

**TO:** Members, Calcasieu Parish School Board  
**FROM:** Robert Barrentine, Chief Operations Officer  
**DATE:** November 18, 2025 – 5:00 p.m.  
**SUBJECT:** Administrative and Personnel Committee Meeting

**AGENDA**

**A & P Committee Meeting Items**

1. Policy Updates & Revision
  - a. Education of Students with Exceptionalities – IDDF
  - b. Cameras in Special Education Classrooms – IDDFC
  - c. Equal Education Opportunities – JAA
  - d. Discipline – JD
  - e. Corporal Punishment – JDA
  - f. Equal Opportunity Employment – GAAA
  - g. Sexual Harassment – GAEEA
2. Personnel Report (Information only)
  - a. Fall 2025-2026 Certification Data
3. Transportation Report (Information only)
  - a. Master Instruction Time Schedule (Staggered Start Discussion)

**A & P Committee Members:**

Dean Roberts, Chair  
Shawn Baumgarten  
Russell Castille  
Billy Breaux  
Patrick Pichon

Karen Hardy McReynolds, Vice Chair  
Tony O'Banion  
Desmond Wallace  
Dr. Betty Washington  
Phyllis Ayo

*Building Foundations for the Future*

## EDUCATION OF STUDENTS WITH EXCEPTIONALITIES

The Calcasieu Parish School Board shall make available a free appropriate public education in the least restrictive educational environment to each student with an exceptionality, ages three through twenty-one, who is a resident of the geographical boundaries of the school district. Special education and related services may be provided by the School Board to eligible children with exceptionalities under three years of age. Generally, identified children shall be screened and evaluated to determine eligibility to receive special education and related services. If it is determined through the evaluation process that a child has a disability and, by reason thereof, needs special education and related services, then the child is classified in accordance with Louisiana's *Pupil Appraisal Handbook*, Bulletin 1508, and becomes eligible to receive special education services. All special education services shall be provided to eligible students with exceptionalities in accordance with the regulations outlined in *Regulations for the Implementation of the Exceptional Children's Act*, Bulletin 1706 and all other applicable federal and state regulations.

The School Board shall establish and maintain policies and procedures in accordance with federal and state laws and regulations to ensure that students with exceptionalities and their parents are provided the necessary procedural safeguards with respect to the provision of free appropriate public education by the School Board.

### NOTIFICATION OF INDIVIDUAL RIGHTS

Each school shall provide parents, legal guardians, or tutors of students with exceptionalities written information regarding legal procedures affecting the transfer of individual rights from parent, legal guardian, or tutor to child when the child attains the age of majority, including but not limited to supported decision making, power of attorney, continuing or permanent tutorship, and limited and full interdiction. The document shall inform parents, legal guardians, or tutors and how each option relates to such transfer of rights.

At the child's first Individualized Education Program (IEP) meeting of the school year, the document shall be provided to a parent, legal guardian, or tutor of each child who is fourteen, fifteen, sixteen, or seventeen years old who participates in alternate assessment pursuant to La. Rev. Stat. Ann. §17:24.4(F)(3) or an alternate pathway to promotion pursuant to La. Rev. Stat. Ann. §17:24.4(H). Parents, legal guardians, or tutors shall be provided a form by which to confirm receipt of the information.

### SECLUSION AND RESTRAINT

The School Board recognizes that, in order for students to receive a free appropriate public education, a safe learning environment needs to be provided. In doing so, the School Board also recognizes that there are circumstances in school under which

reasonable and appropriate measures and techniques will need to be employed in dealing with students with exceptionalities who pose an imminent risk of harm to self or others.

The School Board fully supports the use of positive behavior interventions and support when addressing student behavior. The School Board reserves its right, however, to use physical restraint and/or seclusion consistent with state law to address the behavior of a student with an exceptionality when school personnel reasonably believe the behavior poses an imminent risk of harm to the student or others. The School Board shall not preclude the use of physical restraint and/or seclusion performed consistent with the requirements of a student's *Individualized Education Program* (IEP) or behavior intervention/management plan.

The provisions regarding seclusion and restraint shall not be applicable to a student who has been deemed to be gifted or talented under Bulletin 1508, unless the student has been identified as also having a disability under Bulletin 1508.

### Definitions

Crisis intervention means the implementation of an action plan for school personnel to implement when a student exhibits disruptive behaviors that prevent him from participating in classroom or daily activities. Crisis intervention may include the following:

The use of positive behavioral supports and sensory rooms or other calming spaces intentionally designed to help comfort and stabilize a student so that he may return to the classroom or daily activities.

In extraordinary circumstances, the use of seclusion and physical restraint as a means to safely de-escalate a situation in which a student poses a risk of imminent risk of harm to self or others.

Information about a school's use of crisis intervention, including the proper use of seclusion and physical restraint, shall be included in a school's student handbook and made available to the parent and legal guardian of each student with an *Individualized Education Program* or *Behavioral Intervention Plan*.

*Imminent risk of harm* shall mean an immediate and impending threat of a person causing substantial physical injury to self or others.

*Seclusion* shall mean a procedure that isolates and confines a student in a designated separate room or area until he or she is no longer an ~~immediate danger~~ imminent risk of harm to self or others. Seclusion shall be used only as a last resort when de-escalation and other positive behavioral support attempts have failed and the student continues to pose an imminent risk of harm to self or others. Seclusion shall not be used as a routine school safety, discipline, or intervention measure or to address behaviors such as general non-compliance, self-stimulation, academic refusal, and other behaviors that, while

disruptive to a classroom setting or other daily school activities, do not present an imminent risk of harm to self or others. School employees shall respond to such behaviors with less strenuous and less restrictive techniques, such as those included in a school's or student's crisis intervention plan or a student's Individualized Education Program or Behavioral Intervention Plan.

*Seclusion room* means a room or other confined area, used on an individual basis, in which a student is removed from the regular classroom setting for a limited time to allow the student the opportunity to regain control in a **private safe, secure and supervised** setting and from which the student is involuntarily prevented from leaving until he/she is no longer at risk of imminent harm to self or others. A seclusion room shall:

- Be free of any object that poses a danger to the student placed in the room.
- Have an observation window and be of a size that is appropriate for the student's size, behavior, and chronological and developmental age.
- Have a ceiling height and heating, cooling, ventilation, and lighting systems comparable to operating classrooms in the school.

*Sensory room* means a room or space that is used for the monitored separation of a student in an unlocked setting in which school personnel may use positive behavioral interventions and support to help to calm or stabilize a student's disruptive behavior. A sensory room may also be referred to as a "calming room", "calming space", "comfort room", "comfort space", "sensory space", "timeout room", or "timeout space". The appropriate use of sensory rooms shall not be considered seclusion, which shall only be used for the limited purpose of responding to a student posing an imminent risk of harm to self or others.

*Mechanical restraint* means the application of any device or object used to limit a person's movement. Mechanical restraint does *not* include:

1. A protective or stabilizing device used in strict accordance with the manufacturer's instructions for proper use and which is used in compliance with orders issued by an appropriately licensed health care provider; and
2. Any device used by a duly licensed law enforcement officer in the execution of his/her official duties.

*Physical restraint* means ~~bodily force used to limit a person's movement~~ the use of manual restraint techniques that involve physical force applied to restrict the movement of all or part of a person's body. Physical restraint does *not* include:

1. Consensual, solicited, or unintentional contact.

2. Momentary blocking of a student's action if the student's action is likely to result in harm to the student or other person.
3. A school employee holding a student for less than three consecutive minutes within any given hour for the protection of the student or others.
4. ~~Holding of a student, by one~~ A school employee holding a student for the purpose of calming or comforting the student, provided the student's freedom of movement or normal access to his or her body is not restricted.
5. Minimal physical contact for the purpose of safely escorting a student from one area to another.
6. Minimal physical contact for the purpose of assisting the student in completing a task or response.

Positive *behavior behavioral interventions and support* means a systematic approach to embed evidence-based practices and data-driven decision making when addressing student behavior in order to improve school climate and culture.

*School Employee* means a teacher, paraprofessional, administrator, support staff member, or a provider of related services.

School health designee means a school employee designated to assess the use of seclusion and physical restraint in the event that a school nurse is not present on a school campus at the time such measure is used.

Written guidelines and procedures means the written guidelines and procedures adopted by the School Board regarding appropriate responses to student behavior which may require intervention.

#### Documentation and Notification

Each principal or his/her designee shall notify each parent or legal guardian of a student enrolled at the school with an Individualized Education Program of the prohibition of the use of seclusion and physical restraint if the student has a condition who is known to have any medical or psychological condition that precludes such action, as certified by a pediatrician, neurologist, or mental health provided in a written statement provided to the school in which the student is enrolled. Such notification shall be made annually and be incorporated into the student's Individualized Education Program meeting.

The parent or other legal guardian of a student who has been placed in seclusion or physically restrained shall be notified ~~as soon as possible~~ by phone as soon as practicable but no later than the end of the same school day. The student's parent or other legal guardian shall also be notified in writing, ~~within twenty-four (24) hours~~ as outlined below,

of each incident of seclusion or physical restraint. ~~Such notice shall include the reason for such seclusion or physical restraint, the procedures used, the length of time of the student's seclusion or physical restraint, and the names and titles of any school employee involved.~~ The director or supervisor of special education shall be notified any time a student is placed in seclusion or is physically restrained.

~~A school employee who has placed a student in seclusion or who has physically restrained a student shall document and report each incident. Such report shall be submitted to the school principal not later than the next school day immediately following the day on which the student was placed in seclusion or physically restrained and a copy shall be provided to the student's parent or legal guardian.~~

A school employee who secluded or physically restrained a student shall document and report the incident in accordance with School Board policies. The employee shall submit such report to the school principal by the end of the next school day following the incident. The principal or his designee shall submit the report to the parent by the end of the next school day following receipt of the report. At a minimum, the incident report shall include the following:

1. The name, age, grade, gender, race, and disability of the student secluded or restrained.
2. The date, time, location, and duration of the seclusion or physical restraint.
3. The name and title of each school employee involved and who was a witness.
4. A description of the events requiring the use of seclusion or physical restraint, including a description of the procedures and types of restraint used, any actions taken in an attempt to de-escalate the situation, and the student's behavior that suggest the student posed an imminent risk of harm to self or others.
5. A description of any student injuries, visible marks, or medical emergencies that occurred during or after the seclusion or physical restraint.
6. A description of the actions taken immediately following the student's release from seclusion or physical restraint, including actions to notify the student's parent or legal guardian.
7. A description of the student's actions immediately following the student's release from seclusion or restraint.

