of school or accumulate nine (9) unexcused absences in a class/classes for the preceding semester. Suspensions shall be considered unexcused absences.

Reinstatement of Driving Privilege: Student whose driving permit are revoked, but later meet the statutory standard for reinstatement, must then apply to the Director of Pupil Personnel to have their standing confirmed. The District shall make the required report to the appropriate agency. At minimum, the student needs to be in compliance for an entire semester prior to reinstatement.

USE OF ALCOHOL, DRUGS AND OTHER CONTROLLED PROHIBITED SUBSTANCES

Drugs, Alcohol, and Other Prohibited Substances

No pupil shall purchase, possess, attempt to possess, use, be under the influence of, sell, or transfer any of the following on or about school property, at any location of a school-sponsored activity, or en route to or from school or a school-sponsored activity:

1. Alcoholic beverages;
2. Controlled substances, prohibited drugs and substances and drug paraphernalia; and
3. Substances that “look like” a controlled substance. In instances involving look-alike substances, there must be evidence of the student’s intent to pass off the item as a controlled substance.

In addition, students shall not possess prescription drugs for the purpose of sale or distribution.

Definitions

Controlled substance means any substance or immediate precursor listed in Chapter 218A of the Kentucky Revised Statutes or any other substance added by regulation under KRS 218A.010.

Prohibited drugs include, but are not limited to, any substance that an individual may not sell, possess, use, distribute or purchase under Federal or Kentucky law.

Prohibited substances include:

1. All prescription drugs obtained without authorization, and
2. All substances however taken or used, including but not limited to, inhaling, ingesting, and/or injecting. These include, but are not limited to, prescribed and over-the-counter drugs and prohibited volatile substances as defined in KRS 217.900 that are used or intended for use for an abusive and/or intoxicating purpose.

Authorized Medication

Use of a drug authorized by and administered in accordance with a prescription from a physician or dentist shall not be considered in violation of this policy.

Penalty

Violation of this policy shall constitute reason for disciplinary action including suspension or expulsion from school and suspension or dismissal from athletic teams and/or other school-sponsored activities.

Reporting

Employees of the District shall promptly make a report to the local police department, sheriff, or Kentucky State Police, by telephone or otherwise, if they know or have reasonable cause to believe that conduct has occurred which constitutes the use, possession, or sale of controlled substances on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. In addition, when they have reasonable belief that a violation has taken place, Principals shall immediately report to law enforcement officials when an act has occurred on school property or at a school-sponsored function that involves student possession of a controlled substance on school property in violation of the law.

Prevention Program

The Superintendent shall establish a comprehensive and on-going drug-free/alcohol-free prevention program for all students which shall include notice to students and parents of the following:

1. The dangers of drug/alcohol/substance abuse in schools;
2. The District's policies and related procedures on drug-free/alcohol-free schools;
3. The requirement for mandatory compliance with the District's established standards of conduct, including those that prohibit use of alcohol, drugs and other controlled and prohibited substances;
4. Information about available drug/alcohol counseling programs and available rehabilitation/student assistance programs; and
5. Penalties that may be imposed upon students for violations of this policy.

Suspension, Expulsion, and Due Process

For certain violations, administrators, such as the Superintendent and Principal, may remove (suspend) a student from school for up to ten (10) days per incident.

Unless immediate suspension is necessary to protect persons or property or to avoid disruption of the education process, students shall not be suspended until they have been given due process (required by law). Due process must be given before educational benefits are taken away and shall include:

1. Oral or written notice of the charge(s) against the student.
2. An explanation of the evidence, if the student denies the charge(s).
3. An opportunity for the student to present his/her own version of the facts concerning the charge(s).

A report of the suspension shall be made in writing to the Superintendent and to the parent of the student being suspended.

Following legally required due process, the Board may expel any pupil from the regular school setting for misconduct as defined by law for periods longer than ten (10) days. In cases of expulsion, provision of educational services will be required unless the Board determines, on the record and supported by clear and convincing evidence, that the expelled student poses a threat to the safety of other students or school staff and cannot be placed in a state-funded agency program. Action to expel a pupil shall not be taken until the parent of the pupil has had an opportunity for a hearing before the Board.

Grievances (LISD Board Policy 09.4281)

Students and parents wishing to express an educational concern or grievance shall observe the following order of appeal:

1. Teacher
2. Principal
3. School Council (when appropriate)
4. Superintendent
5. Board of Education

Information on filing a formal complaint or grievance is available at each school and at the Central Office.

