

2026-2027

NORTH THURSTON HIGH SCHOOL

HANDBOOK



Strengthened by relationships. Driven by purpose. Choosing growth.

Together we elevate excellence.

#KeepClimbing

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Administrative Information

Principal's Message

Ramify,

Welcome to the 2026-2027 school year! Whether you are a student, parent, or guardian, we are glad you are here with us. This is our handbook. It's specific to the things that we need to make this school year safe and successful.

Student safety is always our top priority. If you see or hear anything that makes you concerned, please know that you can always talk about those things with our staff. Sometimes, talking with an adult can feel intimidating, so if you prefer, you can also use our anonymous tip line by texting "HEARMEWA" to 738477 and you can report your concern anonymously. If you are experiencing any mental health challenges, you are not alone; help is available. The national suicide and crisis lifeline number is 988, and you can call or text any time.

These are just a few of the numerous resources and supports available to you as a member of our North Thurston Family. I'm so looking forward to getting to know you much better in the coming days and weeks. Until I see you next, remember...Rams keep climbing!

Warmly – Principal Tyrrell...rhymes with Will Ferrell :)

Administration and Office Team

Principal	Jake Tyrrell	jtyrrell@ntps.org
Assistant Principal (A-L)	Trent Truesdell	ttruesdell@ntps.org
Assistant Principal (M-Z)	Angela Lee-Pope	aleepope@ntps.org
Dean of Students	Tim Brown	tbrown@ntps.org
Athletic Director	Jackie Meyer	jmeyer@ntps.org
Activities Director	Ryan Aufort	raufort@ntps.org
Administrative Assistant	Mariel Rodriguez	mrodriguez@ntps.org
Reception	Nelly Delacruz	ndelacruz@ntps.org
Attendance	Lisa Niles	lniles@ntps.org
ASB & Athletics	Karly Enlow	kenlow@ntps.org
Campus Supervisor	Jimmy Anderson	janderson@ntps.org
School Resource Officer	Officer Newcomb	snewcomb@ntps.org
Restorative Center	Calvin Belton	cbelton@ntps.org
ISS	Tang Smith	tsmith@ntps.org

Counseling Center Team

Student Last Names A-Co	Karyn Gunderson	kgunderson@ntps.org
Student Last Names Cp-Ho	Amy Lewis	alewis@ntps.org
Student Last Names Hp-Mi	Miriam Garcia	mgarcia@ntps.org
Student Last Names Mj-Sa	Janna Bronemann	jbronemann@ntps.org
Student Last Names Sb-Z	Morgan Wagner	mwagner@ntps.org
Registrar	Jara Wright	jwright@ntps.org
Scheduler	Kayla Grantham	kgrantham@ntps.org
Counseling Assistant	Kim Kaiser	kkaiser@ntps.org
School Psychologist	Brittany Gamble	bgamble@ntps.org
School Psychologist	Heather Mirr	hmirr@ntps.org
Nurse	Allison Mollenkopf	amollenkopf@ntps.org
College and Career Center	James Grantham	jgrantham@ntps.org

School Calendar and Bell Schedules

Our most commonly occurring bell schedules can be found [here](#).

Quick Reference Help Guide

Not sure who to ask? See the list below!

Mrs. Lisa Niles Attendance Office	Mrs. Karly Enlow ASB/Athletics Window	Mr. Jimmy Anderson Campus Supervisor
Absences Tardy Passes Planned Absence Forms	ASB Cards Sports Fees Dance Tickets	Safety Concerns Lost Items and Theft Parking Passes

Communication Sources

Email

All students are given a Gmail address ending with @stu.ntps.org, and this is the first and best tool for communication with school staff outside of the school day.

Canvas

Many teachers also utilize a virtual environment as a place to house materials for class, or as a place for students to submit work. Access to these spaces will be provided to students by their instructor(s).

Social Media

Follow along with our school's official Instagram account, @ramnation_

ParentSquare & StudentSquare

Teachers and parents use our ParentSquare as a communication tool, but we also use a feature called StudentSquare. StudentSquare allows our school staff to communicate directly with large numbers of students. We encourage all students to download the StudentSquare mobile app **and update their preferences regarding notification frequency**. This is especially important for students in our athletics programs, as well as clubs, music programs, and on field trips. For more information, [check out this section of our website](#).

Academics

College in the High School

North Thurston High School offers students the opportunity to experience the rigor of a college course and the ability to earn college credit **for free** without having to leave their high school campus.

Course Catalog

[Every class we offer is outlined in detail within this resource](#). College in the High School classes and other Dual Credit options are explained in depth, as are prerequisites and graduation requirements.

End of Semester & Finals

At the end of each semester, the last day to submit late work will be five school days before the first day of finals. (Seniors will have an earlier date for semester two.) There will be no new assessments given on the two school days previous to the first day of finals. The department reassessment rules that exist in a class (see "Reassessment Policy" below) during the semester will be unchanged until the two days before the first day of finals. **There will be no reassessment of a final.** Teachers and departments determine if their final is cumulative or specific to the most recent content. Finals are based upon identified standards and assess student proficiency towards these key standards.

Students must arrange an alternative option with an administrator if they have a planned absence overlapping with finals.

1. Planned absences must be approved by all parties two-weeks prior to anticipated departure.
2. Make-up finals will be administered during the summer or during the next school year. Teachers will not be expected to grade finals over the summer.
3. Absences that occur during final exams due to illness or other extenuating circumstances may require medical clearance (including mental health days).

Grade Enhancement

In order for a student to enhance a previously-transcribed grade there must be a reasonable assumption that the course being re-attempted covers the same essential learning at the same level of rigor.

Students may retake a course if:

- The course is retaken at the school of origin; or,
- The course is retaken at the college level and is listed as an equivalent for the NTHS course.
 - Note: NTHS will not bear responsibility for the cost associated with this option.

