



L'Anse Creuse Middle School-Central *National Junior Honor Society*



GROUNDS FOR DISMISSAL

1. Grades:

- Drop in cumulative grade point average below the level required for induction. The current cumulative grade point average requirement is 3.40.
- Procedure: The member shall receive a letter of warning and shall have one marking period to bring the cumulative grade point average up to the required level. If he/she fails to do so, he/she is subject to dismissal.

2. Citizenship:

- Any member receiving a 4 or 5 in citizenship in any class on a report card.
- Procedure: The student shall receive a letter of warning and shall have until the next reporting period to bring up the citizenship to the required level. If he/she fails to do so, he/she is subject to dismissal.

3. Attendance & Participation:

- Members of the NJHS are expected to be active participants within the society. Members are expected to attend 70% of all scheduled meetings. Furthermore, Executive Board members are expected to attend 70% of all Executive Board meetings.
- Members are also expected to participate in group service and fund-raising activities.
- Procedure: A student who falls below the required 70% attendance level, or consistently fails to participate in service activities and/or fundraising, is subject to dismissal.

3. Other:

- Any other incident which the Faculty Council determines to be conduct unbecoming a NJHS member based on the violation of the NJHS tenets of leadership, service, and character.
- Procedure: If a faculty member, administrator, coach, or any other adult in contact with the student feels a student falls below any of the above three standards, he/she will notify the Faculty Council, detailing the incident. Based upon the severity of the incident, the student may face disciplinary action ranging from a letter of warning to immediate dismissal.

Dismissal:

- Members should understand fully that they are subject to dismissal if they do not maintain the standards of scholarship, leadership, service, and character that were used as a basis for their selection. They are allowed limited warnings during their membership. In the case of flagrant violation of school rules or civil laws, a warning is not required for dismissal, but a hearing will still be held.
- The Faculty Council will investigate thoroughly before any action is taken. If the council determines that the facts warrant consideration of dismissal, the member shall be notified in writing of the violation, the possibility of dismissal, and the need for scheduling a hearing with the Faculty Council. A hearing will then be scheduled.
- The member will be allowed to appear before the Faculty Council and explain the situation. A parent/guardian may be present with the member, however it should be noted that the primary focus of the hearing is to allow the member to present his or her case.

If a member is dismissed, written notice of the decision will be sent to the member, his or her parents/guardians, and the principal. The member will then surrender the NJHS certificate and membership card to the chapter adviser. If the member is unwilling to do this, the matter will be treated as a school disciplinary matter. Any member who is dismissed or resigns from the NJHS will never again be eligible for membership or its benefits.

Appeals:

The dismissed member may appeal the decision of the Faculty Council, under the local school district's policies governing disciplinary appeals in the school district, following the normal channels for an appeals process. The first level of appeals is with the principal.

Advisor's Role:

The advisor is not involved in final decisions for disciplinary action and is not a voting member of the Faculty Council. The advisor is to assist the Faculty Council in following the established guidelines. It is also the advisor's duty to monitor the members' school records for grades, citizenship, and teacher comments.