



**National Honor Society
Lakota East High School Chapter
Discipline and Dismissal**



ARTICLE X: DISCIPLINE AND DISMISSAL

Section 1. The faculty council, in compliance with the rules and regulations of the National Honor Society, shall determine the procedure for dismissal. A written description of the dismissal procedure shall be available to interested parties.

Section 2. Members who fall below the standards that were the basis for their selection shall be promptly warned in writing by the chapter adviser and given a reasonable amount of time to correct the deficiency. In the case of flagrant violation of school rules or the law, a member does not have to be warned.

Section 3. The faculty council shall determine when an individual has exceeded a reasonable number of warnings.

Section 4. In all cases of pending dismissal, a member shall have a right to a hearing before the faculty council. *(Note: This hearing is required and is considered "due process" for all members –Ed.)*

Section 5. For purposes of dismissal, a majority vote of the faculty council is required.

Section 6. A member who has been dismissed may appeal the decision of the faculty council to the principal and thereafter under the same rules for disciplinary appeals in the school district.

Section 7. NASSP shall hear no appeals in dismissal cases.

(Note: Refer to Article VIII, Section 7 regarding the permanent consequences for members when dismissed.)

1. Procedures for dismissal are determined by the local school's NHS faculty council (with review by the principal, superintendent, school board, school system attorney, etc., when necessary). Student input on these procedures can be sought; however, the final say on the procedures is always left to the faculty council.
3. A member can be considered for disciplinary action, including dismissal, when performance falls below the acceptable levels of any of the standards by which he or she was selected, when the member fails to fulfill chapter obligations, or when the member is found guilty of violating school rules or the law.
4. A student shall be warned in writing whenever he or she falls below any standard. Copies of this correspondence will be sent to the parents, and a copy of the letter, including the date it was sent, will be maintained by the adviser. This may be by email, by U.S. mail, or in person.
5. The faculty council will determine when an individual has exceeded a reasonable number of warnings, thus warranting consideration of dismissal.

6. In all cases of pending dismissal, a chapter member has a right to be notified in writing of the offenses and to a hearing before the faculty council. This is the due process guaranteed to all chapter members under both the NHS national constitution (Article X, Section 4) and the Constitution of the United States, Amendment 14. Please note that this hearing is always prior to any vote or decision on dismissal. Under no circumstances is there automatic dismissal from the honor society.

7. Appeals of dismissal are to be handled first by the school principal and thereafter in the same way as disciplinary appeals. If a member is dismissed, written notice of the decision will be sent to the member, with copies recommended for his or her parents, and the principal. The member must then surrender the NHS emblem and membership card to the chapter adviser. If the member is unwilling to do this, the matter is to be treated as a school disciplinary matter.

7.4 Appeals of Dismissal Cases

The dismissed member may appeal the decision of the faculty council first to the principal and then as indicated under the Lakota School District's policies governing disciplinary appeals, following the normal channels for an appeals process. In the case of dismissal appeals, the principal is the first recipient of the appeal. The national guidelines provide no formal structure for appeals; consequently, at Lakota East, the model suggested by the NHS handbook will be followed. Decisions will be based on adequacy and fairness of the faculty council procedures. In the rare instance in which dismissal cases are successfully appealed by a member, the principal is encouraged to share the rationale for reversing the initial decision, and the faculty council is requested to accept and implement the decision. The National Council and NASSP do not have the authority to hear or make any decisions regarding appeals in dismissal cases (see Article X, Section 7).

7.5 Resignation

A member who resigns from the National Honor Society will never again be eligible for membership or its benefits. Resignation from the honor society should involve the submission of a written statement by the resigning member that is dated and signed by both the student and his/her parent(s). Verbal resignations are generally insufficient to end membership. Students contemplating resignation should familiarize themselves with the consequences and permanent nature of their resignation as stated at the beginning of this section. Students cannot be forced to resign. This would be interpreted as a dismissal order for which the process, as outlined in Article X of the national constitution, must be followed.