All requests based on the criteria identified above must first be approved by an administrator and teacher of record and the department leader associated with the course. The previously earned grade does not come off the transcript, but will be zero-weighted in the student's GPA.

Graduation Requirements

Graduation from high school in Washington State means that a student meets the following criteria:

1. Successful completion of the correct 24 credits;
2. Successful completion of the Washington State History requirement;
3. Successful completion of the High School & Beyond requirement; and,
4. Successful completion of all requisite state testing.

Please note that commencement and graduation are different. Commencement ceremonies are a district event, and therefore students are not required or entitled to participate. The criteria listed above will be completed and documented prior to graduation rehearsal in order for a student to be eligible for commencement exercises.

Graduation Regalia

Students who elect to participate in the graduation exercises will wear the traditional academic regalia. Students may also wear [traditional tribal regalia, or objects of cultural significance](#) at graduation ceremonies and related events.

Interventions

Sometimes, when we notice a pattern of behavior emerging, the school may decide to take control of a student's autonomous time in order to provide attention and support to these area(s) of significant need. Two examples of this include a student's lunch time, or WIN Time. If students are experiencing any academic stress, we strongly encourage using WIN Time each week to connect with teachers to get extra help.

Late Work Policy

Students are allowed up to three (3) school days to turn in an assignment after the original due date. (Note: Teachers may list this as a zero (0) during this time, or mark it as missing, or leave it blank.) After three days the assignment will turn into a zero in the gradebook. Each department will decide whether or not they accept work for credit beyond this limit.

Online Grades & Update Policy

Student grades can be monitored using Skyward. Find Skyward by visiting the district's website and clicking the Skyward button on the main page, or downloading the Skyward app on your phone. Teachers at North Thurston High School are expected to keep a reasonably updated gradebook uploaded on Skyward.

Reassessment Policy

Outside of finals, students submitting a timely and authentic attempt at coursework on the correct timeline will be allowed to reassess summative work after receiving feedback from their teacher.

Schedule Changes

Student schedule changes will not be made for the following reasons:

- Lunch period preferences;
- Teacher preferences; or,
- Requests to be in class with friends.

Outside of these types of requests, students may ask their counselor to change their schedule any time within the first five days of each semester, and if we have the ability to accommodate the change we will. After the 5th day, and before the end of the 10th day, students may request a schedule change, but permission will only be granted with approval of the student's

administrator, the teacher(s) impacted, the student's counselor, and the student's guardian. Any course drops that occur after the 10th day of a semester will result in loss of credit and with an "F" grade on the transcript.

After the first ten school days, and until October 1 (Semester 1) or March 1 (Semester 2), schedule changes will only be considered for the following reasons:

- Academic misplacement; or,
- Adjustments to Running Start schedules; and, in both cases with,
- Admin, Teacher, and Counselor approval.

Academic misplacement occurs when a student is placed in a course that does not align with their academic readiness or prior coursework, and remaining in the class would not support their educational progress. Examples include:

- Being enrolled in a class for which the student lacks prerequisite skills or credit;
- Being placed in a course that duplicates prior learning; or,
- Being assigned to a course at an inappropriate level of rigor.

Evidence of an inappropriate level of rigor may include a student's SBA scores, prior failure in a course within the same subject area, and/or teacher feedback. If a student drops a class due to academic misplacement before the October or March deadlines, the transcript will reflect a "W" (Withdrawal) for the original course.

Students who receive services through Special Education and English Language Learner programs may drop a class, without penalty, if a change of placement is being made by their teacher manager. This change requires counselor/school psychologist approval.

After the October or March deadline, grades will be assigned as follows:

- F (Fail) – Assigned when there is no academic misplacement and the student/family elects to discontinue the course.
- NC (No Credit) – Assigned when a verified medical issue causes extended absence.
- W (Withdrawal) – Assigned at the discretion of administrators for special circumstances, such as student relocation or transfer.

Standards-Based Grading

Our grading system is based around three philosophies:

1. Grades should only reflect a student's performance on key course standards;
2. Students do best when teachers provide meaningful feedback during the learning process; and,
3. Learning is a continuum, and reassessment is an important part of that process.

Students may only use district-provided technology for assessments unless otherwise approved by an administrator.

Athletics

If you have any questions or would like more information, please email our Athletic Director, Jackie Meyer, at jmeyer@ntps.org. Athletics registration is open for all seasons and can be found on [our website](#).

<i>Fall</i>	<i>Winter</i>	<i>Spring</i>
Cross Country (Boys, Girls) Football (Boys) Soccer (Girls) Swim/Dive (Girls) Tennis (Boys) Volleyball (Girls) Cheer (Co-Ed) Dance (Co-Ed)	Basketball (Boys, Girls) Swim/Dive (Boys) Wrestling (Boys, Girls) Bowling (Girls) Gymnastics (Girls) Flag Football (Girls) Unified Basketball Cheer (Co-Ed) Dance (Co-Ed)	Baseball (Boys) Fastpitch (Girls) Golf (Boys, Girls) Soccer (Boys) Tennis (Girls) Track & Field (Boys, Girls) Unified Soccer

3A Puget Sound League

For schedules and information about our athletics league, visit www.pugetsoundleague.org.

Interscholastic Activity Code

Participation in NTHS athletics is a privilege and therefore we have established higher standards of behavior for our student-athletes. Athletes are expected to positively represent North Thurston at school and in the community. Athletes must follow district and school rules "at all times" while eligible or potentially eligible, including summer break, vacations, and non-school days, even when they are not currently participating in a sport. Violations may result in separate athletic consequences, including loss of playing time, suspension, or dismissal after administrative review. Details about these policies and procedures can be found in the [NTPS Athletic Code](#), and on page 12 of this handbook.