Access to Electronic Media

The Board supports the right of students, employees, and community members to have reasonable access to various information formats for students, employees, and the community and believes it is incumbent upon users to utilize this privilege in an appropriate and responsible manner.

Safety Procedures and Guidelines

The Superintendent shall develop and implement appropriate procedures to provide guidance for access to electronic media. Guidelines shall address teacher supervision of student computer use, ethical use of electronic media (including, but not limited to, the Internet, e-mail, and other District technological resources), and issues of privacy versus administrative review of electronic files and communications. In addition, guidelines shall prohibit utilization of networks for prohibited or illegal activities, the intentional spreading of embedded messages, or the use of other programs with the potential of damaging or destroying programs or data.

Internet safety measures shall be implemented that effectively address the following:

1. Controlling access by minors to inappropriate matter on the Internet and World Wide Web;
2. Safety and security of minors when they are using electronic mail, chat rooms, and other forms of direct electronic communications;
3. Preventing unauthorized access, including “hacking” and other unlawful activities by minors online;
4. Unauthorized disclosure, use and dissemination of personal information regarding minors; and
5. Restricting minor’s access to materials harmful to them.

The district shall provide reasonable public notice of, and at least one (1) public hearing or meeting to address and communicate its Internet safety measures.

Specific expectations for appropriate Internet use shall be reflected in the District’s code of acceptable behavior and discipline including appropriate orientation for staff and students.

Permission/Agreement Form

A written parental request shall be required prior to the student being granted independent access to electronic media involving District technological resources.

The required permission/agreement form, which shall specify acceptable uses, rules of on-line behavior, access privileges, and penalties for policy/procedural violations, must be signed by the parent or legal guardian of minor students (those under 18 years of age) and also by the student. This document shall be kept on file as a legal, binding document. In order to modify or rescind the agreement, the student's parent/guardian (or the student who is at least 18 years old) must provide the Superintendent with a written request.

Employee Use

Employees shall use electronic mail only for purposes directly related to work-related activities.

Employees shall not use a code, access a file, or retrieve any stored communication unless they have been given authorization to do so. (Authorization is not required each time the electronic media is accessed in performance of one's duties.) Each employee is responsible for the security of his/her own password.

Community Use

On recommendation of the Superintendent/designee, the Board shall determine when and which computer equipment, software, and information access systems will be available to the community.

Upon request to the Principal/designee, community members may have access to the Internet and other electronic information sources and programs available through the District's technology system, provided they attend any training and abide by the rules of usage established by the Superintendent/designee.

Disregard of Rules

Individuals who refuse to sign required acceptable use documents or who violate District rules governing the use of District technology shall be subject to loss or restriction of the privilege of using equipment, software, information access systems, or other computing and telecommunications technologies.

Employees and students shall be subject to disciplinary action, up to and including termination (employees) and expulsion (students) for violating this policy and acceptable use rules and regulations established by the school or District.

Responsibility of Damages

Individuals shall reimburse the Board for repair or replacement of District property lost, stolen, damaged, or vandalized while under their care. Students or staff members who deface a District web site or otherwise make unauthorized changes to a web site shall be subject to disciplinary action, up to and including expulsion and termination, as appropriate.

Responding to Concerns

School officials shall apply the same criterion of educational suitability used to review other educational resources when questions arise concerning access to specific databases or other electronic media.

Audit of Use

Users with network access shall not utilize District resources to establish electronic mail accounts through third-party providers or any other nonstandard electronic mail system.

The Superintendent/designee shall establish a process to determine whether the District's education technology is being used for purposes prohibited by law or for accessing sexually explicit materials. The process shall include, but not be limited to:

- 1) Utilizing technology that meets requirements of Kentucky Administrative Regulations and that blocks or filters internet access for both minors and adults to certain visual depictions that are obscene, child pornography, or, with respect to computers with Internet access by minors, harmful to minors;
- 2) Maintaining and securing a usage log; and
- 3) Monitoring online activities of minors.

PROCESS FOR DEVELOPMENT, MAINTENANCE AND DISTRIBUTION OF THE CODE OF ACCEPTABLE BEHAVIOR AND DISCIPLINE

A committee representing each school, the Board of Education, and the Central Office developed this Code. The Board of Education has reviewed and adopted this Code. Schools have distributed copies of the code to all students and employees of the district and to parents of students, including those who enroll after the beginning of the school year. The Superintendent has directed the Code be available in each school, with the Principal being responsible for seeing that guidance counselors and other personnel discuss its contents with students in a timely and age-appropriate manner. On request, the School District shall provide help for non-English speaking, blind, deaf, or non-reading students and parents so that they can have access to the information contained in this Code.

