



Ka'Umeke Kā'eo
Hawaiian Immersion Public Charter School
I N K E A U K A H A

Ka 'Umeke Kā'eo PCS

Disciplinary Policy

Mission Statement

Ka 'Umeke Kā'eo is a Hawaiian language immersion pre-K–12 learning community, where haumana and their 'ohana are safe, nurtured, and challenged. Utilizing Keaukaha as our learning laboratory, haumana develop environmental literacy skills and a deep connection and understanding of place that will allow them to enrich their communities and take positions of responsibility beyond the boundaries of the school. All members of Ka 'Umeke Kā'eo's learning 'ohana are seen as contributing to the success of our haumana.

Nuukia (Vision)

I ulu i ke kuamoo — Inspired by our past

I mana i ka oiwi — Empowered by our identity

I Kā'eo no ka hanauna hou — Prepared for our future



Subchapter 1 — General Provisions

§8-19-1 Philosophy

Ka 'Umeke Kā'eo PCS affirms the philosophy that maintaining a safe, positive learning environment is essential for haumana success. Discipline shall be fair, just, and consistent, emphasizing accountability, responsibility, and community. At Ka 'Umeke, this philosophy is also grounded in mission and vision, integrating kaiāulu, kuleana, and restorative practices to strengthen relationships and community healing.

§8-19-2 Definitions

For purposes of this chapter, the following terms are defined. Where applicable, Hawaii Revised Statutes (HRS) definitions apply. Ka 'Umeke substitutions include haumana, makua, Po'okumu, and Governing Board.

Student: Haumana — any person enrolled in Ka 'Umeke Kā'eo PCS.

Parent/Guardian: Makua — the parent, legal guardian, or other adult legally responsible for a haumana.

Principal: Po'okumu — the school director of Ka 'Umeke Kā'eo PCS, or the Po'okumu's designee.

Complex Area Superintendent: Replaced with Po'okumu and Governing Board for appeals and expulsion authority.

Crisis removal: Immediate exclusion of a haumana from school when the haumana's presence poses a serious threat. At Ka 'Umeke, this includes restorative follow-up.

Expulsion: Indefinite exclusion of a haumana from school, requiring approval by the Po'okumu and Governing Board. Includes restorative planning for community support.

§8-19-3 Applicability

These rules apply to all haumana while in school, on school grounds, during school-sponsored activities, or while being transported in school-provided or approved transportation.

§8-19-4 Severability

If any provision of this chapter is held invalid, the remainder of this chapter shall not be affected.

§8-19-4.1 Haumana's right to privacy

Ka 'Umeke Kā'eo PCS respects the right of haumana to privacy consistent with state and federal law. Searches and interventions shall be reasonable and respectful. At Ka 'Umeke, privacy protections shall also reflect the values of trust and kuleana within the kaiāulu.

Subchapter 2 — Haumana Misconduct & Discipline During the Regular School Year

§8-19-5 Disciplinary actions



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Disciplinary actions by Ka 'Umeke Kā'eo PCS may include correction and conference, detention, suspension, dismissal, and expulsion. Whenever possible, disciplinary actions will be paired with restorative practices, 'ohana participation, and community service opportunities.

§8-19-6 Prohibited conduct

No haumana shall engage in prohibited conduct. The following classifications apply:

Class A Offenses: Serious acts such as assault, burglary, dangerous weapons, firearms, extortion, property damage, etc. At Ka 'Umeke, Class A offenses require both disciplinary action and restorative processes involving 'ohana participation and community restitution.

Class B Offenses: Disorderly conduct, trespassing, theft, etc. Responses to Class B offenses may include restorative practices and strategies, and/or community service opportunities.

Class C Offenses: Cutting classes, truancy, smoking, etc. Addressed through layered supports, peer mediation, and 'ohana conferences.

Class D Offenses: Dress code violations, tardiness, etc. Emphasize correction through guidance and reminders connected to kuleana and community values.

§8-19-7 Crisis removal

The Po'okumu or designee, in an emergency, may crisis remove a haumana immediately when the haumana's presence poses a serious threat to the safety of themselves or others. Notice shall be submitted to the Po'okumu.

§8-19-8 Investigation

The Po'okumu or designee shall investigate alleged misconduct fairly and promptly. Investigations shall reflect Ka 'Umeke's mission by balancing accountability with restoration of community trust.

§8-19-9 Suspension

The Po'okumu or designee may suspend a haumana in accordance with procedures set forth in this chapter.

§8-19-10 Due process for suspensions >10 days, transfers, dismissals

Ka 'Umeke Kā'eo PCS shall ensure that due process procedures are followed before imposing serious discipline, including the right of the haumana and makua to be informed of charges, to present their side, and to appeal decisions. At Ka 'Umeke, due process also includes 'ohana conferencing and opportunities for restorative agreements.

§8-19-11 Duration; Alternate educational activities

Disciplinary actions shall not exceed the duration necessary to address misconduct. Ka 'Umeke Kā'eo PCS shall ensure haumana continue to receive appropriate educational services. Alternative activities may include 'āina-based learning, kuleana-based tasks, or restorative community service.

