

**La Salle Charter Schools, Inc. BOD policies**

**ADDENDUM I:**

**Additions and changes for the 2022-2023 school year**

**Nepotism Policy**

The Board of La Salle Charter Schools, Inc. (school) adopts the following policy, effective on the date of adoption by the Board.

Board members shall not debate or vote upon the employment of any person to whom they are related within the fourth degree of consanguinity or affinity. Provided the Board member does not debate or vote upon the employment, the Board may vote to employ a person related to a Board member.

## **Prohibited Expenditures Policy**

The Board of La Salle Charter Schools, Inc. (school) adopts the following policy, effective on the date of adoption by the Board.

**Section 1.** No officer, employee, or agent of (school) may use public funds to advocate, support, or oppose the passage or defat of any ballot measure or the nomination or election of any candidate for public office.

**Section 2.** No officer, employee, or agent of (school) may direct public funds to any committee supporting or opposing a ballot measure or candidate.

**Section 3.** No officer, employee, or agent of (school) may use public funds to pay any debts or obligations of any committee supporting or opposing a ballot measure or candidate.

## **Parents and Student Complaints and Grievances Policy**

The Governing Board of La Salle Charter Schools, Inc. [School] adopts the following policy effective on the date that the policy is adopted by the Board.

**SECTION 1. Purpose and General Policy Provisions Related to Resolution of Concerns.**

**SECTION 1.1.** Students and parents have the right and responsibility to express school related concerns and grievances to the faculty and administration. Students and parents shall be assured the opportunity for an orderly presentation and timely review of concerns

**SECTION 2. Process.** The faculty and administration shall make an honest and forthright effort to resolve grievances as quickly as possible at the most immediate level of authority.

**SECTION 2.1.** The levels of authority shall be as follows:

1. **Classroom related concerns** – teachers
  2. **School related concerns** (including policies, procedures, administration, unresolved classroom related concerns, etc.) – School Leader
  3. **Appeals** – Governing Board
- Decisions rendered by the Governing Board shall be considered final.

**SECTION 2.2** Any teacher, staff member, or administrator shall have the authority to table any meeting considered to be unproductive, threatening, hostile, inappropriate, or lacking appropriate representation.

**SECTION 3.** All Appeals to the Governing Board must be submitted in writing and submitted to the board at the public meeting, or mailed to La Salle Charter Schools, Inc., Attn: School Board, 1106 N Jefferson Ave, St. Louis, MO, 63106.

## **School Calendar Policy**

The Board of La Salle Charter Schools, Inc. (School) adopts the following policy effective on the date that the policy is adopted by the Board.

### **SECTION 1. Approval of Annual Calendar**

**SECTION 1.1.** The School Leader or his/her designee shall submit for approval by the Governing Board a calendar for the upcoming school year no later than April of each preceding year. The calendar shall specify the dates of the school year for students, the work year for staff, holidays and breaks, and other critical activities and events. The annual calendar shall comply with the School's policies and applicable laws and regulations.

**SECTION 1.2.** No later than the last regularly scheduled board meeting in May the Governing Board shall officially adopt the upcoming school year calendar.

**SECTION 1.3.** Information pertaining to dissemination and publishing of the adopted calendar shall be published on the School's website and via other communication channels no later than June 1.

### **SECTION 2. Authorization to Revise the Annual Calendar**

**SECTION 2.1.** The Governing Board, upon recommendation by the School Leader or his/her designee has the authority to make changes to the official school calendar through a duly adopted board resolution.

## **Missouri Student Religious Liberties Act Policy**

The Board of La Salle Charter Schools, Inc. (school) adopts the following policy, effective on the date of adoption by the Board.

### **Section 1. Anti-Discrimination**

**Section 1.1.** [School] shall not discriminate against any person on the basis of a religious viewpoint or religious expression.

**Section 1.1.** [School] shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner [school] treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and shall not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject.

### **Section 2. Student Expression in Homework and Classroom Assignments**

**Section 2.1.** Students may express their beliefs about religion in homework, artwork, and other written and oral assignments free from discrimination based on the religious content of their submissions.

**Section 2.2.** Homework and classroom assignments shall be judged by ordinary academic standards of substance and relevance and against other legitimate pedagogical concerns identified by [school].

**Section 2.3.** Students shall not be penalized or rewarded on account of the religious content of their work. If an assignment requires a student's viewpoints to be expressed in course work, artwork or other written or oral assignments, [school] shall not penalize or reward a student on the basis of religious content or a religious viewpoint. In such an assignment, a student's academic work that expresses a religious viewpoint shall be evaluated based on ordinary academic standards of substance and relevance to the course curriculum or requirements of the course work or assignment.