Each year, the Code Committee will review the Code in preparation for the coming school year. The Committee welcomes input as to how to improve this document. This code is part of the Board's policy on student behavior and discipline.

ADVISORY: After this code is distributed for the school year, changes to Board policy, including those affecting provisions of this code, may be necessary due to new and/or revised statutes and regulations and case law.

A complete copy of the Board Policy Manual is available for inspection at each school and at the Board office. Parents and community members may also reference the following additional documents on file at each school or at the Board office:

- Board of Education Policy Manual
- Kentucky Revised Statutes and Administrative Regulations
- School Student Handbooks
- District Safe Schools Plan
- SBDM Council Policies
- District Special Education Policy and Procedures Manual
- Student Records Information (FERPA)

Media and Directory Information

Parents/Guardians can choose to not allow a student’s image to be used in outside publications, such as the newspaper or the school/district’s social media. Parents/Guardians also have the right to not allow their child’s directory information to be released to organizations, such as colleges or military branches (typically applies to older students). If a parent/guardian chooses not to allow the release of both/either item listed above, the parent/guardian must notify Susan Mahan in writing. Once received, that notice will be applied to the student’s record for that full school year. Mrs. Mahan can be reached at susan.mahan@ludlow.kyschools.us or 859-261-8211.

District Personnel

STAFF	POSITION	TELEPHONE	E-MAIL
Mike Borchers	Superintendent	859-261-8210	mike.borchers@ludlow.kyschools.us
Jenny McMillen	Director of Student Services	859-261-8210	jenny.mcmillen@ludlow.kyschools.us
Jason Steffen	Director of Teaching and Learning/District Safe Schools Coordinator	859-261-8210	jason.steffen@ludlow.kyschools.us
Aubrey Cahill	Director of Special Education	859-261-8210	aubry.cahill@ludlow.kyschools.us
Travis Caudill	High School Principal	859-261-8211	travis.caudill@ludlow.kyschools.us
Steve Hart	High School Assistant Principal	859-261-8211	steve.hart@ludlow.kyschools.us
Tonya Brummer	Elementary Principal	859-261-2100	tonya.brummer@ludlow.kyschools.us
Jordan Goodpaster	FRYSC Coordinator	859-261-3223	jordan.goodpaster@ludlow.kyschools.us
Kyle Fancher	District Technology Coordinator	859-261-8210	kyle.fancher@ludlow.kyschools.us
Pam Saylor	Student Information Systems Coordinator	859-261-8210	pam.saylor@ludlow.kyschools.us
Lisa Brownfield	Director of Food Services	859-655-7522	lisa.brownfield@ludlow.kyschools.us

SPECIAL NOTE

TO: Parents, Guardians and School Employees

FROM: Mr. Mike Borchers /LEA Designee

SUBJECT: Asbestos Management Plan for Ludlow Independent Schools
2022-2023 Academic School Year

This notice is sent to assure you that Ludlow Independent Schools is in compliance with both national and state regulations and laws relating to building materials which contain asbestos that have been used in building construction in past years.

An inspection for building materials which contain asbestos has been completed for all school buildings owned, leased or otherwise occupied by Ludlow Independent Schools. This inspection has been conducted by a certified inspector, and the material samples were evaluated by an accredited laboratory. Building materials containing as little as two percent (2%) asbestos or assumed positive have been identified and made a part of an Asbestos Management Plan for the school system.

A complete Asbestos Management Plan for the school is available at the Principal's office during regular business hours.

We will continue to notify you at least once each year on the status of the Asbestos Management Plan. Additional notifications may be issued as a result of an additional inspection, normal surveillance practices, response actions or remodeling work which might disturb building materials which contain asbestos. Every precaution will continue to be utilized in order to protect the well-being of students and employees of Ludlow Independent Schools.

**Confirmation of Receipt
Code of Acceptable Behavior and Discipline**

I have received a copy of the Ludlow Independent Schools
Code of Acceptable Behavior and Discipline for the 2022-2023 school year.
I have read the code and agree to abide by its content.

Parent	Date
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Student	Date
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Date Form Received by School

**PLEASE TEAR OUT, SIGN, AND RETURN TO YOUR CHILD'S
HOMEROOM TEACHER**