



**Policy: Firearms**

**File Code: C5**

**Warned: November 8, 2016**

**Adopted: November 21, 2016**

**Warned: September 8, 2025**

**Adopted: September 22, 2025**

**Policy**

It is the policy of the Addison Central School District to comply with the federal Gun Free Schools Act of 1994 and state law requiring school districts to provide for the possible expulsion of students who bring firearms to or possess firearms at school. It is further the intent of the board to maintain a student discipline system consistent with the requirements of the federal Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act and the Vermont State Board of Education rules.

**Definitions**

For the purposes of this policy, the terms “firearm” “school” and “expelled” shall be defined consistent with the definitions required by state and federal law.

**Sanctions**

Any student who brings a firearm to school, or who possesses a firearm at school shall be brought by the superintendent to the school board for an expulsion hearing.

A student found by the school board after a hearing to have brought a firearm to school shall be expelled for at least one calendar year. However, the school board may modify the expulsion on a case-by-case basis when it finds circumstances such as, but not limited to:

1. The student was unaware that they had brought a firearm to school.
2. The student did not intend to use the firearm to threaten or endanger others.
3. The student is disabled and the misconduct is related to the disability.
4. The student does not present an ongoing threat to others and a lengthy expulsion would not serve the best interests of the pupil.

At the discretion of the school board and administration, an expelled student may be afforded limited educational services at a site other than the school during the period of expulsion under this policy.

**Policy Implementation**

An expulsion hearing conducted under this policy shall afford due process as required by law and as developed by the superintendent or designee.

The superintendent shall refer to the appropriate law enforcement agency any student who brings a firearm to a school under the control and supervision of the school district. The superintendent may also report any incident subject to this policy to the Department for Children and Families (DCF).

The superintendent shall annually provide the Secretary of Education with descriptions of the circumstances surrounding expulsions imposed under this policy, the number of students expelled and the type of firearms involved.

VSBA Review:	Reviewed 9/22/2022
Date Warned:	
Date Adopted:	
	nce(s): 16 V.S.A. § 1166 (State law pursuant to Federal law)
	13 V.S.A. §§ 4004, 4016 (Criminal offenses)
	20 U.S.C. § 7151(Gun Free Schools Act)
	18 U.S.C. § 921 (Gun Free School Zones Act of 1990)
	20 U.S.C. §§ 1400 et seq.(IDEA)
	29 U.S.C. § 794 (Section 504, Rehabilitation Act of 1973)
	Vt. State Board of Education Manual of Rules & Practices, §§ 4311, 4313
Cross Reference:	Search and Seizure
	Student Conduct and Discipline

## Addison Central School District

**Policy: Student Attendance**

**File Code: C7**  
**Warned: June 8, 2017**  
**Adopted: June 19, 2017**  
**Amended: December 19, 2022**  
**Warned: September 8, 2025**  
**Adopted: September 22, 2025**

## **Policy**

It is the policy of the Addison Central School District to set high expectations for consistent student school attendance in accordance with Vermont law in order to facilitate and enhance student learning. Students who are (i) children between the ages of six and 16 years who are residents of the district; (ii) non-resident pupils who enroll in district schools; and (iii) children over the age of 16 who are enrolled in a district school, are required to attend school for the full number of days that school is held unless they are excused from attendance as provided in state law.<sup>1</sup>

## **Definitions**

For the purpose of this policy, "truant" shall mean:

- 1) A student between the ages of six and sixteen years, who is not excused from school attendance and fails to enter school at the beginning of the academic year or, being enrolled, fails to attend school.

or,

- 2) A student who is at least 16 years of age and is enrolled in public school and fails to attend, and is not excused from school attendance.