### **Section 3. Student Prayer, Religious Activities, and Religious Expression**

**Section 3.1.** Students in [school] may pray or engage in religious activities or religious expression, before, during, and after the school day in the same manner and to the same extent that students may engage in nonreligious activities or expression, provided that such religious expression or religious activities are not disruptive of scheduled instructional time or other educational activities and do not impede access to school facilities or mobility on school premises.

**Section 3.2.** Students may organize prayer groups, religious clubs, or other religious gatherings before, during, and after school to the same extent that students are permitted to organize other noncurricular student activities and groups.

**Section 3.3.** Religious groups shall be given the same access to school facilities for assembling as is given to other noncurricular groups without discrimination based on the religious content of the student's expression.

**Section 3.4.** Religious groups shall be allowed to advertise or announce meetings in the same manner as student groups that meet for nonreligious activities.

**Section. 3.5. [School] may only disclaim sponsorship of noncurricular groups and events in a manner that neither favors nor disfavors groups that meet to engage in prayer or religious speech.**

#### **Section 4. Student Clothing, Accessories, and Jewelry**

**Section 4.1. Students at [school] may wear clothing, accessories, and jewelry that display religious messages or religious symbols in the same manner and to the same extent that other types of clothing, accessories, and jewelry that display messages or symbols are permitted.**

#### **Section 5. Construction**

**Section 5.1. This policy shall not be construed to:**

- **Require any person to participate in prayer or in any other religious activity**
- **Violate the constitutional rights of any person**
- **Prohibit [school] from maintaining order and discipline in a content and viewpoint neutral manner**
- **Prohibit [school] from protecting the safety of students, employees, and visitors of [school]**
- **Prohibit [school] from adopting and enforcing policies and procedures regarding student speech at school, provided that the policies and procedures do not violate the rights of students as guaranteed by law.**

### **Limited Public Forum Policy**

The Board of La Salle Charter Schools, Inc. (school) adopts the following policy, effective on the date of adoption by the Board.

#### **Section 1. Establishment of Limited Public Forum**

**Section 1.1.** A limited public forum is hereby established for student speakers at all [school] events at which a student is to publicly speak.

#### **Section 2. Student Speakers**

**Section 2.1.** Students speakers at school events and graduation ceremonies shall be selected using neutral criteria, such as: student vote, GPA, PBIS points, etc.

**Section 2.2.** Student speakers are prohibited from engaging in obscene, vulgar, offensively lewd, or indecent speech.

**Section 2.3.** Student expression in the limited public forum on an otherwise permissible subject shall not be excluded from the limited public forum because the subject is expressed from a religious viewpoint.

#### **Section 3. Disclaimer**

**Section 3.1.** Any student speech at a school event or graduation ceremony does not reflect the endorsement, sponsorship, position, or expression of [school]

**Section 3.2.** Such disclaimer shall be made in writing, orally, or both prior to a student speech at any school event or graduation ceremony.

## **Interstate Compact on Educational Opportunity for Military Children Policy**

The Board of La Salle Charter Schools, Inc. (school) adopts the following policy, effective on the date of adoption by the Board.

This policy implements the obligations of [SCHOOL] under the Interstate Compact on Educational Opportunity for Military Children.

### **Section 1. Definitions**

- A. **Active Duty:** full-time duty status in the active uniformed service of the United States, including members of the National Guard and Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211.
- B. **Deployment:** the period one (1) month prior to the service members' departure from their home station on military orders through six (6) months after return to their home station.
- C. **Education(al) records:** those official records, files, and data related to a student and maintained by the school or local education agency including but not limited to records encompassing all the material kept in the student's cumulative folder such as general identifying data, records of attendance and of academic work completed, records of achievement and results of evaluative tests, health data, disciplinary status, test protocol and individualized education programs.
- D. **Extracurricular activities:** a voluntary activity sponsored by the school or local education agency or an organization sanctioned by the local educational agency. Extracurricular activities include, but are not limited to, preparation for and involvement in public performances, contests, athletic competitions, demonstrations, displays, and club activities.
- E. **Military installation:** a base, camp, post, station, yard, center, homeport facility for any ship, or other activity under the jurisdiction of the Department of Defense, including any leased facility, which is located within any of the several States, the District of Columbia, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, the Northern Marianas Islands and any other U.S. Territory. Such term does not include any facility used primarily for civil works, rivers and harbors projects, or flood control projects.
- F. **Receiving state:** the state to which a child of a military family is sent, brought, or caused to be sent or brought.
- G. **Sending state:** the state from which a child of a military family is sent, brought, or caused to be sent or brought.
- H. **Transition:** 1) the formal and physical process of transferring from school to school or 2) the period of time in which a student moves from one school in the sending state to another school in the receiving state.



## **Section 2. Applicability**

**Section 2.1.** This policy applies to the children of: (1) active duty members of the uniformed services, including members of the National Guard and Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211; (2) members or veterans of the uniformed services who are severely injured and medically discharged or retired for a period of one (1) year after medical discharge or retirement; and (3) members of the uniformed services who die on active duty or as a result of injuries sustained on active duty for a period of one (1) year after death.