~~The guidelines and procedures regarding seclusion and restraint maintained by the Superintendent and staff shall be provided to the Louisiana Department of Education (LDE), all school employees, and every parent of a student identified with a disability under Bulletin 1508.~~

All instances where seclusion or physical restraint is used to address student behavior of students with disabilities under Bulletin 1508 shall be reported, in accordance with the Louisiana Board of Elementary and Secondary Education (BESE) policy, by the School Board to the [Louisiana Department of Education](#) (LDE).

### Guidelines and Procedures

The School Board shall require the Superintendent and staff to maintain adequate written guidelines and procedures governing the use of seclusion and physical restraint of students in accordance with federal and state law, as well as regulations and guidelines promulgated by BESE. ~~The School Board shall approve written guidelines and procedures regarding appropriate responses to student behavior that may require immediate intervention using seclusion and/or restraint.~~ The written guidelines and procedures shall be provided to all school employees and every parent of a student with an exceptionality and shall include reporting requirements and follow-up procedures, including notification requirements for school officials, notification to the student's parent or legal guardian, and reporting of seclusion and restraint incidents to the LDE.

At the beginning of each school year, the written guidelines and procedures adopted by the School Board shall be posted at each school under the jurisdiction of the School Board, and on the School Board's website.

### Follow Up

Following any situation resulting in the use of physical seclusion or restraint of a student, a *Functional Behavioral Assessment* (FBA) should be considered. If a student subject to the use of seclusion or physical restraint is involved in ~~five (5)~~ three (3) such incidents in the school year, the student's *Individualized Education Program* (IEP) team shall review and revise the student's Behavior Intervention Plan (BIP) including any crisis intervention plans, to include any appropriate and necessary behavioral supports. Thereafter, if the student's challenging behavior continues or escalates, requiring repeated use of seclusion or physical restraint ~~practices~~, the special education director or supervisor or his/her designee shall review the student's plans at least once every three (3) weeks.

### Employee Training Requirements

The Superintendent or his/her designee shall be responsible for conducting or obtaining appropriate training programs for school personnel designed to address the use of seclusion and restraint techniques with students with disabilities. In addition, positive behavioral intervention strategies, crisis intervention, and de-escalation, as well as other procedures, may also be included in any training.

Charter Schools

Notwithstanding any state law, rule, or regulation to the contrary and except as may be otherwise specifically provided for in an approved charter, a charter school established and operated in accordance with State law, including its approved charter and the school's officers and employees, shall be subject to the School Board's policy and written procedures and guidelines regarding the use of seclusion and restraint with students with exceptionalities.

Revised: December, 2008  
Revised: December, 2011  
Revised: February, 2012  
Revised: October 8, 2013

Revised: February 14, 2017  
Revised: October, 2024  
Revised: October, 2025

Ref: 20 USCA '1400 et seq. (*Individuals with Disabilities Education Act*); 34 CFR '300.308 (*Assistance to States for the Education of Children with Disabilities*); La. Rev. Stat. Ann. "17:7, 17:416.21, 17:1941, 17:1942, 17:1943, 17:1944, 17:1945, 17:1946, 17:1947; *Pupil Appraisal Handbook*, Bulletin 1508, Louisiana Department of Education; *Regulations for the Implementation of the Exceptional Children's Act*, Bulletin 1706, Louisiana Department of Education; Board minutes, 4-21-09, 10-8-13, 2-14-17.

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At the child's first Individualized Education Program (IEP) meeting of the school year, the document shall be provided to a parent, legal guardian, or tutor of each child who is fourteen, fifteen, sixteen, or seventeen years old who participates in alternate assessment pursuant to La. Rev. Stat. Ann. §17:24.4(F)(3) or an alternate pathway to promotion pursuant to La. Rev. Stat. Ann. §17:24.4(H). Parents, legal guardians, or tutors shall be provided a form by which to confirm receipt of the information.

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The provisions regarding seclusion and restraint shall not be applicable to a student who has been deemed to be gifted or talented under Bulletin 1508, unless the student has been identified as also having a disability under Bulletin 1508.

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Information about a school's use of crisis intervention, including the proper use of seclusion and physical restraint, shall be included in a school's student handbook and made available to the parent and legal guardian of each student with an *Individualized Education Program* or *Behavioral Intervention Plan*.

*Imminent risk of harm* shall mean an immediate and impending threat of a person causing substantial physical injury to self or others.

*Seclusion* shall mean a procedure that isolates and confines a student in a designated separate room or area until he or she is no longer an imminent risk of harm to self or others. Seclusion shall be used only as a last resort when de-escalation and other positive behavioral support attempts have failed and the student continues to pose an imminent risk of harm to self or others. Seclusion shall not be used as a routine school safety, discipline, or intervention measure or to address behaviors such as general non-compliance, self-stimulation, academic refusal, and other behaviors that, while

disruptive to a classroom setting or other daily school activities, do not present an imminent risk of harm to self or others. School employees shall respond to such behaviors with less strenuous and less restrictive techniques, such as those included in a school's or student's crisis intervention plan or a student's Individualized Education Program or Behavioral Intervention Plan.

*Seclusion room* means a room or other confined area, used on an individual basis, in which a student is removed from the regular classroom setting for a limited time to allow the student the opportunity to regain control in a safe, secure and supervised setting and from which the student is involuntarily prevented from leaving until he/she is no longer at risk of imminent harm to self or others. A seclusion room shall:

- Be free of any object that poses a danger to the student placed in the room.
- Have an observation window and be of a size that is appropriate for the student's size, behavior, and chronological and developmental age.
- Have a ceiling height and heating, cooling, ventilation, and lighting systems comparable to operating classrooms in the school.

*Sensory room* means a room or space that is used for the monitored separation of a student in an unlocked setting in which school personnel may use positive behavioral interventions and support to help to calm or stabilize a student's disruptive behavior. A sensory room may also be referred to as a "calming room", "calming space", "comfort room", "comfort space", "sensory space", "timeout room", or "timeout space". The appropriate use of sensory rooms shall not be considered seclusion, which shall only be used for the limited purpose of responding to a student posing an imminent risk of harm to self or others.

*Mechanical restraint* means the application of any device or object used to limit a person's movement. Mechanical restraint does *not* include:

1. A protective or stabilizing device used in strict accordance with the manufacturer's instructions for proper use and which is used in compliance with orders issued by an appropriately licensed health care provider; and
2. Any device used by a duly licensed law enforcement officer in the execution of his/her official duties.

*Physical restraint* means the use of manual restraint techniques that involve physical force applied to restrict the movement of all or part of a person's body. Physical restraint does *not* include:

1. Consensual, solicited, or unintentional contact.

2. Momentary blocking of a student's action if the student's action is likely to result in harm to the student or other person.
3. A school employee holding a student for less than three consecutive minutes within any given hour for the protection of the student or others.
4. A school employee holding a student for the purpose of calming or comforting the student, provided the student's freedom of movement or normal access to his or her body is not restricted.
5. Minimal physical contact for the purpose of safely escorting a student from one area to another.
6. Minimal physical contact for the purpose of assisting the student in completing a task or response.

*Positive behavioral interventions and support* means a systematic approach to embed evidence-based practices and data-driven decision making when addressing student behavior in order to improve school climate and culture.

*School Employee* means a teacher, paraprofessional, administrator, support staff member, or a provider of related services.

*School health designee* means a school employee designated to assess the use of seclusion and physical restraint in the event that a school nurse is not present on a school campus at the time such measure is used.

*Written guidelines and procedures* means the written guidelines and procedures adopted by the School Board regarding appropriate responses to student behavior which may require intervention.

#### Documentation and Notification

Each principal or his/her designee shall notify each parent or legal guardian of a student enrolled at the school with an Individualized Education Program of the prohibition of the use of seclusion and physical restraint if the student has a condition who is known to have any medical or psychological condition that precludes such action, as certified by a pediatrician, neurologist, or mental health provided in a written statement provided to the school in which the student is enrolled. Such notification shall be made annually and be incorporated into the student's Individualized Education Program meeting.

The parent or other legal guardian of a student who has been placed in seclusion or physically restrained shall be notified by phone as soon as practicable but no later than the end of the same school day. The student's parent or other legal guardian shall also be notified in writing, as outlined below, of each incident of seclusion or physical restraint.

The director or supervisor of special education shall be notified any time a student is placed in seclusion or is physically restrained.

A school employee who secluded or physically restrained a student shall document and report the incident in accordance with School Board policies. The employee shall submit such report to the school principal by the end of the next school day following the incident. The principal or his designee shall submit the report to the parent by the end of the next school day following receipt of the report. At a minimum, the incident report shall include the following:

1. The name, age, grade, gender, race, and disability of the student secluded or restrained.
2. The date, time, location, and duration of the seclusion or physical restraint.
3. The name and title of each school employee involved and who was a witness.
4. A description of the events requiring the use of seclusion or physical restraint, including a description of the procedures and types of restraint used, any actions taken in an attempt to de-escalate the situation, and the student's behavior that suggest the student posed an imminent risk of harm to self or others.
5. A description of any student injuries, visible marks, or medical emergencies that occurred during or after the seclusion or physical restraint.
6. A description of the actions taken immediately following the student's release from seclusion or physical restraint, including actions to notify the student's parent or legal guardian.
7. A description of the student's actions immediately following the student's release from seclusion or restraint.

All instances where seclusion or physical restraint is used to address student behavior of students with disabilities under Bulletin 1508 shall be reported, in accordance with the Louisiana Board of Elementary and Secondary Education (BESE) policy, by the School Board to the Louisiana Department of Education (LDE).