A student may be excused from compulsory attendance if the student:

- 1) Is mentally or physically unable to attend;
- 2) Has completed the tenth grade and is not enrolled in public school;
- 3) Is excused by the superintendent or a majority of the school directors; or
- 4) Is enrolled in and attending a postsecondary school which is approved or accredited in Vermont or another state.<sup>2</sup>

## **Implementation**

Annually, the superintendent shall ensure that the school board appoints one or more individuals to serve as the truant officer and shall ensure that appointment is recorded with the clerk of the school district on or before July 3.<sup>3</sup>

<sup>1</sup> 16 V.S.A. §§ 1121 (Attendance by Children of School Age Required), 1122 (Students over 16)

<sup>2</sup> 16 V.S.A. § 1126

<sup>3</sup> 16 V.S.A. § 1125

## **Administrative Rules and Procedures**

The superintendent shall develop administrative rules and procedures to ensure the implementation of this policy. The procedures will address the following issues:

1. written excuses;
2. tardiness;

3. notification of parents/guardian;
4. signing out of school;
5. excessive absenteeism;
6. homebound and hospitalized students;
7. early dismissals;
8. homework assignments; and
9. making up work.

The procedures may address other issues as well, including educational neglect.

**Administrative Responsibilities**

1. The principal is responsible for maintaining accurate and up-to-date records of student attendance.
2. The principal is responsible for assuring that the school has the appropriate family information that allows the school to contact the parent(s) or guardian(s) of all students whenever necessary.

VSBA Version:	02/15/2022
Date Warned:	
Date Adopted:	
Legal Reference(s):	16 V.S.A. §§ 1121 et seq. (Attendance by Children of School Age Required)
	16 V.S.A. §§ 1122 (Students over 16)
	16 V.S.A. § 1125 (Truant Officers)
	16 V.S.A. § 1126 (Failure to Attend; Notice)
Cross Reference:	

**Addison Central School District**

**Policy: Student Freedom of Expression in School Sponsored**

**Media File Code: C11**

**Warned: April 20, 2018**

**Adopted: May 7, 2018**

**Warned: September 8, 2025**

**Adopted: September 22, 2025**

## **Policy**

Freedom of expression is a fundamental principle in a democratic society that provides all citizens, including students, with the right to engage in a robust discussion of ideas. It is the policy of the Addison Central School District (District) to ensure that students enjoy free speech and free press protections related to school-sponsored media, and to encourage students to become educated, informed, and responsible members of society.

No expression made by students in school-sponsored media shall be deemed to be an expression of school policy.

## **Definitions**

1. **Media advisor** means a person employed, appointed, or designated by the district/supervisory union to provide instruction relating to school-sponsored media.
2. **School-sponsored media** means any material prepared, written, published, or broadcast as part of a school-supported program or activity by a student journalist that is distributed or generally made available as part of a school-supported program or activity to an audience beyond the classroom in which the material is produced.
3. **Student journalist** means a student enrolled in the district/supervisory union who gathers, compiles, writes, edits, photographs, records or prepares information for dissemination in school-sponsored media.
4. **Student supervisor** means a student who is responsible for editing school-sponsored media.

## **Implementation**

Subject only to the conditions 1-6 below, a student journalist may exercise freedom of speech and freedom of the press in school-sponsored media. Student supervisors of school-sponsored media are responsible for determining the content of their respective media.

This policy does not authorize or protect content of school-sponsored media

that: 1. Is libelous or slanderous;

2. Constitutes an unwarranted invasion of privacy;

3. May be defined as obscene, gratuitously profane, threatening or intimidating;

4. May be defined as harassment, hazing, or bullying under Title 16 § 11;

5. Violates federal or state law; or

6. Creates the imminent danger of materially or substantially disrupting the ability of the school to perform its educational mission.

District staff may restrain the distribution of content in school-sponsored media that can be demonstrated to violate any of the conditions 1-6 above.

Content in school-sponsored media will not be restrained solely because it involves political or controversial subject matter, or is critical of the school or its administration.

A student journalist may not be disciplined for acting in accordance with this policy.

