

## **Compliance With Instructions Given by Employees**

Insubordination refers to the refusal to obey a directive originating from an individual in an authoritative position. An action of this type interferes with the operation of the school and may endanger life and property. With this in mind, students should avoid confrontation and should do as instructed without further conflict. Pupils must listen to and follow the direction of every adult staff member in the high school, in and out of the classroom. If a student feels aggrieved, the following courses of action are offered:

1. Obey the instruction given by the staff member/administrator.
2. Confer with the staff member at a later time.
3. If the issue is not resolved, request a conference with the staff member and a Dean or Assistant Principal.
4. If the issue remains unresolved, a conference involving a school administrator and parent may be arranged.
5. If the issue remains unresolved, a conference of all parties with the principal will be scheduled.

### Penalties for Insubordination:

1. Any acts of insubordination will result in an appointment with the principal (or designee), administrative intervention that will include parent notification and disciplinary action that may include restorative conference, detention, in-school suspension or suspension from school. Repeated offenses will result in more severe disciplinary action.