#### Guidelines and Procedures

The School Board shall require the Superintendent and staff to maintain adequate written guidelines and procedures governing the use of seclusion and physical restraint of students in accordance with federal and state law, as well as regulations and guidelines promulgated by BESE. The written guidelines and procedures shall be provided to all school employees and every parent of a student with an exceptionality and shall include reporting requirements and follow-up procedures, including notification requirements for

school officials, notification to the student's parent or legal guardian, and reporting of seclusion and restraint incidents to the LDE.

At the beginning of each school year, the written guidelines and procedures adopted by the School Board shall be posted at each school under the jurisdiction of the School Board, and on the School Board's website.

#### Follow Up

Following any situation resulting in the use of physical seclusion or restraint of a student, a *Functional Behavioral Assessment* (FBA) should be considered. If a student subject to the use of seclusion or physical restraint is involved in three (3) such incidents in the school year, the student's *Individualized Education Program* (IEP) team shall review and revise the student's Behavior Intervention Plan (BIP) including any crisis intervention plans, to include any appropriate and necessary behavioral supports. Thereafter, if the student's challenging behavior continues or escalates, requiring repeated use of seclusion or physical restraint, the special education director or supervisor or his/her designee shall review the student's plans at least once every three (3) weeks.

#### Employee Training Requirements

The Superintendent or his/her designee shall be responsible for conducting or obtaining appropriate training programs for school personnel designed to address the use of seclusion and restraint techniques with students with disabilities. In addition, positive behavioral intervention strategies, crisis intervention, and de-escalation, as well as other procedures, may also be included in any training.

#### Charter Schools

Notwithstanding any state law, rule, or regulation to the contrary and except as may be otherwise specifically provided for in an approved charter, a charter school established and operated in accordance with State law, including its approved charter and the school's officers and employees, shall be subject to the School Board's policy and written procedures and guidelines regarding the use of seclusion and restraint with students with exceptionalities.

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## CAMERAS IN SPECIAL EDUCATION CLASSROOMS

~~The Calcasieu Parish School Board shall develop procedures pursuant to this policy, and upon approval of such request, and receipt of funding, shall install and operate the cameras for the installation and operation of cameras that record both video and audio in special education classrooms, in accordance with state law, and the policy and procedures of the School Board.~~

The Calcasieu Parish School Board shall install and operate cameras that record both video and audio in each special education classroom, as required by state law, and in accordance with procedures promulgated by the Superintendent. The School Board shall verify periodically that the cameras remain in operation. Should a camera be out of operation for more than two (2) consecutive days, the school shall provide notice to parents of students in the affected classrooms via normal school communication channels.

For purposes of this policy, *classroom* shall mean a self-contained classroom or other special education setting in which a majority of students in regular attendance are provided special education and related services and are assigned to one or more self-contained classrooms or other special education settings for at least fifty percent (50%) of the instructional day ~~and for which a parent or legal guardian has requested a camera to be installed~~. Classroom *shall not* mean special education classrooms and other special education settings where the only students with exceptionalities receiving special education and related services are those who have been deemed to be gifted or talented and have not been identified as also having a disability.

The School Board shall ensure/provide:

1. Proper location and placement of cameras. The recording of the interior of a restroom or any area designated for students to change or remove clothing shall be prohibited.
2. Written notice of the placement of the cameras shall be provided to persons who enter a classroom where a camera is installed, including teachers and other school employees, students in the classroom, the students' parents and legal guardians, and authorized visitors.
3. Training concerning the provisions of this policy for any teacher or other school employee who provides services in a classroom where cameras are installed.
4. Procedures for proper retention, storage, and disposal of the video and audio data recorded. Recordings shall be retained for at least one month from the recording date.

5. Protection of student privacy and development of procedures for determining to whom and under what circumstances the recordings may be disclosed including:
  - A. Limiting viewing of the recordings to the Superintendent or his/her designee and the parent or legal guardian of a recorded student upon request.
  - B. Requiring any person who views a recording and who suspects the recordings show a violation of state or federal law to report the suspected violation to the appropriate law enforcement agency.
6. Each camera installed shall be in compliance with the National Fire Protection Association's Life Safety Code.
- ~~7. Procedures for the approval or disapproval of a request for the installation and operation of cameras in a classroom.~~
8. Procedures regarding how a parent or legal guardian may request to review a recording, under what circumstances a request may be made, and any limitations to a request.
- ~~9. Procedures regarding how a parent or legal guardian may request the installation and operation of cameras in his child's classroom.~~

Recordings made pursuant to this policy shall be confidential and shall not be public record. However, a recording may be viewed by the Superintendent or his/her designee, the parent or legal guardian of a recorded student, or by law enforcement officials as provided in the policies required by item number 5 above.

The recordings shall not be considered "personally identifiable information" as defined in La. Rev. Stat. Ann. §17:3914.

New policy: January 10, 2023  
Revised: August, 2025

Ref: La. Rev. Stat. Ann. §17:1948; Board minutes, 1-10-23.

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3. Training concerning the provisions of this policy for any teacher or other school employee who provides services in a classroom where cameras are installed.
4. Procedures for proper retention, storage, and disposal of the video and audio data recorded. Recordings shall be retained for at least one month from the recording date.
5. Protection of student privacy and development of procedures for determining to whom and under what circumstances the recordings may be disclosed including:
  - A. Limiting viewing of the recordings to the Superintendent or his/her designee and the parent or legal guardian of a recorded student upon request.
  - B. Requiring any person who views a recording and who suspects the

recordings show a violation of state or federal law to report the suspected violation to the appropriate law enforcement agency.

6. Each camera installed shall be in compliance with the National Fire Protection Association's Life Safety Code.
7. Procedures regarding how a parent or legal guardian may request to review a recording, under what circumstances a request may be made, and any limitations to a request.

Recordings made pursuant to this policy shall be confidential and shall not be public record. However, a recording may be viewed by the Superintendent or his/her designee, the parent or legal guardian of a recorded student, or by law enforcement officials as provided in the policies required by item number 5 above.

The recordings shall not be considered "personally identifiable information" as defined in La. Rev. Stat. Ann. §17:3914.

New policy: January 10, 2023  
Revised: August, 2025

Ref: La. Rev. Stat. Ann. §17:1948; Board minutes, 1-10-23.

## EQUAL EDUCATION OPPORTUNITIES

It shall be the policy of the Calcasieu Parish School Board that the school district shall place an equal emphasis upon the nondiscriminatory provision of educational opportunities for children and no person shall be excluded from participation in, denied the benefits of, or subject to discrimination in any education program or activity on the basis of race, color, disability, religion, national origin, [military status](#), natural, protective, or cultural hairstyle, age, or sex. All programs offered by schools within the school district shall be open to all students in compliance with statutory and judicial requirements.

The Superintendent and/or his/her representative shall investigate any and all complaints of prohibited discriminatory action. When School Board policies do not provide the method by which or to whom complaints are to be made, complaints may be submitted to either the School Board's Chief Operating Officer or to the Chief Academic Officer, 3310 Broad Street, Lake Charles, Louisiana 70615, (337) 217-4008. Except with respect to allegations of sexual harassment of students, employees, and applicants for admission or employment, the investigation shall be in accordance with the procedures set forth in School Board policy *GAMC, Investigations*. Sexual harassment investigation procedures are contained in policies *JCED, Title IX and Sexual Harassment*, and *JCED-AP, Title IX and Sexual Harassment Administrative Procedures*.

Revised: March 9, 2021

Revised: January 10, 2023

Revised: September 2025

Ref: 20 USC 1401 et seq. (*Education of Individuals with Disabilities*); 20 USC 1681 et seq. (*Title IX of the Education Amendments of 1972*); 29 USC 621 et seq. (*Age Discrimination in Employment*); 29 USC 794 (*Nondiscrimination Under Federal Grants and Program*); 42 USC 1983 (*Civil Action for Deprivation of Rights*); 42 USC 2000c (1-9) (*1964 Civil Rights Act*); 42 USC 2000d (1-6) (*1964 Civil Rights Act*); La. Rev. Stat. Ann. §17:111; Singleton v. Jackson Municipal Separate School District, 419 F.2d 1211 (5th Cir. 1969); San Antonio Independent School District v. Rodriguez, 93 S.Ct. 1278 (1973); Ross v. Moffitt, 94 S.Ct. 437 (1974); Regents of University of California v. Bakke, 98 S.Ct. (1978); Board minutes, 3-9-21, 1-10-23.

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The Calcasieu Parish School Board shall endeavor to address student behavior with a focus on evidence-based interventions and supports, and to prioritize classroom- and school-based interventions in lieu of out-of-school disciplinary removals to address student misconduct in order to minimize the loss of academic instructional time. Every teacher and other school employee shall endeavor to hold each accountable for his/her behavior in school, or on the playgrounds of the school, on any school bus, on the street or while going to or returning from school, during intermission or recess, or at any school sponsored activity or function.

To assist the teacher, the School Board shall establish regulations for the use of disciplinary measures within the schools and continually monitor and appraise their usefulness. Discipline shall be administered uniformly, consistently, and in a nondiscriminatory manner, in accordance with the School Board's *Student Code of Conduct*.

Principals shall have both the authority and the duty to take disciplinary action whenever the behavior of any student(s) materially interferes with or substantially disrupts the maintenance of a proper atmosphere for learning within the classroom or other parts of the school. However, no student shall be disciplined in any manner by the School Board or school administrator, teacher, or other school employee for the use of force upon another person when it can be reasonably concluded that the use of such force more probably than not was committed solely for the purpose of preventing a forcible offense against the student or a forcible offense provided that the force used shall be reasonable and apparently necessary to prevent such offense. A student who is the aggressor or who brings on a difficulty cannot claim the right stated above to defend himself/herself.

Each teacher and school employee may take disciplinary action to correct a student who violates school rules or who interferes with an orderly education process. No principal or administrator shall prohibit or discourage a teacher or school employee from taking disciplinary action, recommending disciplinary action, or completing a form to initiate disciplinary action against a student who violates school policy or who interferes with an orderly education process. No principal or administrator shall retaliate or take adverse employment action against a teacher or school employee for taking disciplinary action against a student if the disciplinary action that the teacher takes is in accordance with

School Board policy.