A media advisor may not be disciplined for taking reasonable and appropriate action to protect a student journalist in conduct protected by this policy or for refusing to infringe on conduct that is protected by this policy, by the first amendment to the U.S. Constitution, or by the Vermont Constitution.

[1] 16 V.S.A. § 1623(i) states that each school or its governing body shall adopt a written policy consistent with the provisions of 16 V.S.A. § 1623.

<i>VSBA Review:</i>	<i>October 3, 2022</i>
<i>Date Warned:</i>	
<i>Date Adopted:</i>	
<i>Legal Reference(s):</i>	<i>16 V.S.A. § 1623</i>
<i>Cross Reference(s):</i>	<i>Student Distribution of Literature</i>

## **Addison Central School District**

### **Transgender and Gender Non-Conforming Students**

**Policy: File Code: C28**

**Warned: January 6, 2017**

**Adopted: January 17, 2017**

**Warned: September 8, 2025**

**Adopted: September 22, 2025**

#### **Policy**

This policy is designed to provide direction for administrators, staff, students, and parents to address issues that may arise concerning the needs of transgender and gender nonconforming students.

Vermont's Public Accommodations Act (9 V.S.A. § 4502<sup>1</sup>) protects all students from discrimination, including transgender students and students who do not conform to traditional gender stereotypes. It is the policy of the School District to provide a safe, orderly, civil and positive learning environment for all students, regardless of actual or perceived gender identity, or gender expression. Under Vermont law, individuals are protected on the basis of their gender identity.<sup>2</sup>

### **Definitions**

- "Gender identity" means a person's actual or perceived gender identity, or gender related characteristics that are intrinsically related to a person's gender or gender identity, regardless of the person's assigned sex at birth.<sup>3</sup>
- "Gender expression" means the way a person externally communicates gender to other people such as through behaviors, clothing, hairstyles, voice, mannerisms, activities, or body characteristics.<sup>4</sup>
- "Gender nonconforming" refers to a person whose gender-related identity and/or gender expression does not conform to the social expectations or norms for a person of that sex assigned at birth. Other terms that have the same or similar meaning include gender creative, gender variant, gender expansive, gender fluid or gender atypical.<sup>5</sup>
- "Transgender" is a term that describes a person whose gender identity or gender expression is different from the person's assigned sex at birth.<sup>6</sup>
- "Cisgender" means a person whose gender identity corresponds to their assigned sex at birth.<sup>7</sup>
- "Sexual orientation" is a person's emotional and sexual attraction to other people based on the gender of the other person. Sexual orientation is not the same as gender identity. Not all transgender students identify as gay, lesbian or bisexual, and not all gay, lesbian and bisexual students display gender nonconforming characteristics.

### **Privacy**

All students have the right to privacy. Consistent with those rights provided under the Family Educational Rights and Privacy Act of 1974 (FERPA), a transgender or gender nonconforming student will be able to discuss and express their gender identity and gender expression openly and to decide when, with whom, and how much of their private information to share with others.

<sup>1</sup> Vermont's Public Accommodations Act prohibits the discrimination on the basis of "race, creed, color, national origin, citizenship, immigration status, marital status, sex, sexual orientation, or gender identity of any person." 9 V.S.A. § 4502.

<sup>2</sup> 1 V.S.A. § 144 (Definition of Gender Identity).

<sup>3</sup> *Id.*

<sup>4</sup> Definitions are adapted from the Vermont Agency of Education guidance document, "Best Practices for Schools Regarding Transgender and Gender Nonconforming Students."

<sup>5</sup> *Id.*

<sup>6</sup> *Id.*

<sup>7</sup> *Id.*

In addition, school staff will respect any requests to use a name and pronoun that corresponds to the student's gender identity that the student asserts or wishes to assert at school. Students will not be required to obtain a court ordered name and/or gender change or to change their pupil personnel records as a prerequisite to being addressed by the name and pronoun that corresponds to their gender identity.

