

NJHS MEMBER DISMISSAL PROCEDURES  
ST. MARY'S CATHOLIC SCHOOL CHAPTER

1. Once selected, NJHS members must maintain the standards which were the basis for their selection: scholarship, leadership, service, character, and citizenship.
2. The Chapter Advisor will regularly review each member for compliance with society standards and obligations. This includes academic records and any disciplinary infractions.
3. Non-compliance of school-required community service hours will be grounds for dismissal. Refer to School Handbook.
4. Member obligations will also include but not limited to: attendance at all scheduled chapter meetings; and active participation in all chapter projects.
5. Absence from scheduled chapter meetings must have a **valid written excuse**. Two unexcused absences will be grounds for dismissal. Valid Excused Absences include:
  - Scheduled School Athletic Games (NOT PRACTICES)
  - Personal Illness
  - Family Emergency
  - Out of Town with Family (funeral, etc)
6. Disciplinary referrals will employ a "Two-Strikes" rule. First infraction will lead to Probation. Probation means a verbal and a written warning. On the Second Infraction, dismissal procedures will be initiated.
7. For minor infractions, the faculty council determines when an individual has exceeded a reasonable number of warnings, thus warranting a dismissal.
8. A member will have the right to a hearing before the faculty council before dismissal is final.
9. A member who is undergoing dismissal procedures will also have the right to resign before the faculty council makes their final dismissal decision. A resignation forfeits any right to appeal.
10. In cases of flagrant violation of school rules or civil laws, a warning is not required for dismissal but a hearing before the faculty council will still be held.
11. A majority vote of the faculty council is required to dismiss a member.
12. A member who has been dismissed may appeal the decision of the faculty council under the same rules for disciplinary appeals in the school district.
13. The National Council of the NASSP shall not hear appeals in dismissal cases.