Disciplinary action by a school employee may include, but is not limited to:

1. Oral or written reprimands.
2. Referral for a counseling session which shall include but shall not be limited to conflict resolution, social responsibility, family responsibility, peer mediation, and stress management.
3. Written notification of parents of disruptive or unacceptable behavior, a copy of which shall be provided to the principal.
4. Other disciplinary measures approved by the principal and faculty of the school and in compliance with School Board policy.

### VIRTUAL INSTRUCTION

The School Board has made virtual classes available to students in response to the COVID-19 pandemic. Such virtual instruction may be continued thereafter and when school is closed due to inclement weather, disasters, and other emergencies. The provisions of this Policy and those of all student handbooks and codes of conduct shall be applicable to misconduct, whether on-campus, during virtual instruction, on a school bus, on the streets to and from school, or at a school event or activity.

The School Board has extended its on-campus conduct expectations to the virtual classroom, with a few modifications that factor in the home setting. Conduct that is unacceptable and which would lead to the imposition of discipline in the regular classroom is typically unacceptable in the virtual classroom as well. Regardless of the model of instruction, student conduct is governed by La. Rev. Stat. Ann. §17:416 and the *Student Code of Conduct* and/or *Student Handbook*. At the same time, for alleged misconduct which occurs during virtual instruction, school-based administrators shall consider the need for maintaining order and appropriate conduct, the school's interest being impacted, and the student's and family's right to privacy and constitutional rights while at home or in a location that is not school property.

A student and his family shall not waive their constitutional rights by electing virtual instruction. At the same time, students engaging in virtual instruction shall insure that, prior to logging into and during any virtual classroom, the view from their location is free of any object, writing, picture, or other display which, if possessed on school buses, in the classroom, or on school property, would subject the student to disciplinary action.

Students are cautioned that the virtual classroom is for instruction and for engaging with peers and teachers for educational purposes. Students must not handle or display items, toys, messages, images, or personal property or engage in conduct unrelated to

the lessons taking place. Students who engage in conduct in the virtual classroom that violates the *Student Code of Conduct* and this Virtual Discipline policy may be subject to discipline in accordance with the Student Code of Conduct and this policy.

The following non-exclusive list of behaviors are prohibited in the virtual classroom and may result in disciplinary action:

- Bullying and/or cyberbullying
- The use of harassing or discriminatory language
- Use of obscene language, profanity, inappropriate language, writing or drawings
- Displaying obscene gestures, drawings, images, audios, videos, etc.
- Displaying pornography or nudity whether in a printed or digital context
- Committing lewd or sexual acts or simulations\*
- Repeated disruptions of the classroom
- Display of nudity, indecent dress, disrobing, etc.
- Exhibiting disrespect for the teacher or other school personnel
- Interference with the instructional audio or video
- The handling or display of weapons or facsimile weapons
- Use or display of drugs, alcohol, tobacco, or vaping devices
- Cheating on assignments, *i.e.*, sharing work, answers, etc.
- Divulging confidential information
- Violation of computer/password security
- Violations of the Board's/School's Acceptable Use Policy or Device Contract

\* School and/or district officials may be required, as mandatory reporters, to alert local law enforcement and/or the Department of Children and Family Services if they observe conduct, messages, images, or objects that raise legitimate concern for the safety and well-being of students in the virtual classroom. This may include students handling weapons in the virtual classroom, even if it is subsequently learned that the weapon is a toy or facsimile, as it is not always possible to determine remotely whether the weapon is real or not

The context in which student behavior occurs is important, however, and will be taken into consideration by School and District administrators in determining whether there has been a violation of the Code of Conduct. As with all other forms of misconduct, the level of discipline, if any, for violations in a virtual setting will depend upon the age of the student, seriousness of the offense, the disruptive nature of the misconduct, whether the conduct involved violence or the threat of violence, whether the misconduct impacted the safety or orderly environment of the classroom, the student's prior disciplinary record, etc.

## STUDENT REMOVAL FROM CLASSROOM

When a student's behavior prevents the orderly instruction of other students, poses an immediate threat to the safety of students or the teacher, or when a student violates the school's code of conduct the teacher shall have the student immediately removed from his/her classroom and placed in custody of the principal or his/her designee.

Any student removed from class in kindergarten through grade five shall not be permitted to return to class for at least thirty (30) minutes unless agreed to by the teacher initiating the disciplinary action. A student removed from class in grades six through twelve shall not be permitted to return to class during the same class period, unless agreed to by the teacher initiating the disciplinary action.

Whenever a teacher is struck by a student, the student, in addition to any other discipline given, shall be permanently removed from the teacher's classroom, unless the teacher objects, or unless the principal, with the concurrence of the building level committee, finds the striking incident to be entirely inadvertent.

Upon the student being removed from class and sent to the principal's office, the principal or designee shall advise the student of the particular misconduct of which he is accused as well as the basis for such accusation, and the student shall be given an opportunity at that time to explain his/her version of the facts. The principal or his/her designee then shall conduct a counseling session with the student as may be appropriate to establish a course of action, consistent with School Board policy to identify and correct the behavior for which the student is being disciplined.

Once removed, the student shall not be readmitted to the classroom until the principal has implemented at least one of the following disciplinary measures:

1. Conferencing with the principal or his/her designee.
2. Referral to counseling.
3. Peer mediation.
4. Referral to the school building level committee.
5. Restorative justice practices.
6. Loss of privileges
7. Detention
8. In-school suspension
9. Out-of-school suspension
10. Initiation of expulsion hearings
11. Referral for assignment to an alternative setting
12. Requiring the completion of all assigned school work and homework that would have been assigned and completed by the student during the period of out-of-school suspension.
13. Any other disciplinary measure authorized by the principal with the concurrence of the teacher or building level committee.

### Parental Notification

The principal or his/her designee shall provide oral or written notification to the parent or legal guardian of any student removed from the classroom. Such notification shall include a description of any disciplinary action taken.

When a student has been removed from a classroom, the teacher or the principal or his/her designee may require the parent, or legal guardian of the student to have a conference with the teacher or the principal or his/her designee before the student is readmitted. Such conference may be in person or by telephone or other virtual means.

Upon the student's *third* removal from the same classroom, the teacher and principal shall discuss the disruptive behavior patterns of the student and the potentially appropriate disciplinary measure before the principal implements a disciplinary measure. In addition, a conference between the teacher or other appropriate school employee and the student's parent, or legal guardian is required prior to the student being readmitted to that same classroom. Such conference may be in person or by telephone or other virtual means. If such conference is required by the school, the school shall give written notice to the parent.

For students who experience multiple behavioral incidents or disciplinary referrals, a principal or his designee shall consider a referral of the matter to an appropriate school building level committee. If the disruptive behavior persists, the teacher may request that the principal transfer the student into another setting.

### PARENT CONFERENCES

In any case where a teacher, principal, or other school employee is authorized to **require** the parent or legal guardian of a student to attend a conference or meeting regarding the student's behavior, and after notice, the parent or legal guardian willfully refuses to attend, the principal, or his/her designee, shall file a complaint, in accordance with statutory provisions, with a court exercising juvenile jurisdiction. *Notice* of the conference, specifying the time and date of the conference, shall be given by contacting the parent or legal guardian by telephone at the telephone number shown on the student's registration card or by sending a certified letter to the address shown on the student's registration card.

### REPORTS TO PRINCIPAL

Any teacher or other school employee may report to the principal any student who acts in a disorderly manner or is in violation of school rules, or any misconduct or violation of school rules by a student who may or may not be known to the teacher or employee. Incidents of alleged discipline violations shall be reported on the *School Behavior Report/School Bus Behavior Report* form provided by the Louisiana Department of Education. The forms shall be submitted in accordance with procedures outlined by the

School District, the Superintendent, and school system personnel. The principal shall review and act upon such information submitted, to determine if suspension or other disciplinary action is necessary.

Should the principal fail to act on any report of misconduct or school violation, he/she shall explain the reasons for doing so to the Superintendent or his/her designee and to the teacher or school employee, student, parent, or legal guardian reporting the violation.

### DELINQUENT STUDENTS

Students who regularly disrupt the normal school environment shall be considered as delinquent, and may be reported by appropriate school personnel to the juvenile court. Any student that exhibits disruptive behavior, an incorrigible attitude, or any other discipline problems in general may be recommended by the principal for expulsion, assignment to an appropriate alternative educational placement, or transfer to adult education if the student is:

1. Seventeen (17) years of age or older with less than five (5) units of credit toward graduation;
2. Eighteen (18) years of age or older with less than ten (10) units of credit toward graduation; or
3. Nineteen (19) years of age or older with less than fifteen (15) units of credit toward graduation.

### RECUSAL OF ADMINISTRATOR IN DISCIPLINE MATTERS

Any school administrator or administrator's designee who is required to make a recommendation, decide an issue, or take action in a matter involving the discipline of a student shall recuse himself/herself whenever a member of the immediate family of the administrator or administrator's designee is involved in any manner in the discipline matter. In case of recusal, the action to be taken shall be done so by the Superintendent or an impartial designee of the Superintendent.

*Immediate family* means the individual's children, brothers, sisters, parents, and spouse and the children, brothers, sisters, and parents of the spouse.

### DISCIPLINE OF STUDENTS WITH DISABILITIES OR EXCEPTIONALITIES

Discipline of students with disabilities or exceptionalities, or an Individualized Education Program or Section 504 Individualized Accommodation Plan, shall be to the extent allowed by applicable state or federal law and regulations or the provisions of the student's specific plan.

DEFINITIONS

*Out-of-school suspension* means the removal of a student from all classes of instruction on public school grounds and all other school-sponsored activities.

*In-school suspension* means removing a student from his/her normal classroom setting but maintaining him under supervision within the school. Students participating in in-school suspension shall receive credit for work performed during the in-school suspension. However, any student who fails to comply fully with the rules for in-school suspension may be subject to immediate out-of-school suspension.