**Section 2.2.** This policy shall not apply to children of: (1) inactive members of the National Guard and military reserves; (2) members of the uniformed services now retired, except as provided for in Section 2.1; (3) veterans of the uniformed services, except as provided for in Section 2.1; and (4) other United States Department of Defense personnel and other federal agency civilian and contract employees not defined as active duty members of the uniformed services.

## **Section 3. Student Eligibility and Enrollment**

**Section 3.1.** Upon receipt of the unofficial education records by [SCHOOL], school shall enroll and appropriately place the student based on the information provided in the unofficial records pending validation by the official records, as quickly as possible.

**Section 3.2.** Simultaneous with enrollment and conditional placement of student, [SCHOOL] shall request the student's official education record from the school in the sending state. If [SCHOOL] is the school in the sending state, [SCHOOL] will process any such request and furnish the official education records to the school in the receiving state within ten (10) days.

**Section 3.2.** A special power of attorney, relative to the guardianship of a child of a military family and executed under applicable law shall be sufficient for the purposes of enrollment and all other actions requiring parental participation and consent.

**Section 3.3.** [SCHOOL] is prohibited from charging tuition to a transitioning military child placed in the care of a noncustodial parent or other person standing in loco parentis who lives in a jurisdiction other than that of the custodial parent.

**Section 3.4.** A transitioning military child shall have thirty (30) days from the date of enrollment to obtain any required immunization(s).

**Section 3.5.** A transitioning military child, placed in the care of a non-custodial parent or other person standing in local parentis who lives in a jurisdiction other than that of the custodial parent, may continue to attend [SCHOOL] if he/she was enrolled while residing with the custodial parent.

**Section 3.6.** Students shall be allowed to continue their enrollment at grade level in the receiving state commensurate with their grade level (including Kindergarten) in the sending state at the time of transition, regardless of age. A student who has satisfactorily completed the prerequisite grade level in the sending state shall be eligible for enrollment in the next highest grade level in the receiving state, regardless of age. A student transferring after the state of the school year in the receiving state shall enter the school in the receiving state on their validated level from an accredited school in the sending state.

Section 3.7. [SCHOOL] shall facilitate the opportunity for transitioning military children's inclusion in extracurricular activities, regardless of application deadlines, to the extent they are otherwise qualified.

#### **Section 4. Placement and Attendance**

Section 4.1. When the student transfers before or during the school year, [SCHOOL] shall initially honor placement of the student in educational courses on the student's enrollment in the sending state school and/or educational assessment conducted at the school in the sending state if the courses are offered. Continuing the student's academic program from the previous school and promoting placement in academically and career challenging courses should be paramount when considering placement. This does not preclude [SCHOOL] from performing subsequent evaluations to ensure appropriate placement and continued enrollment of the student in the course(s).

Section 4.2. [SCHOOL] shall initially honor placement of the student in educational programs based on current educational assessment conducted at the school in the sending state or participation/placement in like programs in the sending state. Such programs include, but are not limited to: 1) gifted and talented programs, and 2) English as a second language (ESL). This does not preclude [SCHOOL] from performing subsequent evaluations to ensure appropriate placement of the student.

Section 4.3. [SCHOOL] shall initially provide comparable services to a student with disabilities based on his/her current Individualized Education Program (IEP). [SCHOOL] shall make reasonable accommodations and modifications to address the needs of incoming students with disabilities to provide such students with equal access to education. This does not preclude [SCHOOL] from performing subsequent evaluations to ensure appropriate placement of the student. Nothing in this section exempts [SCHOOL] from the requirements of federal and state law.

Section 4.4. [SCHOOL] may waive course/programs prerequisites, or other preconditions for placement in courses/programs.

Section 4.5. A student whose parent or legal guardian is an active duty member of the uniformed services, as defined in this policy, and has been called to duty for, is on leave from, or immediately returned from deployment to a combat zone or combat support posting, shall be granted additional excused absences at the discretion of [SCHOOL] to visit with his or her parent or legal guardian relative to such leave or deployment of the parent or guardian.

#### **Section 5. Graduation**

Section 5.1. [SCHOOL] shall waive specific courses required for graduation if similar course work has been satisfactorily completed in another local education agency, or shall provide reasonable justification for denial. Should a waiver not be granted to a student who would qualify to graduate from the sending school, [SCHOOL] shall provide an alternative means of acquiring coursework so that graduation may occur on time.

Section 5.2. Should a military student transferring at the beginning or during his or her senior year of high school be ineligible to graduate from the receiving local education agency after all alternatives have been considered, the sending and receiving local education agencies shall ensure the receipt of a diploma from the sending local education agency, if the student meets the graduation requirements of the sending local education agency. [SCHOOL] shall ensure cooperation, as either the sending or receiving local education agency, in the event of the situation described in this section.