ASB Card

You will need to pay for an ASB (Associated Student Body) Card before you may participate in NTHS athletics or officially recognized clubs. ASB Cards are \$30 and can be [purchased online](#) or at the ASB/Athletics office.

Attendance

Student-athletes are expected to be present in school for every scheduled class period of the day in order to participate in a game or practice. Exceptions, such as dental and medical appointments, school-sponsored activities, and college visits for high school seniors, must be communicated in advance through the school attendance office and to the head coach. All exceptions are subject to approval by the Athletic Director, Dean of Students, or designee. Running Start students with partial NTHS schedules must be present for all their scheduled high school classes, as long as that day's high school schedule permits. Unexcused absences will result in the student being withheld from participation.

Athletic Clearance/Registration

Our school uses a completely online registration program called [Final Forms](#) which opens one month prior to the start of the upcoming sports season. All student athletes must have fully registered online, which includes a current physical which covers them through the entire season, and have paid for their ASB and Sports Fee in order to be cleared for practice or competition.

Athletics Fees

Student-athletes are required to purchase an ASB Card for \$30 and pay a one-time per sport user fee in order to fully clear for their sport. The NTHS Athletics Department uses this money for many things, including paying for things like league membership, officials, transportation, uniforms, and facility support.

- *Tier Two, \$125* – Football
- *Tier One, \$100* – All Other Sports

Discipline and Athletics

Student-athletes must follow all rules outlined in the NTPS [Student Rights and Responsibilities Handbook](#) and school policies at all times, including during summer, vacations, and non-school days, regardless of whether they are currently participating in a sport. Violations may result in athletic consequences, including loss of playing time, suspension, or dismissal, as determined by school administration.

The use, possession, or distribution of tobacco/vaping products, alcohol, marijuana, drugs, or paraphernalia is prohibited. Athletes must leave immediately if present around illegal substances. Failure to do so will result in disciplinary action.

Eligibility

Students must meet academic eligibility requirements to participate in athletic contests. To remain eligible, full-time students may have no more than one failing grade at any given time. Seniors may not drop or withdraw from a class in order to maintain eligibility. Grades will be reviewed at least every three weeks during the season.

Fall season athletes who do not meet the district's academic standards at the end of the previous school year will be placed on probation through the fourth Saturday in September. During the probationary period, students may fully participate in practices and contests. At the conclusion of this period, students who meet the academic standards will be removed from probation. Students who do not meet the academic standards will be ineligible for competitions for the following three weeks. Winter and spring season athletes who do not meet the district's academic standards at the end of the fall semester will be ineligible for the first five weeks of the spring semester.

When a student-athlete does not meet this academic eligibility requirement, the student-athlete and their parent/guardian will be notified in writing within three days of the suspension by the AD or designee. Athletic suspension shall be managed using the following protocol:

1. During the suspension, the student-athlete is eligible to practice but is ineligible to participate in any competition until the minimum academic standard is met. However, the coach may elect to reduce (or eliminate) practice time to allow for additional academic support;
2. The student-athlete will be placed in appropriate academic intervention (Assigned WIN Time, for example) following an academic review to support their academic needs; and,
3. The student-athlete will be required to communicate directly with the Athletic Director to verify having met grade standards prior to being cleared for competitions.

Any student-athlete who fails to meet the academic standard after two consecutive grade checks will be subject to removal from the team.

Ejections from Athletic Contests

If a student-athlete is ejected from an athletic contest once (in any season) they will be required to write a letter to the PSL requesting reinstatement, and complete a NFHS Sportsmanship class before resuming play.

- If a student-athlete is ejected from an athletic contest twice (within the same season) they will be removed from that sport for the remainder of that season.
- If a student-athlete is ejected from a contest once for “Abusive Language” and/or “Violent Conduct” they may also be subjected to out-of-school discipline in addition to the athletics program consequences, and that student-athlete may also be restricted from all athletics for the remainder of the school-year.

Spectators ejected from a contest may be subject to similar consequences as well.

Hazing and Athletics

Hazing is prohibited. Students may not participate in, encourage, or require any humiliating, degrading, dangerous, or abusive activity connected to initiation, membership, participation, or status in a school group, team, or activity. A student's willingness to participate does not make hazing acceptable. Violations may result in school discipline and additional extracurricular or athletic consequences.

Social Media and Athletics

Student-athletes must use social media appropriately. Posts that are disrespectful, unsportsmanlike, or harmful to others or the school may result in team or school discipline, and social media content may be used as evidence of athletic code violations.

Attendance

Absenteeism

If you're not here, it's really hard to learn! Under Washington State's Becca Bill, schools must monitor and respond to unexcused absences. Parents are notified after an unexcused absence. After three unexcused absences in a month, the school will schedule a conference with the student and parent/guardian to identify barriers and potential supports. Between the second and seventh unexcused absence, the school will also take steps to identify and address the causes of the absences, which may include an attendance assessment.

Acceptable Reasons for an Excused Absence

An Excused Absence is defined as being absent from campus for any portion of the school day, including lunch.