*Detention* shall mean activities, assignments, or work held before the normal school day, after the normal school day, or on weekends. Failure or refusal by a student to participate in assigned detention may subject the student to immediate out-of-school suspension. Assignments, activities, or work which may be assigned during detention include, but are not limited to, counseling, homework assignments, behavior modification program, or other activities aimed at improving the behavior and conduct of the student.

*Expulsion* (unless otherwise defined as a permanent expulsion by law) shall mean the removal of a student from school for at least one school semester. During an expulsion the Superintendent shall place the student in an alternative school or in an alternative educational placement.

*Firearm* means any pistol, revolver, rifle, shotgun, machine gun, submachine gun, blackpowder weapon, or assault rifle that is designed to fire or is capable of firing fixed cartridge ammunition or from which a shot or projectile is discharged by an explosive.

*Virtual instruction* means instruction provided to a student through an electronic delivery medium, including, but not limited to, electronic learning platforms that connect to a student in a remote location to classroom instruction.

Revised: December, 1990  
Revised: December, 1992  
Revised: November, 1993  
Revised: August, 1994  
Revised: September, 1997  
Revised: August, 1999  
Revised: August, 2003

Revised: September, 2009  
Revised: November, 2012  
Revised: February 9, 2021  
Revised: November 9, 2021  
Revised: January 10, 2023  
Revised: August 13, 2024  
Revised: September, 2025

FILE: JD  
Cf: BD, IDDF, IHAD, JBE  
Cf: JCD, JD-R, JDD, JDE

Ref: 42 USC 12112 et seq. (*Equal Opportunity for Individuals with Disabilities*); La. Rev. Stat. Ann. §§17:223, 17:224, 17:233, 17:239, 17:252, 17:416, 17:416.1, 17:416.13; Regulations for Implementation of the Exceptional Children's Act, Bulletin 1706, Louisiana Department of Education; Board minutes, 10-14-03, 1-12-10, 2-5-13, 2-9-21, 11-9-21, 1-10-23, 8-13-24.

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- Committing lewd or sexual acts or simulations\*
- Repeated disruptions of the classroom
- Display of nudity, indecent dress, disrobing, etc.
- Exhibiting disrespect for the teacher or other school personnel
- Interference with the instructional audio or video
- The handling or display of weapons or facsimile weapons
- Use or display of drugs, alcohol, tobacco, or vaping devices
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Upon the student being removed from class and sent to the principal's office, the principal or designee shall advise the student of the particular misconduct of which he is accused as well as the basis for such accusation, and the student shall be given an opportunity at that time to explain his/her version of the facts. The principal or his/her designee then shall conduct a counseling session with the student as may be appropriate to establish a course of action, consistent with School Board policy to identify and correct the behavior for which the student is being disciplined.

Once removed, the student shall not be readmitted to the classroom until the principal has implemented at least one of the following disciplinary measures:

1. Conferencing with the principal or his/her designee.
2. Referral to counseling.
3. Peer mediation.
4. Referral to the school building level committee.
5. Restorative justice practices.
6. Loss of privileges
7. Detention
8. In-school suspension
9. Out-of-school suspension
10. Initiation of expulsion hearings
11. Referral for assignment to an alternative setting
12. Requiring the completion of all assigned school work and homework that would have been assigned and completed by the student during the period of out-of-school suspension.
13. Any other disciplinary measure authorized by the principal with the concurrence of the teacher or building level committee.

### Parental Notification

The principal or his/her designee shall provide oral or written notification to the parent or legal guardian of any student removed from the classroom. Such notification shall include a description of any disciplinary action taken.

When a student has been removed from a classroom, the teacher or the principal or his/her designee may require the parent, or legal guardian of the student to have a conference with the teacher or the principal or his/her designee before the student is readmitted. Such conference may be in person or by telephone or other virtual means.

Upon the student's *third* removal from the same classroom, the teacher and principal shall discuss the disruptive behavior patterns of the student and the potentially appropriate disciplinary measure before the principal implements a disciplinary measure. In addition, a conference between the teacher or other appropriate school employee and the student's parent, or legal guardian is required prior to the student being readmitted to that same classroom. Such conference may be in person or by telephone or other virtual means. If such conference is required by the school, the school shall give written notice to the parent.

For students who experience multiple behavioral incidents or disciplinary referrals, a principal or his designee shall consider a referral of the matter to an appropriate school building level committee. If the disruptive behavior persists, the teacher may request that the principal transfer the student into another setting.

### PARENT CONFERENCES

In any case where a teacher, principal, or other school employee is authorized to **require** the parent or legal guardian of a student to attend a conference or meeting regarding the student's behavior, and after notice, the parent or legal guardian willfully refuses to attend, the principal, or his/her designee, shall file a complaint, in accordance with statutory provisions, with a court exercising juvenile jurisdiction. *Notice* of the conference, specifying the time and date of the conference, shall be given by contacting the parent or legal guardian by telephone at the telephone number shown on the student's registration card or by sending a certified letter to the address shown on the student's registration card.

### REPORTS TO PRINCIPAL

Any teacher or other school employee may report to the principal any student who acts in a disorderly manner or is in violation of school rules, or any misconduct or violation of school rules by a student who may or may not be known to the teacher or employee. Incidents of alleged discipline violations shall be reported on the *School Behavior Report/School Bus Behavior Report* form provided by the Louisiana Department of Education. The forms shall be submitted in accordance with procedures outlined by the

School District, the Superintendent, and school system personnel. The principal shall review and act upon such information submitted, to determine if suspension or other disciplinary action is necessary.

Should the principal fail to act on any report of misconduct or school violation, he/she shall explain the reasons for doing so to the Superintendent or his/her designee and to the teacher or school employee, student, parent, or legal guardian reporting the violation.

#### DELINQUENT STUDENTS

Students who regularly disrupt the normal school environment shall be considered as delinquent, and may be reported by appropriate school personnel to the juvenile court. Any student that exhibits disruptive behavior, an incorrigible attitude, or any other discipline problems in general may be recommended by the principal for expulsion, assignment to an appropriate alternative educational placement, or transfer to adult education if the student is:

1. Seventeen (17) years of age or older with less than five (5) units of credit toward graduation;
2. Eighteen (18) years of age or older with less than ten (10) units of credit toward graduation; or
3. Nineteen (19) years of age or older with less than fifteen (15) units of credit toward graduation.

#### RECUSAL OF ADMINISTRATOR IN DISCIPLINE MATTERS

Any school administrator or administrator's designee who is required to make a recommendation, decide an issue, or take action in a matter involving the discipline of a student shall recuse himself/herself whenever a member of the immediate family of the administrator or administrator's designee is involved in any manner in the discipline matter. In case of recusal, the action to be taken shall be done so by the Superintendent or an impartial designee of the Superintendent.

*Immediate family* means the individual's children, brothers, sisters, parents, and spouse and the children, brothers, sisters, and parents of the spouse.

#### DISCIPLINE OF STUDENTS WITH DISABILITIES OR EXCEPTIONALITIES

Discipline of students with disabilities or exceptionalities, or an Individualized Education Program or Section 504 Individualized Accommodation Plan, shall be to the extent allowed by applicable state or federal law and regulations or the provisions of the student's specific plan.

## DEFINITIONS

*Out-of-school suspension* means the removal of a student from all classes of instruction on public school grounds and all other school-sponsored activities.

*In-school suspension* means removing a student from his/her normal classroom setting but maintaining him under supervision within the school. Students participating in in-school suspension shall receive credit for work performed during the in-school suspension. However, any student who fails to comply fully with the rules for in-school suspension may be subject to immediate out-of-school suspension.

*Detention* shall mean activities, assignments, or work held before the normal school day, after the normal school day, or on weekends. Failure or refusal by a student to participate in assigned detention may subject the student to immediate out-of-school suspension. Assignments, activities, or work which may be assigned during detention include, but are not limited to, counseling, homework assignments, behavior modification program, or other activities aimed at improving the behavior and conduct of the student.

*Expulsion* (unless otherwise defined as a permanent expulsion by law) shall mean the removal of a student from school for at least one school semester. During an expulsion the Superintendent shall place the student in an alternative school or in an alternative educational placement.

*Firearm* means any pistol, revolver, rifle, shotgun, machine gun, submachine gun, blackpowder weapon, or assault rifle that is designed to fire or is capable of firing fixed cartridge ammunition or from which a shot or projectile is discharged by an explosive.

*Virtual instruction* means instruction provided to a student through an electronic delivery medium, including, but not limited to, electronic learning platforms that connect to a student in a remote location to classroom instruction.

Revised: December, 1990  
Revised: December, 1992  
Revised: November, 1993  
Revised: August, 1994  
Revised: September, 1997  
Revised: August, 1999  
Revised: August, 2003

Revised: September, 2009  
Revised: November, 2012  
Revised: February 9, 2021  
Revised: November 9, 2021  
Revised: January 10, 2023  
Revised: August 13, 2024  
Revised: September, 2025

Ref: 42 USC 12112 et seq. (*Equal Opportunity for Individuals with Disabilities*); La. Rev. Stat. Ann. §§17:223, 17:224, 17:233, 17:239, 17:252, 17:416, 17:416.1, 17:416.13; Regulations for Implementation of the Exceptional Children's Act, Bulletin 1706, Louisiana Department of Education; Board minutes, 10-14-03, 1-12-10, 2-5-13, 2-9-21, 11-9-21, 1-10-23, 8-13-24.

## CORPORAL PUNISHMENT

Every teacher is authorized to hold every pupil to a strict accountability for any disorderly conduct in school or on the playground of the school, or on any school bus going to or returning from school, or during intermission or recess.

Teachers and principals are authorized to use reasonable corporal punishment against any pupil for good cause in order to maintain discipline and order within the schools, with the exception of the Calcasieu Parish Schools Headstart centers, and students with exceptionalities, as defined below. Headstart guidelines prohibit teachers and administrators from engaging in corporal punishment, emotional or physical abuse or humiliation. At no time shall corporal punishment be administered in the presence of another student. All school personnel and parents shall be fully informed of these provisions at the beginning of each school year.