There may be times when disclosure to school staff or employees of a student's transgender status is necessary in order to fulfill a school's obligations to the transgender student with respect to safety and health, education and anti-discrimination efforts. In all cases the school will work closely with students and families in devising an appropriate plan regarding the confidentiality of a student's transgender status that works for both the student and the student's family while meeting competing legal requirements. To the extent possible and consistent with all competing legal requirements, school personnel will endeavor throughout to maintain the confidentiality of the student's transgender status.<sup>8</sup>

### **Student Records**

The superintendent will adopt procedures that ensure that all students' personally identifiable information is maintained in compliance with FERPA<sup>9</sup> and state and federally mandated reporting requirements.

To the extent that the school is not legally required to use a student's legal name or gender on school records and other documents, the school will use the name and gender preferred by the student.

Where a student's record(s) (such as standardized tests, report cards and transcripts) may not be changed absent court order due to state and federal law, efforts will be taken to maintain those records in strictest confidentiality in order to preserve the student's transgender status and, where appropriate (such as in the case of health records), for an amended version to be maintained which preserves the confidentiality of that transgender status where a review of the record is required for educational purposes by either school personnel, the student, or personnel who will be evaluating the student (for eligibility purposes for example).

A student (or parent in the case of a minor student) who is currently enrolled may request retroactive changes to that student's record including name and gender. Such requests will be handled on a case by case basis with consideration of the need to maintain legally accurate records consistent with state and federal mandated reporting requirements with the school's ongoing efforts to maintain internal student confidentiality regarding a student's transgender status.

Former student permanent pupil records will be changed by request of a parent of a minor student, or former students who have reached the age of majority, upon receipt of documentation<sup>10</sup> that such legal name and/or gender have been changed pursuant to applicable state law.

<sup>8</sup>Even when a student has disclosed the student's transgender status to some members of the school community, schools may not rely on this FERPA exception to disclose Personally Identifiable Information from education records to other school personnel who do not have a legitimate educational interest in the information. Inappropriately disclosing (or requiring students or their parents to disclose) personally identifiable information from education records to the school community may violate FERPA.

<sup>9</sup> Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g and 34 CFR Part 99.

<sup>10</sup> See 18 V.S.A. § 5112 for Vermont law governing the process for obtaining a new birth certificate following a sexual reassignment.

### **Use of Facilities**

A transgender student will not be required to use facilities which conflict with the student's gender identity.<sup>11</sup>

Any student who expresses a need or desire for increased privacy will be provided with reasonable alternative arrangements. Reasonable alternative arrangements may include the use of a private area, or a separate changing schedule, or use of a single stall restroom. Any alternative arrangement will be provided in a way that protects a student's ability to keep their transgender status confidential.

### **School Activities**

Students will be permitted to participate in accordance with their gender identity.

### **Privacy Accommodations**

Accommodations to address student privacy concerns will be addressed on a case-by-case basis.

<i>VSBA Updated:</i>	<i>July 15, 2025</i>
<i>Legal References (remove before adoption)</i>	<i>Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g and 34 CFR Part 99 1 V.S.A. § 144 (Definition of Gender Identity) 9 VSA § 4502 (VT Public Accommodations Act) 18 V.S.A. § 5112 (Obtaining a new birth certificate following a sexual reassignment)</i>
<i>Policy Cross Reference</i>	<i>Student Records Student Athletics, Clubs, and Activities</i>

<sup>11</sup> Best Practices for Schools Regarding Transgender and Gender Nonconforming Students, Vermont Agency of Education (Revised: February 23, 2017).

## **Addison Central School District**

**Policy: Equity Policy**

**File Code: C29**

**Warned: August 31, 2020**

**Adopted: September 14, 2020**

**Warned: September 8, 2025**

**Adopted: September 22, 2025**

### **Policy**

The Addison Central School District is committed to the success of every student, regardless of race, ethnicity, religion, family economics, class, geography, ability, language, gender, sexual orientation, gender identity or initial proficiencies. The School Board (Board) holds itself and all District and school-site decision-makers, faculty, and support staff accountable for building a District-wide commitment to equity. The District will ensure alignment of policies<sup>1</sup>, programs, operations, practices, and resource allocations with Vermont's Educational Quality Standards.

