

PAUL MITCHELL

schools

Catalog

Paul Mitchell The School Springfield

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This is to certify this catalog as being true and correct in content and policy.

Director signature: _____

Greg Kellogg

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MISSION STATEMENT

Our Mission at PAUL MITCHELL THE SCHOOL SPRINGFIELD is to stand for excellence. We believe that education is an adventure and that the learning experience needs to be fun. A facility and staff that are truly exceptional will greet Students. Students will experience a positive learning environment throughout the school, where diversity is embraced, and people come first. We are committed to be a learning community that exists to provide Students with the opportunity to develop essential skills while exploring talents, passion, and creativity. We prepare students to pass the state board examination and to gain employment within the field of Cosmetology.

At PAUL MITCHELL THE SCHOOL SPRINGFIELD, we do not just train students for the state board exam. We will prepare them to succeed in the salon, the spa, in business, and in life.

SCHOOL FACILITIES

The Cosmetology course at Paul Mitchell The School Springfield offers the challenge of a very stimulating and rewarding career. The school is equipped to meet all the demands that cosmetology in the modern world requires. Training is conducted in a 10,500 square foot facility located in a brand new state of the art facility. It is divided into a core/theory classroom, general classroom, retail area, admissions office, color bar/dispensary, laundry room and bathrooms for both the students and guests, as well as a client clinic floor with 52 stations.

The school is supported by 10 shampoo stations, mobile dryer stations, individual styling equipment provided in the student kits, various audio/visual equipment (DVD players, TV monitors, Milady instructional videos, wall posters, etc), complete laundry machines, doll head stands and posts, nail workstations and implements, a fully networked computer system, and an up-to-date reading and video library for both students and learning leaders.

SCHOOL FACULTY

Under the controlling direction of prestigious designers, you will receive a quality education in the exciting and changing industry of hair design. Our instructors are licensed by the state and are successful professionals who continue to work in salons and spas as time permits.

STUDENT/INSTRUCTOR RATIO

State of Missouri requirements say the ratio of Learning Leader to students is one (1) Learning Leader for every twenty-five (25) Students. At Paul Mitchell The School Springfield, we do not exceed a ratio of one Learning Leader for every twenty-five students.

ADMINISTRATION/OWNERSHIP

The System, Inc., dba PAUL MITCHELL THE SCHOOL SPRINGFIELD, is an independently owned and operated franchisee of Paul Mitchell Advanced Education, LLC.

COURSE DESCRIPTIONS *(All courses are taught in English)*

Cosmetology: Standard Occupational Classification (SOC 39-5012.00):

Classification of Instructional Programs (CIP 12.0401)

The curriculum involves 1500 hours to satisfy Missouri state requirements. The course includes extensive instruction and practical experience in cutting, hair coloring, perming, customer service, personal appearance and hygiene, personal motivation and development, retail skills, client record keeping, business ethics, sanitation, state laws and regulations, salon-type administration, and job interviewing. All courses are taught in English.

PARKING AND AMENITIES

Students must abide by local (city and/or landlord) parking rules. They are announced during orientation. Paul Mitchell The School Springfield will not be responsible for parking violations and/or towing fees.

NONDISCRIMINATION

PAUL MITCHELL THE SCHOOL, in its admission, instruction, and graduation policies and practices, does not discriminate on the basis of sex, race, religion, age, ethnic origin, color, disability, sexual orientation, or ancestry. The school does not allow or tolerate discrimination of any kind, bullying, harassment, or hazing of any sort. If any student or team member experiences or witnesses anyone being bullied, harassed, or hazed in any way, he or she is required to report the matter to the school's director, Greg Kellogg, in person or by calling (417) 881-2110, or by mail at 3017 S. Kansas Expressway, Springfield, MO 65807, immediately so appropriate action can be taken.

ADMISSION REQUIREMENTS

Paul Mitchell The School Springfield admits as regular students those who are high school graduates or holders of high school graduation equivalency certificates (GED). The minimum age to take the state board exam is sixteen (16). Paul Mitchell The School Springfield no longer accepts Ability-To-Benefit (ATB) students.