The use of any form of corporal punishment is prohibited in any public school unless the student's parent or legal guardian provides written consent for the use of corporal punishment in a document created by the state Department of Education solely for such purpose. Such consent applies only to the school year in which it is given.

No form of corporal punishment shall be administered to a student with an exceptionality as defined in La. Rev. Stat. Ann. §17:1942 or to a student who has been determined to be eligible for services under *Section 504 of the Rehabilitation Act of 1973* and has an *Individual Accommodation Plan*. However, the parent or legal guardian of a student who is gifted and talented and has no other exceptionality may authorize the use of corporal punishment as otherwise provided by this policy.

Corporal punishment means using physical force to discipline a student, with or without an object. Corporal punishment includes hitting, paddling, striking, spanking, slapping, or any other physical force that causes pain or physical discomfort. Taping a student's mouth shut or otherwise restricting his or her airway in any manner is prohibited regardless of parental consent.

Corporal punishment does not include:

1. The use of reasonable and necessary physical restraint of a student to protect the student, or others, from bodily harm or to obtain possession of a weapon or other dangerous object from a student.
2. The use of seclusion and [physical](#) restraint as provided in La. Rev. Stat. Ann. §17:416.21.

Therefore, the Calcasieu Parish School Board hereby authorizes its teachers and

principals to employ, when necessary, corporal punishment in a reasonable manner to maintain discipline and order in the schools or at all school-sponsored activities, subject to the following regulations:

1. Corporal punishment shall be administered in a reasonable, fair, and impartial manner. Abuse or misuse of corporal punishment by the teacher or principal, especially the act of being malicious, with willful and deliberate intent to cause bodily harm, shall not be tolerated.
2. Corporal punishment shall not be used unless the student was forewarned that a specific behavior could cause its use.
3. Prior to the administering of corporal punishment, the student shall be given an opportunity to explain his or her version of the facts.
4. Corporal punishment can only be administered in the company of a professional staff member who has been informed beforehand and in the student's presence of the reason for the punishment.
5. The use of corporal punishment shall at all times be reasonable and proper. Considerations in this regard shall include but not be limited to the following:
  - A. Age of child;
  - B. Size of child;
  - C. Sex of child;
  - D. Ability to bear the punishment; and
  - E. Overall physical condition of the child.
6. Corporal punishment shall not be administered in anger or with malice at any time.
7. Corporal punishment shall be administered to the posterior anatomy (buttocks) in the area below the waist and above the thighs for a maximum of three (3) times.
8. Corporal punishment shall be used only after other means of solving discipline problems have been explored and failed.
9. The procedures specified in regulations above do not apply in those cases where the student's behavior is so blatant, disruptive, antisocial, or flagrant in nature as to shock the conscience.
10. School principals, assistant principals or appropriate designees who have administered corporal punishment shall provide the child's parents or legal guardians, upon request, a written explanation of the reasons and the name of the school employee who was present as a witness. For each incident of corporal punishment, a *Corporal Punishment Incidence Checklist* shall be completed and

maintained in the administrative offices of the school.

11. The principal of each school shall have the authority and the responsibility of holding every member of his/her staff accountable for understanding and administering corporal punishment as set forth by these regulations.

For purposes of clarity, corporal punishment, as described herein, shall be defined as, and limited to, the administering of physical punishment by means of paddling or spanking the buttocks. When physical punishment is administered, there is always the possibility of physical injury and subsequent legal ramifications. Therefore, extreme caution should be employed when administering corporal punishment.

Nothing contained herein shall be interpreted as prohibiting an employee from using physical force, reasonable and appropriate under the circumstances, in defending himself against a physical attack by a student or to restrain a student from attacking another student or employee.

#### IMPERMISSIBLE CORPORAL PUNISHMENT

In instances where allegations of abuse of a student are reported against an employee, principal or other school official, through the administering of impermissible corporal punishment or any other moral offense, the Superintendent shall promptly investigate the action, in accordance with policy *GAMC, Investigations*.

Revised: January, 2010

Revised: December 12, 2017

Revised: September 12, 2023

Revised: December 10, 2024

Revised: September 2025

Ref: US Constitution, Amend. XIII; US Constitution, Amend. XIV §1; Ingraham v. Wright, 97 S. Ct. 1401, (1977); Baker v. Owen, 96 S. Ct. 210 affirming 395 F. Supp. 294 (M.D.N.C., 1975); La. Rev. Stat. Ann. 17:223, 17:416, 17:416.1; Board minutes, 1-12-10, 12-12-17, 9-12-23, 12-10-24.

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## EQUAL OPPORTUNITY EMPLOYMENT

It is the policy of the Calcasieu Parish School Board that no person in the school district shall, on the basis of age, race, color, disability, religion, national origin, military status, natural, protective, or cultural hairstyle, sex, or similar personal distinction be denied the benefits of, or be subject to discrimination in regard to employment, retention, promotion, transfer, evaluation, or dismissal in any educational program or activity under the jurisdiction of the School Board.

The Superintendent and/or his/her representative shall investigate any and all complaints of prohibited discriminatory action. When School Board Policies do not provide the method by which or to whom complaints are to be made, complaints may be submitted to either the School Board's Chief Operating Officer or to the Chief Academic Officer, 3310 Broad Street, Lake Charles, Louisiana 70615, (337) 217-4008. Except with respect to allegations of sexual harassment of students, employees, and applicants for admission or employment, the investigation shall be in accordance with the procedures set forth in School Board policy *GAMC, Investigations*. Sexual harassment investigation procedures are contained in policies *JCED, Title IX and Sexual Harassment*, and *JCED-AP, Title IX and Sexual Harassment Administrative Procedures*.

Revised: March 9, 2021

Revised: January 10, 2023

Revised: September 2025

Ref: U.S. Constitution, Amend. XIV, Sec. 1; 20 USC 1681 et seq.; 29 USC 621 et seq.; 42 USC 2003-1 to 1017; La. Rev. Stat. Ann. §17:111; Griggs v. Duke Power Company, 91 S.Ct. 849 (1979); Singleton v. Jackson Municipal Separate School District, 419 F.2d 1211 (5th Cir. 1979); Board minutes, 3-9-21, 1-10-23.

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FILE: GAEAA  
Cf: GAAA, GAE, GAMC  
Cf: GBK, JAA, JCED, JCED-AP

## **SEXUAL HARASSMENT**

Sexual harassment is a form of sex discrimination which is prohibited by federal and state laws. It is the policy of the Calcasieu Parish School Board to maintain a learning and working environment which is free from sexual harassment. The School Board specifically prohibits all forms of sexual harassment. Sexual harassment shall not be tolerated. Also, the Calcasieu Parish School Board shall compile an annual report by February 1 of each year containing information from the previous year regarding compliance with La. R.S. 42:341-345.

Sexual harassment of School Board elected officials, applicants for admission or employment, employees, school volunteers, students, parents, guardians, school visitors, School Board vendors/contractors and their employees, on School Board premises or during, arising from, or connected with school or educationally related activities or events is prohibited. Persons who violate this policy are subject to disciplinary measures, up to and including dismissal of employees, or other responses appropriate to the circumstances of the violation.

Sexual harassment is not always identically described in various laws which address sexually inappropriate words, writings, and conduct. Nonetheless, elements of sexual harassment, whether definitions are from federal or state laws or regulations, include unwelcome communications and conduct on the basis of sex, such as sexual advances, requests for sexual favors, jokes, remarks, and other verbal, physical, and inappropriate conduct of a sexual nature which affects employment, status, or education.

Prohibited sexual harassment may occur as a result of unwelcome conduct or communication on the basis of sex such as sexual advances, requests for sexual favors, and other verbal, physical, or inappropriate conduct of a sexual nature when:

1. Submission to or participation in such conduct or communication, is either explicitly or implicitly made a term or condition of an individual's employment, education, or status, such as volunteer, vendor/contractor, or visitor; or

2. Submission to, participation in, or rejection of such conduct or communication is used or is threatened to be used as a basis for the provision/denial of aid, benefits, or services, or used or threatened to be used as a factor in decisions affecting an individual's status, employment or promotion; or
3. Such conduct or communication substantially or unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment; or
4. The conduct explicitly or implicitly affects an individual's employment or the holding of office.

Elements of sexual harassment include, but are not limited to:

1. Verbal harassment such as derogatory comments, jokes, slurs, remarks, or questions, of a sexual nature; or
2. Physical harassment such as offensive touching; or
3. Derogatory or offensive gestures, posters, cards, cartoons, graffiti, drawings, including those manifested electronically, based on sex; or
4. Unwelcome sexual telephone calls; or
5. Demanding sexual favors; or
6. Unwelcome spreading of sexual rumors; or
7. Displaying sexually suggestive objects in the work or educational environment.

### REPORTING PROCEDURE

Any person, other than a student, applicant for admission or employment, or School Board employee, who believes that he or she has been the victim of sexual harassment by a School Board employee, non-employee volunteer student, parent or guardian, school visitor, School Board vendor/contractor or their employees, which occurs on School Board premises or during, arising from, or connected with school related activities or events, or by any other person with respect to communication or conduct which arises from a relationship with a school or the School Board, or any person with knowledge of communication or conduct which may constitute sexual harassment, should promptly report the communication or conduct to the school building's administrator, an appropriate Administrative Director, or to the Chief Operating Officer, who shall submit information regarding the report to the Superintendent or his/her designee. Conduct or communication in violation of

this policy committed by a School Board member should be submitted directly to the Calcasieu Parish School Board's General Counsel.

The Calcasieu Parish School Board specifically prohibits sexual harassment of students and employees, in addition to sexual harassment of School Board members, school volunteers, and others. Students, applicants for admission or employment, and School Board employees who believe that they are the victims of sexual harassment, and all School Board employees who have knowledge of such harassment, are to follow the procedures set forth in School Board Policies JCED, Title IX and Sexual Harassment and JCED-AP, Title IX and Sexual Harassment Administrative Procedures to report sexual harassment which occurs during, arises from, is connected with, or is related to school or educational events or activities, or on School Board premises. Those policies provide rights, remedies, and procedures with respect to such reports of sexual harassment.