1. Physical health or mental health symptoms, illness, health condition or medical appointment for the student or person for whom the student is legally responsible;
 - a. Examples of symptoms, illness, health conditions, or medical appointments include, but are not limited to, medical, counseling, mental health wellness, dental, optometry, pregnancy, and behavioral health treatment (which can include in-patient or outpatient treatment for chemical dependency or mental health).
2. Family emergency including, but not limited to, a death or illness in the family;

3. Religious or cultural purpose including observance of a religious or cultural holiday or participation in religious or cultural instruction;
4. Court, judicial proceeding, court-ordered activity, or jury service;
5. Post-secondary, technical school or apprenticeship program visitation, or scholarship interview;
6. State-recognized search and rescue activities consistent with RCW 28A.225.055;
7. Absence directly related to the student's homeless or foster care/dependency status;
8. Absences related to deployment activities of a parent or legal guardian who is an active duty member consistent with RCW 28A.705.010;
9. Absences due to suspensions, expulsions or emergency expulsions imposed pursuant to chapter 392-400 WAC if the student is not receiving educational services and is not enrolled in qualifying "course of study" activities as defined in WAC 392-121-107;
10. Absences due to student safety concerns, including absences related to threats, assaults, or bullying;
11. Absences due to a student's migrant status;
12. An approved activity that is consistent with district policy and is mutually agreed upon by the principal or designee and a parent, guardian, or emancipated youth; and,
13. Absences due to the student's lack of necessary instructional tools, including internet access or connectivity.

Family vacations do not fall into the legal category of excused absences unless prior approval is sought and granted by the principal or designee.

Excusing an Absence

A parent or guardian must call, email, or come into the attendance office to excuse a student's absence or tardiness.

- Please contact Mrs. Niles at the Attendance Office at **360-412-4801**, or via email at lniles@ntps.org.
- When leaving or sending a message, please include the following information:
 - Student name;
 - Guardian name;
 - Phone number where the guardian can be reached; and,
 - The reason for the absence.

Absences will be recorded as excused if appropriate documentation is received. Students are expected to attend all classes each day. A student returning to school after an absence reports directly to class and is expected to communicate with their teacher(s) and make up all missed work.

Extended Absences

Any extended absence over two days (not including illness) must have prior approval through a Planned Absence form. Signatures from guardians and teachers are required. Forms may be found in the Attendance Office and must be submitted to Mrs. Niles prior to the absence.

Tardies, Skipping & Truancy

We want students in their classes when the bell rings. If they are not in their classroom, they aren't learning. State law requires teachers to take accurate attendance at the start of each period.

- Tardies are defined as being less than ten minutes late to the start of class.
- Skipping is defined as being unaccounted for during class.
- Truancy is defined as being tardy or skipping on a consistent basis.

If you are late to class, the teacher will let you in and change your attendance record in Skyward. Students arriving on campus after the start of the day **who are excused** will need a pass from the attendance window. Attendance reports will be consulted and students with timeliness issues will be assigned progressive discipline.

Associated Student Body (ASB) Activities and Student Groups

Interscholastic Activity Code

Students who participate in North Thurston High School athletics, activities, leadership, and school-sponsored organizations represent themselves, their program, North Thurston High School, and North Thurston Public Schools. Participation in our programs is a privilege and carries expectations for academic progress, attendance, conduct, responsibility, and good standing.

This code supplements applicable NTPS policies and procedures, the NTPS Student Rights and Responsibilities Handbook, the NTPS Athletic Code, WIAA rules, ASB requirements, and approved program-specific expectations. When our district, the WIAA, the PSL, or another governing organization establishes a specific requirement or consequence, that rule will override any policy enumerated here.

This code applies to:

1. **Student-Athletes, Cheerleaders, and Dance/Drill Team Participants** - Students participating in NTPS interscholastic athletics or other athletic programs governed by the NTPS Athletic Code.
2. **Elected ASB and Class Officers** - Students serving in elected school or class leadership positions.
3. **School-Sponsored and ASB-Recognized Clubs and Organizations** - Students participating in school-sponsored extracurricular or co-curricular clubs, including Career and Technical Student Organizations (CTSOs).

Additional expectations may apply to individual teams, activities, offices, or organizations when communicated by the coach, advisor, governing organization, or school administration, and when consistent with district policy and WA state law.

→ Academics

Students participating in athletics and activities are expected to maintain satisfactory academic progress and remain eligible under applicable NTPS, WIAA, ASB, or program requirements. For student-athletes, academic eligibility is governed by the current NTPS Athletic Code and WIAA rules. At NTHS, a student enrolled in six classes must be passing at least five classes to remain academically eligible. Grades are reviewed periodically in accordance with district requirements. Seniors approved to take fewer than a full schedule must meet applicable NTPS and WIAA eligibility requirements and may not drop or withdraw from a class for the purpose of maintaining athletic eligibility. Students participating in ASB leadership, school-sponsored clubs, and other activities may also be subject to academic eligibility requirements established by the school, program, ASB constitution, or governing organization. Students who fail to restore their academic eligibility may be removed from an activity, office, or position when permitted by the applicable rules.

→ Attendance

Students participating in athletics and activities are expected to attend all scheduled classes on days they participate in practices, contests, performances, meetings, or other school-sponsored events. An excused absence does not automatically make a student ineligible to participate. Students and families should communicate necessary absences with the attendance office and, when applicable, the coach, advisor, or activity leader. Exceptions may be approved by the Athletic Director, an administrator, or designee. Running Start students and students with partial NTHS schedules are expected to attend all NTHS classes for which they are scheduled that day. Unexcused absences may result in loss of participation for that day's practice, contest, performance, meeting, or activity and may result in additional program consequences for repeated attendance concerns.

→ Behavior

Students participating in NTHS athletics, activities, leadership, and school-sponsored organizations are expected to demonstrate integrity, responsibility, respect, and appropriate conduct. Students must follow:

1. The NTPS Student Rights and Responsibilities Handbook;
2. Applicable Board policies and procedures;
3. The NTPS Athletic Code, when applicable;
4. WIAA, league, CTSO, or other governing-organization rules, when applicable;
5. This NTHS Student Activities and Athletics Code; and,
6. Reasonable team, club, office, or activity-specific expectations communicated by coaches, advisors, or school administrators.

