

Isaac Bear Discipline Plan

2025-2026

Level I Violations (Classroom Level)

Teachers will handle minor violations that occur in the classroom according to classroom expectations, which have been posted and reviewed. These behaviors should be handled by the teacher, and should not be an office referral until there is a demonstrated pattern of behavior and parent contact has been made.

Inappropriate behaviors include but are not limited to:

- Being in an unauthorized area
- Disruptive behavior (Being out of your seat, horseplay, throwing items, etc.)
- Dress code
- Inappropriate behavior (off-task, profanity, sleeping, etc.)
- Inappropriate items on school property
- Public Displays of Affection (PDA)

Level I Consequences (documented in Educator's Handbook as classroom actions)

- 1st: Teacher-directed consequence** (Suggestion: verbal warning)
- 2nd: Teacher-directed consequence** (Parent Meeting with Team & Counselor)
- 3rd: Teacher-directed consequence** (Parent Meeting with Principal)
- 4th: Office referral** (*Becomes a Level II Violation*)

Level II Violations

Violations of the following policies will result in an Office Referral and possible suspension up to ten (10) days. Our best efforts will be made to minimize lost instructional time for disciplinary consequences. Additional violations may result in short or long term suspension for persistent disobedience.

- Fourth referral of a level I violations demonstrating a pattern of *the same kind* behavior
- Academic Integrity
- Inappropriate literature/illustrations/comments
- Symbols of gang affiliation (also confiscated)
- Disrespect of faculty & staff (including profanity)
- Possession of tobacco products, including E-cigarettes, and Vape Products (items confiscated)
- Skipping (cutting class or leaving class without permission)
- Misuse of technology (May also result in loss of internet privileges at school)

Level II Consequences:

1st Violation:	Lunch Detention with Administration with Parental Contact
2nd Violation:	After School Detention with Administration with Parental Contact
3rd Violation:	ISS 1 Day with Principal with Parental Contact
4th Violation:	OSS 1 Day with Parental Contact
5th Violation:	OSS 2 Days with Parental Contact
6th Violation:	OSS, 3 Days with Parental Contact

Level III Violations

Violations of the following New Hanover County Schools Code of Student Conduct or the UNCW Code of Student Life may result in Out of School Suspension for up to ten (10) days and possible long-term suspension:

- Arson
- Bullying (including cyber-bullying), harassment, and discrimination
- Disruption of the learning environment
- Extortion or hazing
- Indecent exposure
- Non-compliance with directions of school personnel (insubordination)
- Physical and/or verbal abuse (fighting)
- Possession of weapons and dangerous instruments, including look-alike weapons
- Possession, transmission or use of narcotics, alcoholic beverages, controlled substances, chemicals, or drug paraphernalia
- Sexual misconduct
- Theft, damage, vandalism
- Threatening school personnel

Level III Consequences: Parental contact for all level III Consequences

1st Violation: OSS 3-5 Days

2nd Violation: OSS 10 Days & May result in recommendation for Long-Term Suspension

For Violations falling within Levels I-III, Supervised Campus Community Service and Restitution may be used as a consequence in addition to or in lieu of the prescribed consequence. This must be approved by the principal.

Level IV Violations: Parental contact for all level IV Consequences

Violations of the following New Hanover County Schools Code of Student Conduct or the UNCW Code of Student Life will result in a mandatory 10-day suspension and a recommendation for Long-Term Suspension, or possible dismissal from The University of North Carolina Wilmington:

- Possession of a weapon, destructive devices, or other dangerous instruments or substances on any school property, including vehicles
- The possession, manufacture, sale, or delivery, or any attempted sale or delivery, of a controlled substance in violation of Chapter 90 of the General Statutes.
- A second offense involving usage and/or possession of controlled substances, narcotics, alcoholic beverages, stimulant drugs, and related paraphernalia, or any violation of the NC Toxic Vapors Act

- Rape, sexual offense, or sexual assault
- Sexual harassment
- Making a bomb, terror threat, or hoax
- Battery involving a weapon or causing serious injury
- Any other serious conduct that indicates that the student is a danger to other students or staff, or where there is a significant risk that the student will be a danger to other students or staff

Level V Violations: Parental contact for level V Consequences

Violations of the following New Hanover County Schools Code of Student Conduct may result in Expulsion from school for 365 days, or the possible dismissal from The University of North Carolina Wilmington:

- Possession of or bringing a firearm or destructive device on educational property or to a school sponsored event off educational property

Behavior violations that do not fit into our level of consequences will be handled on an individual basis. Please be advised that neither the Isaac Bear Discipline Plan nor the New Hanover County Discipline Handbook is all-inclusive. Incidents cited will be dealt with according to federal, state, and local policies and laws. The NHCS Policy Manual may be found at:

[https://boardpolicyonline.com/bl/?b=hanover county new](https://boardpolicyonline.com/bl/?b=hanover%20county%20new)

Nondiscrimination

Isaac Bear Early College does not discriminate in relation to race, sex, age, religion, national background, handicap, or other human differences in all matters concerning our customers. This policy of nondiscrimination is in accordance with Board Policy 1720.