All reports of sexual harassment of those other than students, applicants for admission or employment, and School Board employees which violates the prohibitions of this policy shall be promptly and adequately investigated utilizing the procedures set forth in School Board policy GAMC, Investigations. Appropriate action shall be taken when violations of this policy have occurred. The School Board prohibits retaliation against anyone for complaints made, reports of, or for participation in an investigation of alleged sexual harassment.

Communications and activities which constitute violation of criminal laws may also be reported to law enforcement agencies. Child abuse must be reported in accordance with policies JGCE, Child Abuse, JGCE-AP, Child Abuse Administrative Procedures, and GAMC, Investigations. Sexual harassment of a student may constitute sexual abuse under the Louisiana Children's Code. In such situations, School Board personnel are *mandatory reporters* and shall comply with Article 609(A) of the Louisiana Children's Code and directly report the sexual abuse to the appropriate agency.

Nothing contained in this policy and or procedure shall restrict or diminish the authority of the Superintendent to suspend any employee in accordance with the policies of the Calcasieu Parish School Board, state law, and other applicable statutes.

Notice of this policy shall be posted on the School Board's website and shall be circulated to all schools and departments of the Calcasieu Parish School

Board and referenced in teacher handbooks. Training sessions on this policy and the prevention of sexual harassment shall be held in all schools on an annual basis. Training sessions for new non-teaching employees shall be conducted annually. Those who are designated by the Superintendent to receive or investigate complaints of sexual harassment shall receive additional education and training. Students shall be notified at least annually of the prohibition of sexual harassment, and that complaints of sexual harassment are to be made *in accordance with policies JCED, Title IX and Sexual Harassment and JCED-AP, Title IX and Sexual Harassment Administrative Procedures*. Records of compliance with these training requirements must be submitted by each school and department head to the Superintendent or his/her designee.

Both Federal and State laws prohibit sexual harassment. Employment related sexual harassment complaints may be filed with the U.S. Equal Employment Opportunity Commission, and/or with the Louisiana Commission on Human Rights. Sexual harassment complaints by students and employees may be submitted to the School Board's Title IX Coordinator, or to the Assistant Secretary for Civil Rights of the U.S. Department of Education, Office for Civil Rights, Department of Education, 400 Maryland Ave., SW, Washington, DC 20202-1100, Email: ocr@ed.gov, 1-800-421-3481. There are other government agencies which may have jurisdiction over employment related complaints. The complaint procedures of this policy are in addition to those provided by federal and state laws.

Revised: June, 1999

Revised: November, 2019

Revised: March 19, 2019

Revised: February 9, 2021

Ref: 42 USC Chapter 21 (Civil Rights)

42 USC 2000e (Civil Rights - Definitions) (PL 88-352)

29 CFR 1604.11 (Guidelines on Discrimination Because of Sex - Sexual Harassment)

La. Rev. Stat. Ann.

§§14:41, 14:42, 14:42.1, 14:43, 14:81.4, 17:81, 23:301, 23:302, 23:303, 23:967, 42:341, 42:342, 42:343, 42:344, 42:345

La. Civil Code, Art. 2315

Board minutes, 8-4-92, 3-19-19, 2-9-21

Calcasieu Parish School Board

FILE: GAEAA  
Cf: GAAA, GAE, GAMC  
Cf: GBK, JAA, JCED, JCED-AP

## ***SEXUAL HARASSMENT***

Sexual harassment is a form of sex discrimination which is prohibited by federal and state laws. It is the policy of the Calcasieu Parish School Board to maintain a learning and working environment which is free from sexual harassment. The School Board specifically prohibits all forms of sexual harassment. Sexual harassment shall not be tolerated.

Sexual harassment of School Board elected officials, applicants for admission or employment, employees, school volunteers, students, parents, guardians, school visitors, School Board vendors/contractors and their employees, on School Board premises or during, arising from, or connected with school or educationally related activities or events is prohibited. Persons who violate this policy are subject to disciplinary measures, up to and including dismissal of employees, or other responses appropriate to the circumstances of the violation.

Sexual harassment is not always identically described in various laws which address sexually inappropriate words, writings, and conduct. Nonetheless, elements of sexual harassment, whether definitions are from federal or state laws or regulations, include unwelcome communications and conduct on the basis of sex, such as sexual advances, requests for sexual favors, jokes, remarks, and other verbal, physical, and inappropriate conduct of a sexual nature which affects employment, status, or education.

Prohibited sexual harassment may occur as a result of unwelcome conduct or communication on the basis of sex such as sexual advances, requests for sexual favors, and other verbal, physical, or inappropriate conduct of a sexual nature when:

1. Submission to or participation in such conduct or communication, is either explicitly or implicitly made a term or condition of an individual's employment, education, or status, such as volunteer, vendor/contractor, or visitor; or
2. Submission to, participation in, or rejection of such conduct or communication is used or is threatened to be used as a basis for the provision/denial of aid,

benefits, or services, or used or threatened to be used as a factor in decisions affecting an individual's status, employment or promotion; or

3. Such conduct or communication substantially or unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment; or
4. The conduct explicitly or implicitly affects an individual's employment or the holding of office.

Elements of sexual harassment include, but are not limited to:

1. Verbal harassment such as derogatory comments, jokes, slurs, remarks, or questions, of a sexual nature; or
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5. Demanding sexual favors; or
6. Unwelcome spreading of sexual rumors; or
7. Displaying sexually suggestive objects in the work or educational environment.

### REPORTING PROCEDURE

Any person, other than a student, applicant for admission or employment, or School Board employee, who believes that he or she has been the victim of sexual harassment by a School Board employee, non-employee volunteer student, parent or guardian, school visitor, School Board vendor/contractor or their employees, which occurs on School Board premises or during, arising from, or connected with school related activities or events, or by any other person with respect to communication or conduct which arises from a relationship with a school or the School Board, or any person with knowledge of communication or conduct which may constitute sexual harassment, should promptly report the communication or conduct to the school building's administrator, an appropriate Administrative Director, or to the Chief Operating Officer, who shall submit information regarding the report to the Superintendent or his/her designee. Conduct or communication in violation of this policy committed by a School Board member should be submitted directly to the Calcasieu Parish School Board's General Counsel.

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All reports of sexual harassment of those other than students, applicants for admission or employment, and School Board employees which violates the prohibitions of this policy shall be promptly and adequately investigated utilizing the procedures set forth in School Board policy GAMC, Investigations. Appropriate action shall be taken when violations of this policy have occurred. The School Board prohibits retaliation against anyone for complaints made, reports of, or for participation in an investigation of alleged sexual harassment.

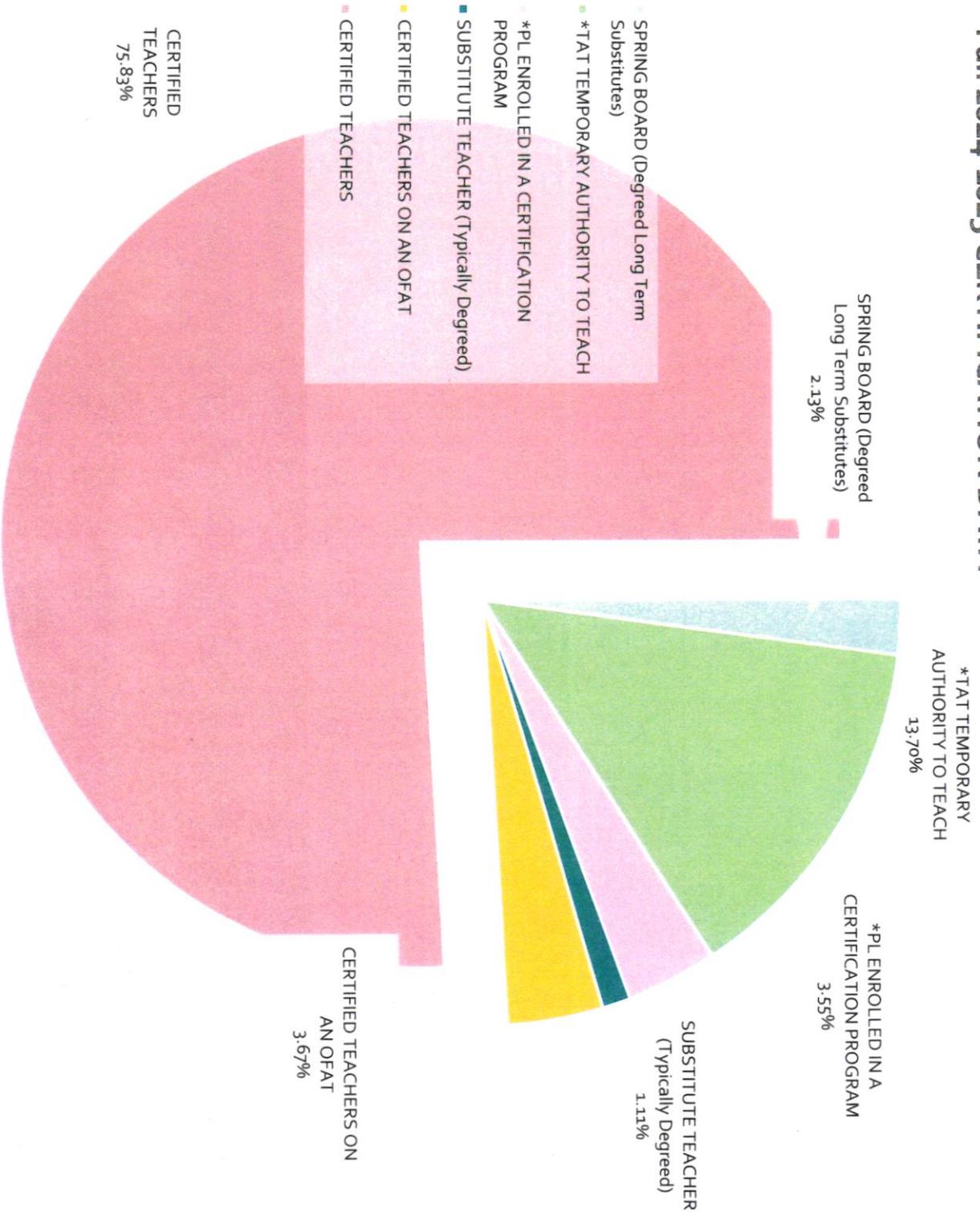
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# Fall 2024-2025 CERTIFICATION DATA