Subchapter 3 — Haumana Misconduct & Discipline in Summer School



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§8-19-12 Misconduct during summer school

Haumana enrolled in summer school programs are subject to the same conduct standards as during the regular school year.

§8-19-13 Disciplinary actions in summer school

The Po'okumu or designee may impose disciplinary actions for misconduct during summer school consistent with this chapter. Ka 'Umeke emphasizes restorative practices and community-building even in shortened summer terms.

Subchapter 4 — School Searches and Seizures

§8-19-14 Student property subject to search

Student property, including bags and belongings, may be searched if there are reasonable grounds to suspect rule violations. At Ka 'Umeke, searches must be respectful and culturally sensitive, reflecting trust and kuleana.

§8-19-15 Lockers and desks

Lockers and desks are school property and subject to search at any time by the Po'okumu or designee.

§8-19-16 Search of haumana

The Po'okumu or designee may search a haumana's person when there are reasonable grounds to suspect possession of prohibited items. Searches shall be minimally intrusive and respect the dignity of the haumana.

§8-19-17 Seizure of items

Any items found in violation of school rules or law may be seized by the Po'okumu or designee.

§8-19-18 Reasonableness standard

All searches and seizures must meet the standard of reasonableness under the circumstances.

Subchapter 5 — Reporting Offenses

§8-19-19 Reporting responsibility

Any kumu, official, or other limahana who has knowledge of haumana misconduct or violation of state or federal law shall report the incident to the Po'okumu or designee.

§8-19-20 Notification of makua

The Po'okumu or designee shall notify the makua of the haumana of any reported misconduct.

§8-19-21 Notification of police

The Po'okumu or designee shall report to the police any incident involving haumana that is believed to involve criminal activity.

Subchapter 6 — Police Interviews and Arrests



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§8-19-22 Police interviews at school

A police officer may interview a haumana on school premises during school hours. The Po'okumu or designee shall be present during the interview unless otherwise directed by the police officer.

§8-19-23 Notification of makua

The Po'okumu or designee shall notify the makua of the haumana prior to the interview. If, in the judgment of the Po'okumu, notification would interfere with an investigation or place the haumana at risk, the Po'okumu may exercise discretion in delaying or withholding notification.

§8-19-24 CPS/police investigations

A child protective services worker accompanied by a police officer may interview a haumana on school premises without the presence of the makua. The Po'okumu or designee shall be informed and present during the interview.

Subchapter 7 — Restitution for Vandalism

§8-19-25 Responsibility for restitution

Ka 'Umeke Kā'eo PCS may seek restitution from the haumana and/or their makua for loss or damage to books, equipment, facilities, or other school property caused by the haumana. Restitution shall be carried out in ways that repair harm and restore balance to the school community.

§8-19-26 Forms, procedure, and enforcement

Restitution may include monetary payments, non-monetary work alternatives such as school service, community service, or culturally relevant practices. Restitution may also include 'ohana participation, where makua and haumana together contribute through service or restorative actions aligned with the mission and vision of Ka 'Umeke. Failure to make restitution may result in the withholding of report cards, diplomas, or transcripts, consistent with law, until the matter is resolved.

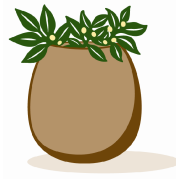
Ka 'Umeke will make every effort to provide restorative alternatives so that academic progress is not unduly hindered.

Subchapter 8 — Complaint Procedure & Investigation of Discrimination, Harassment (including sexual harassment), Bullying and/or Retaliation

§8-19-30 Purpose

The purpose of this subchapter is to prohibit discrimination, harassment, bullying, and retaliation of haumana at Ka 'Umeke Kā'eo PCS, and to promote a safe and supportive learning environment aligned with the mission, vision, and community values of our kula.

§8-19-31 Definitions



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Harassment: Any act or communication that causes or threatens to cause harm, and has no legitimate purpose.

Bullying: Any written, verbal, graphic, or physical act that causes harm, creates a hostile environment, or disrupts learning.

Cyberbullying: Harassment or bullying expressed or carried out through electronic means.

Discrimination: Unfair or unequal treatment of a haumana based on race, color, national origin, ancestry, sex, gender identity and expression, sexual orientation, disability, religion, or any other protected class under state or federal law.

At Ka 'Umeke, these behaviors are also understood as breaking the trust and relationships necessary to sustain our learning community, and as undermining dignity, belonging, and cultural identity.

§8-19-32 Reporting responsibility

Any haumana, makua, or limahana who becomes aware of discrimination, harassment, bullying, or retaliation shall report it to the Po'okumu or designee.

§8-19-33 Investigations

The Po'okumu or designee shall promptly investigate reported incidents with fairness, confidentiality, and respect. Investigations shall be consistent with Ka 'Umeke's mission of fostering a safe and supportive kaiāulu.

§8-19-34 Disciplinary actions

Haumana found to have engaged in harassment, bullying, or discrimination shall be subject to appropriate disciplinary action. Whenever possible, responses shall include restorative practices that repair harm, rebuild trust, and strengthen community.

§8-19-35 Protection for reporters & confidentiality

No haumana, makua, or limahana shall be retaliated against for reporting discrimination, harassment, bullying, or retaliation in good faith. All reports and records shall be kept confidential in accordance with law.