

ARTICLE XVI
PROBATION, SUSPENSION, DISMISSAL, RESIGNATION AND APPEAL PROCESS

Section 1. Probation:

- A. Probation is defined as a period designated in which the member is eliminated from dance performances, but may continue to participate in other organizational activities. A probation contract will be written for the member and if the reason for probation is not corrected within the allotted time frame, the member is subject to suspension or dismissal.
- B. Reasons for Probation.
 - 1. **ACADEMIC PROBATION**--Ineligible academic status at the time of auditions, or a grade average below "70" in any class at the end of a grading period. Member must clear ineligibility by the three week progress report. If eligible (passing all classes) at the end of the three weeks grading period, the student regains her eligibility during the fourth week of the six weeks (Subject to Texas' "No Pass-No Play" rules in effect.) The academically ineligible member is not allowed to travel with the team or be part of performance activities during the period of ineligibility. (See Article VI., Sec. 1)
 - 2. **DEMERIT PROBATION** (See Article XVII, Section 3.)-Accumulation of 5 demerits within a Demerit Calculation Period-one week probation
 - 3. **DISCIPLINARY PROBATION**/i.e., first receipt of serious conduct issue or 2 ASD's - one week probation with teacher evaluation required at end of 2 weeks. Member is still allowed to travel with the team, but is not allowed to participate in performance activities during the probation period.
 - 4. Auditioning for the Golden Girls organization after regaining eligibility due to dismissal or resignation during the previous membership year. The probationary period will be for one Demerit Calculation Period.

Section 2. Suspension:

- A. Suspension eliminates the member from participation at mandatory functions, performances, and special events during the specified period. If the suspended member attends a designated team activity, she is not allowed to wear any part of the Golden Girls uniform to school or activities during the period of suspension.
- B. Reasons for suspension.
 - 1. **ACADEMIC SUSPENSION**—(See Article VI, Section 1.) A grade average below "70" in any class following the three week progress report grade check after being placed on Academic Probation based on the Texas' "No Pass, No Play" policy in effect. A member on Academic Suspension may not participate in before or after school practice sessions.
 - 2. **DEMERIT SUSPENSION**-- (See Article XVII, Section 3.) accumulation of 10 demerits within a Demerit Calculation period-two week suspension; accumulation of 15 demerits within a Demerit Calculation period-suspension for remainder of calculation period.
 - 3. **DISCIPLINARY SUSPENSION**
 - a) Violation of CISD Extracurricular Activity Pledge--(See Article XV, Section 2.,4., & 6.) - suspension period to be conferred with CHS Administration
 - b) Second occurrence of Saturday School Assignment
 - c) Failure to comply with absence policies - suspension period to be conferred with CHS Administration
 - d) Failure to comply with or complete probationary contract guidelines
 - e) Second receipt of serious conduct issue -six weeks suspension
 - f) Inappropriate behavior (See Article XV, Section 3.)-suspension period to be conferred with CHS Administration

Section 3. Dismissal:

- A. Dismissal involves the loss of membership from the Golden Girls organization. All school issued uniforms and equipment must be returned and all financial obligations must be cleared within one week of dismissal. Once a member has been dismissed, he/she loses all privileges of the organization.
- B. In all cases involving dismissal, the director will confer with the high school principal.
- C. Reasons for Dismissal.
 - 1. See Article XV, Section 2.,3.,4.,6.
 - 2. A second time that the member is suspended for any reason. Suspension does not have to occur consecutively. (See Article XVII, Section 3. regarding second Demerit Suspension guidelines)
 - 3. Failure to meet necessary requirements to be removed from suspension.
 - 4. Failure to comply with district absence policies

5. Second receipt of grade average below “70” in any class during any subsequent six weeks grading period of the performance year.
6. Receipt of 16 demerits within one Demerit Calculating Period (See Article XVII, Section 3.)
7. Third receipt of serious conduct issue.
8. Assignment to ISS (In School Suspension)
9. Suspension from school/ Assignment to AEP (Alternative Education Program).

Section 4. Resignation

- A. Resignation shall be defined as a choice made by the individual member that she no longer desires participation in the Golden Girls organization. Resignation procedures involve a conference with the director and a letter of resignation from the resigning member, signed and dated, with the parent/guardian signature. All school uniforms and equipment must be turned in and financial obligations cleared at the time of resignation.

Section 5. In the event of dismissal or resignation during mid-semester, the student will be assigned to a Physical Education class or Office Aide class in place of the Golden Girls Class period; and, in the place of Dance II-III-IV/Varsity class, the student will be assigned to an alternate Dance Class for the purpose of receiving her fine arts credit, or Office Aide assignment for elective credit. The member is obligated to return all property of the organization.