	NON CERTIFIED TEACHERS				TOTAL	CERTIFIED TEACHERS			GRAND TOTAL				
	SPRING BOARD (Degreed Long Term Substitutes)	*TAT TEMPORARY AUTHORITY TO TEACH	*PL ENROLLED IN A CERTIFICATION PROGRAM	SUBSTITUTE TEACHER (Typically Degreed)		CERTIFIED TEACHERS ON AN OFAT	CERTIFIED TEACHERS	TOTAL CERTIFIED & OFATS		TOTAL ALL TEACHERS	ASSISTANT PRINCIPALS	TEACHERS CERTIFIED IN CORE SUBJECTS	NON-CERTIFIED IN CORE SUBJECTS
A. A. Nelson Elementary	0	6	2	0	8	4	43	47	55	2	32	3	2
A. M. Barbe High	1	13	7	0	21	4	95	99	120	5	56	11	7
Alternative	2	3	2	0	7	0	14	14	21	1	10	2	0
Barbe Elementary	0	7	1	1	9	0	11	11	20	1	8	7	6
Bell City High	0	4	4	2	10	1	49	50	60	3	26	3	2
Brenda Hunter Head Start	0	7	1	0	8	0	3	3	11	2	1	7	3
Brentwood Elementary	2	6	1	2	11	2	13	15	26	1	7	7	2
Clifton Early Learning Center	2	7	0	1	10	0	3	3	13	2	1	7	3
College Oaks Elementary	0	6	2	0	8	2	17	19	27	1	7	7	2
Combre/Fondel Elementary	4	9	1	0	14	2	20	22	36	1	11	11	3
CPAS Main	1	5	0	0	6	1	21	22	28	1	14	4	2
CPAS West	0	1	0	0	1	0	9	9	10	0	6	0	0
Cypress Cove Elementary	0	4	1	0	5	3	25	28	33	1	16	3	1
DeQuincy Elementary	1	0	0	0	1	3	18	21	22	1	11	0	1
DeQuincy High	0	1	1	0	2	1	30	31	33	1	14	3	1
DeQuincy Middle	0	4	1	0	5	1	15	16	21	1	5	3	2
DeQuincy Primary	0	5	0	2	7	1	11	12	19	1	8	4	4
Dolby Elementary	0	7	0	1	8	3	27	30	38	1	15	4	3
E. K. Key Elementary	1	5	2	0	8	2	40	42	50	1	25	2	3
F. K. White Middle	4	21	3	0	28	1	50	51	79	2	24	13	13
Fairview Elementary	1	4	3	0	8	5	37	42	50	1	22	6	5
Frasch Elementary	0	2	1	2	5	3	39	42	47	1	22	2	1
Gillis Elementary	0	4	2	0	6	3	48	51	57	2	27	4	4
Henry Heights Elementary	1	12	2	0	15	2	20	22	37	1	6	10	11
Iowa High	0	5	3	0	8	0	32	32	40	2	16	3	3
Iowa Middle	3	3	2	0	8	3	25	28	36	2	19	4	4
J. I. Watson Elementary	2	8	0	0	10	2	29	31	41	1	15	8	0
J. J. Johnson Elementary	2	3	2	2	9	1	13	14	23	1	6	8	4
Jake Drost	0	1	0	0	1	0	4	4	5	1	2	2	1
Kennedy Early Learning Center	0	6	0	0	6	0	1	1	7	1	0	4	1
LaGrange High	2	21	6	0	29	1	56	57	86	4	23	12	13

	NON CERTIFIED TEACHERS				TOTAL	LCB			GRAND TOTAL				
	SPRING BOARD (Degreed Long Term Substitutes)	*TAT TEMPORARY AUTHORITY TO TEACH	*PL ENROLLED IN A CERTIFICATION PROGRAM	SUBSTITUTE TEACHER (Typically Degreed)		CERTIFIED TEACHERS ON AN OFAT	CERTIFIED TEACHERS	TOTAL CERTIFIED & OFATS		TOTAL ALL TEACHERS	ASSISTANT PRINCIPALS	TEACHERS CERTIFIED IN CORE SUBJECTS	NON-CERTIFIED IN CORE SUBJECTS
LCB Academy VIP	0	2	1	0	3	0	1	1	13	0	1	2	0
LeBlanc Middle	0	6	2	0	8	0	26	26	34	1	17	3	0
LeBlieu Settlement Elem.	0	2	0	0	2	3	23	26	28	1	17	2	3
M. J. Kaufman Elementary	0	2	1	0	3	2	25	27	30	1	16	1	2
Maplewood Elementary	0	5	1	1	7	1	43	44	51	1	25	4	2
Maplewood Middle	0	3	2	1	6	0	25	25	31	1	14	2	1
Moss Bluff Elementary	1	5	1	0	7	5	57	62	69	2	37	8	10
Moss Bluff Middle	1	3	1	0	5	0	59	59	64	3	34	3	1
Oak Park Elementary	2	5	0	0	7	2	22	24	31	1	11	4	3
Oak Park Middle	1	4	4	1	10	0	35	35	45	2	19	5	4
Pearl Watson Elementary	4	4	0	2	10	1	13	14	24	1	8	4	2
Positive Connections	0	1	0	0	1	1	11	12	13	0	6	0	1
Prien Lake Elementary	1	3	1	1	6	2	43	45	51	2	28	3	5
R. D. Molo Middle	2	11	5	0	18	0	9	9	27	2	4	12	3
R. W. Vincent Elementary	0	3	0	0	3	2	23	25	28	1	11	3	3
Ralph Wilson Center for Opp	0	1	0	0	1	0	6	6	7	0	6	1	1
S. J. Welsh Middle	0	5	2	2	9	1	80	81	90	4	41	4	2
S. P. Arnett Middle	1	0	0	0	1	1	25	26	27	1	13	0	2
St. John Elementary	1	6	1	0	8	1	42	43	51	2	27	4	6
Sam Houston High	0	18	1	0	19	0	62	62	81	3	35	8	5
Starks High	2	4	0	0	6	0	33	33	39	1	11	5	3
Sulphur High	2	9	4	0	15	3	91	94	109	3	45	5	6
Sulphur High 9th	1	2	0	0	3	4	32	36	39	1	20	1	1
T. H. Watkins Elementary	0	5	1	0	6	1	15	16	22	1	8	4	5
T. S. Cooley Elementary	0	0	0	0	0	0	18	18	18	1	12	0	0
Vincent Settlement Elem.	0	5	0	1	6	0	19	19	25	1	11	4	1
Vinton Elementary	0	7	2	1	10	4	22	26	36	1	12	8	6

	NON CERTIFIED TEACHERS				TOTAL	CERTIFIED TEACHERS			GRAND TOTAL				
Vinton High	2	2	1	0	5	1	23	24	29	1	13	1	2
Vinton Middle	1	5	1	0	7	1	16	17	24	1	9	3	1
W. T. Henning Elementary	0	2	1	0	3	3	29	32	35	1	19	2	0
W. W. Lewis	0	8	3	0	11	1	51	52	63	3	26	5	1
Washington-Marion High	3	10	0	5	18	0	37	37	55	3	13	5	11
Western Heights Elementary	0	2	1	0	3	1	23	24	27	1	15	1	2
Westlake High	0	6	0	0	6	1	35	36	42	2	23	1	3
Westwood Elementary	0	1	3	0	4	0	28	28	32	1	16	3	1
	<b>SPRING BOARD (Degreed Long Term Substitutes)</b>					<b>CERTIFIED TEACHERS ON AN OFAT</b>			<b>ASSISTANT PRINCIPALS</b>				
	<b>*TAT TEMPORARY AUTHORITY TO TEACH</b>					<b>CERTIFIED TEACHERS</b>			<b>TEACHERS CERTIFIED IN CORE SUBJECTS</b>				
	<b>*PL ENROLLED IN A CERTIFICATION PROGRAM</b>					<b>TOTAL CERTIFIED &amp; OFATS</b>			<b>NON-CERTIFIED IN CORE SUBJECTS</b>				
	<b>SUBSTITUTE TEACHER (Typically Degreed)</b>					<b>TOTAL ALL TEACHERS</b>			<b>TEACHERS NEW TO OUR SYSTEM</b>				
	<b>TOTAL NON-CERTIFIED</b>												

<b>TOTALS:</b>	<b>54</b>	<b>347</b>	<b>90</b>	<b>28</b>	<b>519</b>	<b>93</b>	<b>1920</b>	<b>2013</b>	<b>2541</b>	<b>97</b>	<b>1078</b>	<b>285</b>	<b>206</b>
<b>%</b>	<b>2.13</b>	<b>13.66</b>	<b>3.54</b>	<b>1.10</b>	<b>20.43</b>	<b>3.66</b>	<b>75.56</b>	<b>79.22</b>	<b>99.65</b>				
	<b>SPRING BOARD (Degreed Long Term Substitutes)</b>					<b>CERTIFIED TEACHERS ON AN OFAT</b>			<b>ASSISTANT PRINCIPALS</b>				
	<b>*TAT TEMPORARY AUTHORITY TO TEACH</b>					<b>CERTIFIED TEACHERS</b>			<b>TEACHERS CERTIFIED IN CORE SUBJECTS</b>				
	<b>*PL ENROLLED IN A CERTIFICATION PROGRAM</b>					<b>TOTAL CERTIFIED &amp; OFATS</b>			<b>NON-CERTIFIED IN CORE SUBJECTS</b>				
	<b>SUBSTITUTE TEACHER (Typically Degreed)</b>					<b>TOTAL ALL TEACHERS</b>			<b>TEACHERS NEW TO OUR SYSTEM</b>				
	<b>TOTAL NON-CERTIFIED</b>												

\*TAT - TEMPORARY CERTIFICATE ISSUED BY THE LDOE  
 \*PL - PROVISIONAL LICENSE ISSUED BY THE LDOE