### **Definitions**<sup>2</sup>

**“Equity” or “Equitable,”** in relation to schools or educational programs, results in each student receiving the resources and educational opportunities to learn and thrive in all aspects of learning, school life, career technical education, and community-school interactions, and to discover and cultivate their talents and interests. To be achieved, equity requires an inclusive school environment and may necessitate an unequal distribution of resources and services based on the needs of each student.

**“Culture”** refers to a set of distinctive spiritual, material, religious, intellectual, creative, and emotional attributes of a society or social group and encompasses, in addition to art and literature, lifestyles, ways of living together, values, traditions, and beliefs.

**“Inclusion” or “Inclusive”** practices are school-based curricula, programs, activities, resources, and policies that ensure that academic learning, co-curricular and social offerings, and all other aspects of school life are based on the values of equality, equity, social and cultural diversity, freedom and dignity, so that all students are valued as unique individuals and can achieve their full academic and social potential.

**Administrative Responsibilities**

To realize this commitment to educational equity, the District will develop and implement a Continuous Improvement Plan for each school, or a combined plan for some or all of the buildings. The Plan will be aligned with the Education Quality Standards and should serve to inform the overall strategic plan for the SU/SD, incorporating reporting, planning, and implementation requirements of federal and state law, and any other regulatory requirement, including those that are local.<sup>3</sup>

The superintendent will identify outcome indicators as necessary to monitor this policy and shall provide an annual status report to the Board.

<sup>1</sup> SBE Rule 2121.1 - School Leadership

<sup>2</sup> SBE Rule 2110 - Definitions

<sup>3</sup> SBE Rule 2125 Continuous Improvement Plan

<i>VSBA Version:</i>	<i>February 3, 2025</i>
<i>Date Warned:</i>	
<i>Date Adopted:</i>	
<i>Cross Reference</i>	<i>Community Engagement &amp; Vision</i>
<i>Legal Reference(s):</i>	<i>16 V.S.A. § 165 Education quality standards; equal educational opportunities VT SBE Rule Series 2000 Education Quality Standards (revised)</i>

## **Addison Central School District**

**Policy: Special Education**

**File Code: D24**

**Warned: January 13, 2022**

**Adopted: January 24, 2022**

**Warned: September 8, 2025**

**Adopted: September 22, 2025**

### **Policy**

It is the policy of the Addison Central School District to meet the needs of students with disabilities, as defined in federal and state law and regulations, and to provide a free and appropriate public education (FAPE) to these students in the least restrictive environment that will allow all students to benefit educationally.

The Agency of Education (AOE), as the State Education Agency (SEA), is responsible for the overall provision of a Free Appropriate Public Education (FAPE) to eligible Vermont students with disabilities and does this through the implementation of the Individuals with Disabilities Education Act (IDEA).

The District will use the guidelines developed by the Vermont Agency of Education in its most current edition of the *Vermont Special Education Procedures and Practices*

*Manual (Manual)* regarding special education issues. The Manual is designed to assist Vermont school districts in understanding the provisions of the Individuals with Disabilities Education Improvement Act (IDEA) and meeting its requirements.

<i>VSBA Version:</i>	<i>January 2, 2025</i>
<i>Date Warned:</i>	
<i>Date Adopted:</i>	
	<i>reference: 20 U.S.C. § 1415 (Individuals with Disabilities Education Act (IDEA))</i>
<i>Cross Reference:</i>	

## **Addison Central School District**

**Policy: Behavioral Threat Assessment Teams**

**File Code: F5**

**Warned: September 8, 2025**

**Adopted: September 22, 2025**

### **Statement of Policy**

The Addison Central School District is committed to providing a safe and secure learning environment for students and staff. This policy establishes a school behavioral threat assessment (BTA) and management program to conduct a fact-based, systematic process designed to gather information about, assess and manage behavior or communication that raises a concern that a person or situation may pose a threat of severe and significant targeted violence against the school community.