School discipline and participation consequences are separate processes. Conduct may result in one, both, or neither, depending on the circumstances and applicable policies. Behavior issues connected to the school or activity may result in participation consequences separate from school discipline. Depending on the circumstances, consequences may include a warning, corrective action, loss of leadership responsibilities, suspension from practices or events, removal from an office or position, or dismissal from the activity.

→ Harassment, Intimidation, Bullying, Discrimination, Retaliation, and Hazing

Harassment, intimidation, bullying, discrimination, retaliation, and hazing are strictly prohibited. Any humiliating, degrading, abusive, or dangerous activity expected of a student in order to join, remain in, or gain status within a team, club, activity, or student organization is prohibited regardless of a student's willingness to participate. Violations may result in school discipline under applicable NTPS board policies and may also result in activity-based consequences, including suspension or removal from the team, club, office, or activity.

→ Serious or Repeated Misconduct

Students may be suspended or removed from an activity, athletic team, office, or leadership position for serious or repeated violations of this code or other applicable expectations. Factors considered may include:

1. The nature and severity of the conduct;
2. The student's role in the incident;
3. The impact on students, staff, the school, or program;
4. Whether the conduct presents a safety concern;
5. Whether the conduct is repeated;
6. The student's response and willingness to repair harm;
7. Applicable district, WIAA, league, or governing-organization requirements; and
8. Prior activity-based consequences.

Conduct involving harassment, intimidation, bullying, hazing, violence, serious threats, criminal behavior, or other flagrant misconduct may result in removal from an activity, office, or position when appropriate. If participation in an activity is connected to an academic course, any change to a student's class placement will be handled separately through applicable academic, disciplinary, and district procedures. Students who leave an athletic team or do not complete the season in good standing may be ineligible for team letters or postseason awards in accordance with team and athletic department expectations.

→ Alcohol, Drugs, Nicotine, and Other Prohibited Substances

Students are expected to comply with all NTPS rules regarding alcohol, marijuana, controlled substances, tobacco, nicotine, vapor products, and related paraphernalia.

For student-athletes, violations are outlined in the NTPS Athletic Code, including its year-round substance-use provisions and required consequences. The NTPS Athletic Code controls whenever its requirements differ from this handbook.

For students participating in non-athletic activities, clubs, or leadership positions, violations involving alcohol, drugs, marijuana/cannabis, nicotine, vapor products, or related paraphernalia may result in activity-based consequences in addition to any school discipline. Possible consequences include suspension from activities or events, loss of leadership responsibilities, removal from an elected or appointed position, or dismissal from the activity. Consequences will be determined based on the circumstances, severity, pattern of behavior, applicable governing-organization rules, and the student's response to the incident.

Students who knowingly remain in a situation involving illegal substance use or distribution may also be subject to activity-based consequences when the student's conduct has a meaningful connection to the school or activity. Students are expected to leave such situations when it is safe to do so.

→ Self-Reporting and Seeking Help

NTHS encourages students to seek help when they are concerned about their own use of alcohol, drugs, nicotine, or other substances. A student who voluntarily seeks assistance before a violation has been independently reported or discovered will be supported in accessing appropriate school or community resources. Voluntary help-seeking will be considered when determining activity-based consequences to the extent permitted by NTPS, WIAA, league, and other applicable rules. Nothing in this provision eliminates a consequence that is specifically required by district policy, the NTPS Athletic Code, WIAA rules, or law.

→ Appeals

Appeals of consequences for student-athletes are governed by the current NTPS Athletic Code. **Appeals of consequences for non-athletic activities and leadership positions** including suspension from an activity or removal from an elected office, appointed position, club, or activity, may request review by the principal or designee. The student will have an opportunity to understand the basis for the decision and provide relevant information before a final determination is made whenever circumstances reasonably permit.

ASB Card

You will need to pay for an ASB (Associated Student Body) Card before you may participate in NTHS athletics or officially recognized clubs. ASB Cards are \$30 and can be purchased at the Bookkeeper's window.

Clubs

A connected and involved student is a successful student. We want to provide many opportunities for students to find their niche, and we are proud that we offer a vast array of ways for students to connect with their peers over something they are passionate about. All new student-led groups are subject to approval by administration. If a student wants to start a new club they should request consideration via email to the Activities Coordinator who manages the oversight of all NTHS clubs.

Ram Crew

Ram Crew is our student-to-student mentor program. Juniors and Seniors apply in the spring of the previous year and are trained to run freshman orientation in the fall to ensure a smooth transition to high school for all of our new Rams! They will also play a role in Advisory for freshmen.

Student Senate

No less than quarterly, student groups will have an opportunity to represent their segment of the student body at a Senate meeting. All student groups and clubs are governed by the Senate, and revisions to the ASB bylaws or the ASB constitution will be voted on by this body. The Senate is led by the ASB Executive Cabinet.

Student Conduct

Scope of District's Authority

Students are expected to follow school and District rules and may be subject to disciplinary action for behavioral violations within the scope of the District's authority. School rules and conduct expectations apply:

1. During the school day and on school grounds;
2. During any school-sponsored activity, whether on or off school grounds;
3. While riding District-provided transportation;
4. While otherwise under the authority of school personnel; and,
5. Off school grounds when a student's actions materially or substantially affect or interfere with the educational process or District operations.

Students retain the constitutional and statutory rights afforded to them under federal and Washington law. The exercise of those rights may be subject to reasonable limitations consistent with maintaining a safe, orderly, and effective educational environment. See NTPS Board Policy and Procedure 3240, Student Conduct Expectations and Reasonable Sanctions, and Policy and Procedure 3241, Student Discipline.

Academic Integrity

Students shall not attempt to earn credit or receive a grade for coursework in a manner other than what has been deemed acceptable by each instructor. Actions constituting a violation of this academic integrity policy include...