ADMISSION PROCEDURE

- ❶ **Complete an Application Form:** Complete and submit the application form to the school prior to registration. All forms may be obtained by requesting them from PAUL MITCHELL THE SCHOOL.
- ❷ **Submit a Registration Fee:** Action will not be taken on admission or any student loan application until a registration fee of \$100.00 is received. Please submit the fee in the form of a cash, check or money order payable to Paul Mitchell the School – Springfield. This fee is not included in the cost of tuition.
- ❸ **Submit Two (2) Photos:** The photos should be a recent passport size (2"x2") head and shoulder shot of the applicant.
- ❹ **Proof of Age.** Applicant must submit a birth certificate or current driver's license.
- ❺ **Two Character References.** Applicant's applying for scholarships must submit at least two (2) written character references in letter form.
- ❻ **Provide Verification Documents:** Copies of your high school diploma, high school transcripts, college or university transcripts showing that you went through at least two (2) years of postsecondary education toward a bachelor's degree, or GED, and driver's license or birth certificate are required. We are required to verify that your proof of education comes from a valid high school or GED program. If we determine that your diploma or GED certificate is not valid, you will be denied admission to the school.

The items above should be submitted to the school admissions leader at least two (2) weeks prior to start date.

PAUL MITCHELL THE SCHOOL does not recruit students who are already enrolled in a similar program at another institution.

If you have a disability and need an academic adjustment, please notify the admissions officer as soon as possible so the school can review your request. If you are interested in attending our school and you do not have a high school diploma or GED certificate, please contact our admissions office for a list of GED programs located near the school. PAUL MITCHELL THE SCHOOL does not require a student to have immunizations / vaccinations to enroll in our school.

Transfer hours accepted by the school are applied to the total number of hours necessary to complete the program and are considered both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. Satisfactory academic progress (SAP) evaluation periods are based on actual contracted hours at the institution. *Please refer to the school Transfer policy for additional information.*

Verification Documents for Noncitizens:

In addition to the above documents, the applicant must also provide an I-20 form and a copy of his or her visa. Non-citizens cannot qualify for any type of financial aid. Noncitizen students must attend the full-time schedule and can only attend the program for 12 months.

ACCEPTANCE

After a prospect has completed the enrollment application process, the enrollment team and director reviews each applicant and his or her required admissions materials including the written entrance essay and personal interview to determine acceptance. Upon the decision of the enrollment team and director, the applicant receives written notification of acceptance or denial. Note: All applicants must go through the entire enrollment application process (detailed in the enrollment application) which includes re-entry students (withdrawals) and transfer students.

STATE LICENSING DISCLAIMER

The state may refuse to grant a license if a student has been convicted of a crime; committed any act involving dishonesty, fraud, or deceit; or committed any act that, if committed by a licensee of the business or profession in question, would be grounds for the Missouri Division of Professional Registration to deny licensure. The Missouri Division of Professional Registration denies licensure on the grounds that the applicant knowingly made a false statement of fact required to be revealed in the application for such license. Students who are not U.S. citizens or who do not have documented authority to work in the United States will not be eligible to apply to take the state licensure examination. PAUL MITCHELL THE SCHOOL is not responsible for students denied licensure.

MISSOURI STATE LAW REQUIREMENTS

The Missouri State Law requires that students have 1500 clock hours of training and be graduated from a licensed cosmetology school to qualify for an initial cosmetology license. Following graduation, Students are required to take a State Board Practical and Written Examination before receiving their Missouri Cosmetology License. This license is a protected license, but it must be renewed every two years. The State Board examinations are held every week. The State Board handles scheduling of examinations. The school is obligated to report the completion of the course, total hours accumulated, breakdown of hours, and forward the application for the examination to the board. The State Board then issues the student a permit to work until examination date. Passing percentages for the examination are: 75% Theory and 75% Practical.