Section 6. Once dismissal for demerit or disciplinary reasons, or resignation from the Golden Girls organization has occurred, reinstatement will not be allowed during the current team year. Audition may occur for the next performance year with the acceptance of probationary status, with the terms of the probation to be agreed upon by the student, the student’s parents, the director and the principal. If dismissal was for disciplinary reasons, the assigned campus administrator for that student will also be conferred with prior to auditions.

Section 7. Appeal Process:

- A. The order which a team member should follow concerning appealing a discipline decision should be:
 1. Handbook/Constitution
 2. Director
 3. Principal
 4. The principal will advise to procedure according to district policy.
- B. Time limitations involving the appeal of a decision shall be followed according to “School Board Policy” following a discipline decision.

ARTICLE XVII
DISCIPLINARY SYSTEM

Section 1. Demerits may be given to all members of the Golden Girls organization as circumstances arise at the discretion of the director for the reasons outlined in Article XVII. Demerits may be given to all members by dance officers/director at any rehearsal or function. The demerit value is indicated () in each category listing of demerit assignments (See Article XVII, Sections 4.-8.)

Section 2. Demerits will be calculated during the following Demerit Calculation Periods:

- A. SPRING/SUMMER-Immediately following auditions to the beginning of school.
- B. FALL-The beginning of school until the end of the first semester.
- C. WINTER-The beginning of the second semester until auditions. Demerits will start over for each calculating period.

Section 3. A total of 5 demerits within a Demerit Calculation Period will place a member on DEMERIT PROBATION for one week. A total of 10 demerits within a Demerit Calculation Period will place a member on DEMERIT SUSPENSION for two weeks. A total of 15 demerits within a Demerit Calculation Period will place a member on DEMERIT SUSPENSION for the remaining calculation period. Receipt of the 16 demerit within a Demerit Calculation Period will result in DISMISSAL.

Section 4. Demerits regarding attendance of practice, performance, or scheduled activities:

- A. Not calling assigned officer or Golden Girls office to report absence prior to any rehearsal, performance, work session, or meeting. (1)
- B. Being tardy to a rehearsal, work session or meeting. (You receive one “emergency tardy” per Demerit Calculation Period). (1)
- C. Not dressed appropriately for the function or incomplete uniform. (1)
- D. Leaving practice (1), performance (3), or activity area (3) early without permission from director.
- E. Unexcused absence from any required activity (3), or performance (5).

Section 5. Demerits regarding rehearsal sessions/performance activities:

- A. Chewing gum (This is a health hazard while dancing). (1)
- B. Leaving rehearsal (1) or any function (3) early without the director’s prior approval.
- C. Wearing unapproved jewelry (earrings, necklaces, etc.) with performance attire. (1 - and removal or taping of item)
- D. Wearing colored nail polish with performance uniform or costumes when gloves/shoes are not being worn for the performance. (2 - and removal of polish)

Section 6. Demerits regarding uniforms and/or equipment:

- A. Not being in complete uniform, having a soiled uniform, or a uniform in poor condition upon inspection. (1)
- B. Eating food, chewing gum, or drinking beverages in any part of a designated uniform without permission. (1)
- C. Losing or leaving equipment, clothing parts, uniform parts, or props/poms during rehearsal or at other events. (1- Replacement expense of any lost items will become the monetary responsibility of the member as well)
- D. Failure to bring required equipment, props/poms to specified practices. (1)
- E. Failure to label personal equipment as required. (1)
- F. Missing parts of performance uniform. (1)
- G. Not dressed properly for practice (1 warning per Demerit Calculation Period)
- H. Wearing any part of the Golden Girls performance uniform(s) any where other than a designated Golden Girls activity. (3)

Section 7. Demerits regarding insubordination:

- A. Showing disrespect toward other team members, the director, school personnel, or school facilities. (3)
- B. Talking during rehearsal after one specific warning. (1)
- C. Unnecessary talking from the time the team leaves the stands for performance to the time of return. (1)
- D. Using obscenities at any time. (3)
- E. Display of poor sportsmanship. (3)
- F. Public display of affection with boyfriend at school, in public or in uniform. (3)
- G. Unladylike, poor, or dangerous conduct. (3)
- H. Not participating in spirit yells or spirit activities at camp, pep rallies, and games. (1)
- I. Disobeying an officer’s command (1), director’s command. (3)
- J. Failure to turn in required grade reports and other specified items on time. (1)

Section 8. Demerits regarding general conduct (may be issued at the director’s discretion for inappropriate behavior outside of team/school activities which negatively affect the reputation of the team):

- A. Violation of CISD Extra-curricular Activity Pledge. (5 and as policy dictates)
- B. Failure to follow school rules and policies in accordance with, but not limited to, the following major infractions:
 - 1. Stealing (5 and as policy dictates)
 - 2. Hazing (5 and as policy dictates)
 - 3. Forging of notes/passes (5 and as policy dictates)
 - 4. Cheating (5 and as policy dictates)
 - 5. Fighting/physical harm inflicted (5 and as policy dictates)