- **Academic Misconduct**
 - Tampering with grades, obtaining or distributing any part of an assessment.
- **Cheating**
 - Use, or attempted use, of unauthorized materials. Includes deceit and copying.
- **Collusion**
 - Assisting another student in an act of academic dishonesty. Includes payment or bribes.
- **Distribution**
 - Sharing the content of an exam beyond common student-to-student conversations.

- **Plagiarism**
 - The use of another person's ideas, data, words, or product without permission or citation.
- **Technology Malpractice**
 - The misuse of private or public technology to acquire an advantage. Includes the use of AI.
- **Unauthorized Collaboration**
 - Working with others without the specific permission of the instructor.

→ Academic Consequence (First Violation)

Fraudulent/dishonest/plagiarized submissions are not accepted as evidence of learning, and students in violating the academic integrity policy receive a zero on the assessment.

→ Behavioral Consequence (Subsequent Violations)

Repeated academic dishonesty is misconduct, and incidents of this nature may result in progressive discipline and/or disciplinary consequences.

Cell Phones

Devices are to be silenced and kept away during all instructional times throughout the school day. **Students may not have their phones out, or headphones out/on, during class.** Students may use their devices during lunch and during passing time. Parents should call the main office to reach their students in the event of an emergency. Students may also get permission to go to the office to contact their parents. All students have an assigned Chromebook for school-related technology use. For more details, see Policy 3245 Students and Telecommunication Devices.

Teachers may require students to put their personal technology (phone, headphones, laptop, gaming device) in a specific location during class. Refusal to comply with any portion of this policy will result in the student placing their phone in a secure locker for the remainder of the school day. This policy is important as we seek to cultivate a distraction-free learning environment. Repeated violations will result in a parent-administrator conference and/or student disciplinary measures. Thank you for your support of our expectations.

Chromebooks

Please do not put stickers directly on your Chromebook. Students will be financially responsible for damages to their district-provided devices. Students may only use district-provided technology for assessments unless otherwise approved by an administrator.

Dances

All dance tickets must be purchased in advance. We do not sell tickets at the door.

- *It is the student's responsibility to know when tickets are sold.*
 - This is often a challenge for Running Start students! All important dates will be communicated via the daily announcements and (for absent or RS students) via StudentSquare.
 - Students should make plans to purchase tickets early enough that they aren't waiting in line when the bookkeeper's window closes on the last day to purchase tickets.
 - Students must have a signed dance contract on file, and any fines or fees must be paid before a student may purchase a dance ticket.
 - Students are expected to follow all school policies at dances. Dancing should be appropriate. Students will be asked to leave if, in the opinion of an adult chaperone, their behavior is not appropriate.
 - There will be no refunds issued in this instance.
 - Dances are always a school function, even when being hosted by the school off campus. This means that unwanted behaviors may be met with school-based discipline if students make poor choices.
 - All Guest Pass Request Forms must be completed and submitted by the correct date (listed on Guest Form) in order for guests to be approved by an NTHS Administrator.

Discipline

Our primary goal is to keep students in their classrooms. However, sometimes it is necessary to remove a student from this environment for a length of time. To help our administrators make appropriate decisions, we consult the [NTPS Board Policy 3240, 3241, and 3241P](#).

Dress Code

Student dress and appearance must comply with the [NTPS Universal Dress Code](#). Students must wear an opaque top and an opaque bottom that fully covers the rear, and clothing must cover undergarments or bathing suits of similar design, except that waistbands and bra straps may be visible.

Dress will be regulated when it creates an unsafe, unhealthy, hostile, intimidating, or disruptive learning environment. Prohibited dress includes clothing, jewelry, costumes, tattoos, or other items worn on the body that:

1. Promotes drugs, alcohol, tobacco, violence, pornography, exclusive messaging, or gang association or affiliation;
2. Demonstrate hate-group association or affiliation or display hate speech or imagery targeting a protected group;
3. Display inappropriate pictures or writing;
4. Use coded, altered, or indirect language to communicate content otherwise prohibited by the dress code;
5. Cover the student's face to the extent the student cannot be identified, except for religious, medical, or other legally protected purposes; or,
6. Present a health or safety hazard.

Entry and Doors

- *Beginning & End of the School Day*
 - Students may enter or exit the building using the south doors by the main office, or the east doors into the commons.
- *Mid-School Day*
 - Students arriving on campus after the school day begins will use the south doors by the main office in order to be appropriately checked in at the attendance window.
- *Guardians & Guests*
 - All guardians & guests will use the south doors next to the main office. Once inside our facility, guardians & guests must sign in at the main office and receive a visitor's badge. We ask that the visitor's badge remains visible on your clothing at all times.
- Students should never let anyone into the building. Our staff will handle that task.

Fines and Fees

Fines and fees must be paid in full in order to participate in extracurricular activities like dances and sports. Students who require financial assistance can speak with their counselor or administrator to learn more about how the school can help with these costs.

Hall Passes

No student should be out of the class with a pass the first and last 10 minutes of class without special permission from staff. For safety reasons, any time a student is outside of their classroom during class time, they must have one of the following present on them:

1. Classroom Specific Plastic Hall Pass
2. Official Purple Temporary Pass – This is the only form of written pass students are allowed to have.

Harassment, Intimidation, and Bullying (HIB)

Schools are meant to be safe and inclusive environments where all students are protected from Harassment, Intimidation, and Bullying (HIB), including in the classroom, on the school bus, in school sports, and during other school activities. This section defines HIB, explains what to do when you see or experience it, and our school's process for responding to it. North Thurston High School is committed to a safe and civil educational environment for all students, employees, and volunteers.

Harassment, intimidation, and bullying are prohibited by Washington law and NTPS Board Policy 3207.