Nothing in this policy precludes District personnel from acting immediately to address an imminent threat, including immediately removing a student from school, subject to subsequent due process procedures, when the student poses an immediate threat to themselves, others, property, or the educational environment<sup>1</sup>.

The threat assessment process is distinct from and does not supplant the District's student conduct and discipline policy. A behavioral threat assessment will not impose suspension or expulsion, including emergency suspension, solely for investigating student conduct or conducting a threat assessment. Any action that could result in removal of a student from the student's school environment pending or after a threat assessment will only be carried out in accordance with 16 V.S.A. § 1162, State Board of Education Rule 4300, and federal and state law applicable to students with disabilities. Behavioral threat assessment teams will operate in a manner that avoids bias, discrimination, and disproportionate impact on students in historically marginalized communities.

Threat assessment is not intended to refer students to the criminal justice system, but to facilitate the provision of resources and support to a student and to mitigate potential acts of violence. Law enforcement referral is not appropriate in the case of student behavior that is a violation of the school conduct code but that is not also a crime. This policy also exists to ensure compliance with 16 VSA § 1485.

### Administrative Responsibilities

The superintendent or designee will establish procedures to:

<sup>1</sup> Vermont State Board of Education Rule 4311.3

1) govern the functions of the Behavioral Threat Assessment Team. At minimum, the procedures will be consistent with the methodologies provided in the model BTA procedures and Best Practices provided by the Agency of Education;

2) ensure an individual's behavior rather than an individual's demographic or personal characteristics will serve as the basis for a behavioral threat assessment;

3) establish a mechanism which allows for students, staff and others to report threatening and troubling behavior to the behavioral threat assessment team;

4) provide for:

a. involvement of law enforcement (outside of the inclusion of a School or District Resource Officer), that aligns with the model procedures issued by the Agency of Education, or

b. referral to law enforcement in the case of imminent danger to individuals or the school community when the conduct constitutes a crime<sup>2</sup>.

5) ensure that each threat assessment team member, whether a teacher, counselor, school administrator, other school staff, contractor, consultant, or other individual, functions as a "school official with a legitimate educational interest" in educational records controlled and maintained by the District as specified by the Family Educational Rights and Privacy Act (FERPA)

6) provide for the collection and submission of data related to the behavioral threat

assessment program to the Agency of Education as required by 16 VSA § 1485(e).

7) ensure behavioral threat assessment team members receive training at least annually in best practices of conducting behavioral threat assessments, as well as bias training.<sup>3</sup>

<i>VSBA Review Date</i>	May 23, 2025
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<sup>2</sup>4313.6 Referral to and Action by Law Enforcement and Judicial Authorities

<sup>3</sup>16 VSA 1485 (d) Behavioral Threat Assessment Team Training

<i>Date Warned</i>	September 12, 2025
<i>Date Adopted</i>	
<i>Legal References</i>	<p><i>16 VSA § 1485 Behavioral Threat Assessment Teams VT State Board of Education Rule 4313.6 Referral to and Action by Law Enforcement and Judicial Authorities</i></p> <p><i>Vermont State Board of Education Rule 4311 (Procedures for Disciplinary Action)</i></p> <p><i>VT AOE DQS 112.2.3 Behavior Threat Protocols</i></p> <p><i>20 U.S.C. § 1415 (Individuals with Disabilities Education Act (IDEA)) Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794</i></p>
<i>Cross References</i>	<p><i>Student Conduct and Discipline</i></p> <p><i>District Equity Policy</i></p> <p><i>Education Records</i></p> <p><i>Firearms</i></p> <p><i>Search and Seizure of Students by School</i></p> <p><i>Personnel Use of Restraint and Seclusion</i></p> <p><i>Security Cameras</i></p>