State law defines HIB in RCW 28A.600.477(5)(b)(i) as "any intentional electronic, written, verbal, or physical act including, but not limited to, one shown to be motivated by any characteristic in RCW 28A.640.010 or discrimination based on a protected class or other distinguishing characteristics, when the intentional electronic, written, verbal, or physical act:

1. Physically harms a student or damages the student's property;
2. Has the effect of substantially interfering with a student's education;
3. Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or,
4. Has the effect of substantially disrupting the orderly operation of the school.

"Intentionally" refers to an individual's choice to engage in the act in question, rather than the impact of the action(s). This policy is not intended to prohibit expression of religious, philosophical or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of HIB may still be prohibited by other district policies and result in discipline.

→ **Definitions of HIB at North Thurston High School are as follows:**

- Bullying
 - Unwanted aggressive behavior by a student or group toward another student involving an observed or perceived power imbalance and repeated multiple times or highly likely to be repeated.
- Intimidation
 - Implied or overt threats of physical violence.
- Harassment
 - a malicious act causing harm to a person's physical well-being.

→ **How can I make a report or complaint about HIB?**

Talk to any school staff member (consider starting with whoever you are most comfortable with!). You may use our district's reporting form to share concerns about HIB ([link to form](#)) but reports about HIB can be made in writing or verbally. Your report can be made confidentially, meaning your identity will be kept from the accused student and other students to the extent permitted by law and due-process requirements. No disciplinary action will be taken against another student based solely on an anonymous or confidential report.

If a staff member is notified of, observes, overhears, or otherwise witnesses HIB, they must take prompt and appropriate action to stop the HIB behavior and to prevent it from happening again. Our district also has an HIB Compliance Officer (Stephanie Weinheimer, studentachievement@ntps.org) that supports prevention and response to HIB.

→ **What happens after I make a report about HIB?**

Within two school days after an official HIB Incident Reporting Form is received, the school will generally notify the families of the students involved that a complaint has been received. If the concerns are resolved, then no further action may be necessary. However, if you feel that you or someone you know is the victim of unresolved, severe, or persistent HIB that requires further investigation and action, then you should request an official HIB investigation. Also, the school must take actions to ensure that those who report HIB don't experience retaliation.

When you report a complaint, the HIB Compliance Officer or staff member leading the investigation must notify the families of the students involved with the complaint and must make sure a prompt and thorough investigation takes place. The investigation will be completed as soon as practicable, generally no later than five school days from the initial complaint or report. If additional time is needed, the district will provide the student and/or family with weekly updates.

When the investigation is complete, the HIB Compliance Officer or the staff member leading the investigation must provide you with the outcomes of the investigation within two school days. This response should include:

- A summary of the results of the investigation;
- Whether allegations were factual;
- Whether there was a policy violation; and,
- Clear information about how you can appeal the decision.

→ **What are the next steps if I disagree with the outcome?**

For the student designated as the "targeted student" in a complaint:

If you disagree with the outcome, you may appeal in writing to the Superintendent or designee within five school days of receiving the decision.

For the student designated as the "aggressor" in a complaint:

A student found to be an "aggressor" in a HIB complaint may not appeal the decision of a HIB investigation. They can, however, appeal corrective actions that result from the findings of the HIB investigation.

→ **What is sexual harassment?**

Sexual harassment is any unwelcome conduct or communication that is sexual in nature and substantially interferes with a student's educational performance or creates an intimidating or hostile environment. Sexual harassment can also occur when a student is led to believe they must submit to unwelcome sexual conduct or communication to gain something in return, such as a grade or a place on a sports team.

Examples of sexual harassment can include pressuring a person for sexual actions or favors; unwelcome touching of a sexual nature; graphic or written statements of a sexual nature; distributing sexually explicit texts, e-mails, or pictures; making sexual jokes, rumors, or suggestive remarks; and physical violence, including rape and sexual assault.

Our schools do not discriminate based on sex and prohibit sex discrimination in all of our education programs and employment, as required by Title IX and state law. Sexual harassment is not merely a subtype of the HIB investigation process. NTPS has a separate Policy/Procedure 3205/3205P, and discriminatory harassment follows 3210/3210P. When a written HIB complaint implicates discrimination it will proceed under both the HIB and nondiscrimination processes.

→ What does my school do about discriminatory and sexual harassment?

When a school becomes aware of possible discriminatory or sexual harassment, it must investigate and stop the harassment. The school must address any effects the harassment had on the student at school, including eliminating the hostile environment, and make sure that the harassment does not happen again.

→ What happens after I make a discrimination complaint?

The district's Civil Rights Coordinator will give you a copy of the school district's discrimination complaint procedure. This person must make sure a prompt and thorough investigation takes place. The investigation must be completed within 30 calendar days unless you agree to a different timeline. If your complaint involves exceptional circumstances that require a longer investigation, the Civil Rights Coordinator will notify you in writing with the anticipated date for their response. When the investigation is complete, the school district superintendent or the staff member leading the investigation will send you a written response. This response will include:

- A summary of the results of the investigation;
- A determination of whether the school district failed to comply with civil rights laws;
- Any corrective measures or remedies needed; and,
- Notice about how you can appeal the decision.

→ Our school stands against discrimination.

Discrimination can happen when someone is treated differently or unfairly because they are part of a protected class, including their race, ethnicity, color, national origin, immigration or citizenship status, sex, gender identity, gender expression, sexual orientation, homelessness, religion, creed, disability, neurodivergence, use of a service animal, or veteran or military status.

Discriminatory harassment can include teasing and name-calling; graphic and written statements; or other conduct that may be physically threatening, harmful, or humiliating. Discriminatory harassment happens when the conduct is based on a student's protected class and is serious enough to create a hostile environment. A hostile environment is created when conduct is so severe, pervasive, or persistent that it limits a student's ability to participate in, or benefit from, the school's services, activities, or opportunities.

→ Our school is gender-inclusive.

In Washington, all students have the right to be treated consistent with their gender identity at school. Our school will:

- Address students by their requested name and pronouns, with or without a legal name change;
- Update a student's gender designation consistent with District procedures so school records accurately reflect the student's gender;
- Ask students how they should be referred to with their family, especially as it pertains to their safety;
- Allow students to use restrooms that align with their gender identity;
- Address locker room needs individually, with privacy accommodations available to students who make those requests;
- Allow students to participate in sports (via applicable WIAA procedures), physical education courses, and other school activities in accordance with their gender identity;
- Allow students to wear clothing that reflects their gender identity and apply dress codes without regard to a student's gender or perceived gender; and,
- Protect students from teasing, bullying, discrimination, or harassment based on their gender or gender identity.

To review the district's Gender-Inclusive Schools Policy, [click here](#).

Health Room

Our school nurse is available to students with a pass from an adult. Students are not allowed to have medicine of any kind on their person at school (outside of approved inhalers and epi-pens) and must keep all personal medication in the nurse's office.

Language

Students are encouraged to verbally express their personal opinions in such a manner, and at such times, that the language does not disrupt or interfere with the educational process or with the freedom of others to express themselves. However, the use of lewd, vulgar, profane, inflammatory, or personally attacking language is expressly prohibited. Reasonable decorum is expected at all times at school events, including activities occurring off campus.

Library

Our library is open during lunches for students to access technology, check out books, and have an academic space in which to work. When classes are present in the library, the space will be closed to student use.

Lockers

Lockers are available for students who want one. Students can go to the main office to be assigned a locker. Lockers must be cleaned out five school days before the last day of school. All items left in the locker will be donated or thrown away.

Parking Lots & Passes

The student parking lot is an extension of the school building. Cars parked on campus are subject to searches by school personnel with reasonable suspicion, same as a student's bag or locker. Parking passes are free for students with a valid driver's license. Passes may be requested by completing a Parking Application from the Campus Supervisor's office. Running Start students should park on the west side of campus. Parking at school is a privilege, and students making poor or dangerous choices in the parking lot will lose their parking pass.

Ram Time

On early-release Wednesdays we use a special schedule split between an Advisory period for students to make social-emotional connections as well as for us to provide safety reminders and conduct other ASB business, and WIN Time which is a self-directed, flexible period for students to connect with students and teachers who share the same interests, or to receive academic support.

Running Start

Running Start students are welcome on campus when they have a scheduled NTHS class. For safety reasons, all students on campus are expected to be in a supervised setting during the school day. Running Start students may be on campus during lunch, for school assemblies, and before or after school for activities, athletics, meetings, or other school-related purposes with adult supervision. If a student's schedule requires them to remain on campus between NTHS classes, the student must check in with the library and use that space as a quiet study or work area until their next class begins.

Safety

NTHS will train and drill our students on various emergency procedures throughout the year. The following terms are important for students to understand and remember:

- Lockout
 - Campus entry and exit is controlled. All other normal school operations proceed as normal.
- Modified Lockdown
 - Campus entry and exit is prohibited, but continue instruction in current class. Wait for instructions.
- Lockdown
 - Full stop. Cover windows. Stay off cell phones. Barricade doors. Shelter-in-place.
- Evacuation
 - Leave bags in the classroom and follow the teacher's route to the football field.
 - During unstructured class time students should find their advisor on the football field.

Searches

School administrators and campus supervisors must have reasonable suspicion to conduct a search of a student's locker/bag/car/person. Students should note that this is a different requirement than what a police officer would need to conduct a similar search. Refusal to comply with a search request may be interpreted as an admission of guilt. This policy is based on state law and board policy. It exists solely to give administrators the ability to make quick decisions to maintain safe campuses. All searches must be communicated to a student's guardian.

Student ID Cards

Students are required to be able to provide identification if requested by an adult on site. Specifically, we ask that all current students keep their NTHS ASB card with them so we can easily confirm that a student is enrolled at North Thurston. Students can use a photo of their ASB card for this purpose.

WiFi Use

All student WiFi use is monitored by NTPS IT. Students who misuse the WiFi at North Thurston High School may lose their access. All users must comply with the NTPS Acceptable Technology Use Policy. Students must sign a copy of this agreement at the start of the year. We use a product called Securly to monitor student searches, to include self-harm, inappropriate site access, or other digital behavior that is concerning. In the event that an adult is concerned about the content of a student's internet use, an administrator or counselor will reach out to the student's family with details.

See Something, Say Something

Your safety is essential. If you think you see something unsafe please tell a trusted adult, or text "HEARMEWA" to 738477.

NTHS Handbook Agreement

When students complete the NTHS Student Handbook Acknowledgment form using the link below, they recognize...

1. *I have reviewed my student handbook and I understand my rights and responsibilities.*
2. *I acknowledge the expectations that have been set for me by my administration and the school district.*
3. *If I have questions or concerns about these policies, I will speak to a trusted adult to seek clarification.*

Necessary updates to the Student Handbook during the school year will be shared in Advisory (for students) and in The Ram Report newsletter in ParentSquare (for families).

[Click Here for the 26-27 Handbook Acknowledgement Form](#)

NTPS publishes a comprehensive handbook each year which references district policies and procedures.
For your reference, [a copy of the district handbook can be found here](#).



North Thurston Public Schools provides equal access to all programs or activities without discrimination based on race, creed, ethnicity, religion, color, national origin, age, honorably discharged veteran or military status, sex, sexual orientation, gender expression, gender identity, homelessness, immigration or citizenship status, neurodivergence, marital status, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.