CONSTITUTION DAY

PAUL MITCHELL THE SCHOOL celebrates Constitution Day on or near September 17 of each year. For more information visit www.constitutionday.com

VOTER REGISTRATION

Students are encouraged to register to vote in State and Federal Elections. Voter Registration and Election Date information for the state of Missouri can be found at <http://vote.mo.gov>.

For information on Voter Registration and Election Dates for Federal Elections visit www.eac.gov/voter-resources.

ENROLLMENT INFORMATION

- ❶ **Enrollment periods:** PAUL MITCHELL THE SCHOOL usually begins a new cosmetology class about every seven (7) weeks, depending upon space availability. Please refer to the Tuition and Registration Schedule supplement or contact PAUL MITCHELL THE SCHOOL for exact starting dates.
- ❷ **Holidays and school closures:** PAUL MITCHELL THE SCHOOL allows the following holidays off: New Year's Day, Memorial Day, July 4, Labor Day, Thursday – Friday of Thanksgiving weekend, and December 24-27. *Unexpected closures and snow days will be announced on the school website, phone answering service, Paul Mitchell The School Springfield's Facebook Page, and KTTS radio station (94.7) beginning at 6:00 a.m. Any other school closures are at the discretion of the School Management Team and will be published well in advance for students.*
- ❸ **Enrollment contract:** PAUL MITCHELL THE SCHOOL clearly outlines the obligation of both the school and the student in the enrollment contract. A copy of the enrollment contract and information covering costs and payment plans will be furnished to the student before the beginning of class attendance.
- ❹ **Payment schedule:** PAUL MITCHELL THE SCHOOL offers a variety of monthly financial payment schedules. See PAUL MITCHELL THE SCHOOL'S Financial Aid Leader for details.

EDUCATION GOALS

PAUL MITCHELL THE SCHOOL strives to provide a quality educational system that prepares students to pass the state board examination and gain employment within their chosen field of study. Our quality education system includes an outstanding facility, experienced and competent instructors, and a curriculum developed through years of experience and expertise. Our education goals are:

- ❶ To educate students to be professional, knowledgeable, and skilled in their field for marketability within the industry.
- ❷ To maintain a constantly updated program that provides students with the knowledge to compete in their field of study.
- ❸ To promote the continuing educational growth of our faculty and students, using current teaching methods and techniques.
- ❹ To teach courtesy and professionalism as the foundation for a successful career in their chosen field of study.
- ❺ To prepare students to successfully pass the state licensing exam for entry-level employment.
- ❻ To train and graduate students while empowering them to become confident and excited to enter a successful career within the salon and beauty industry.

REGISTRATION FEE

A registration fee of \$100.00 dollars is required to hold a space in the next available class. Class start dates are listed under the school calendar.

COST OF TUITION AND SUPPLIES

Because of inflationary cycles, and because we must occasionally change equipment to remain current, the school reserves the right for the following tuition information to be subject to change.

TUITION – Cosmetology (1500 hours)

Tuition	\$14,250.00
Kit, Equipment, Textbooks, Supplies (<i>nonrefundable</i>)	3,450.00
Registration Fee	<u>100.00</u>
TOTAL COSTS	\$17,800.00

Please contact the Financial Aid Leader for payment options. The school accepts cash payments, personal check, and credit card payments (if credit card payment is made in person, there will be a 2.5% credit card processing fee added to the payment amount; without the actual card to swipe, there will be a 3.5% credit card processing fee added to the payment amount). Financial Aid recipients understand that monies received on their behalf are applied first to tuition costs. Any remaining funds available for the student will be paid to the student only at which time the course costs have been paid in full.

Financial aid available to those who qualify.

SUGGESTED PAYMENT SCHEDULE (In-House Payment Plan)

Cosmetology (1500 hours) Full-time	
\$17,800.00	Total (tuition/kit/fees)
\$4,000.00	Down Payment (includes the kit) due two weeks before the first day of class
\$1,380.00	Per Month (Remaining 10 months)

Cosmetology (1500 hours) Part-time	
\$17,800.00	Total (tuition/kit/fees)
\$4,000.00	Down Payment (includes the kit) due two weeks before the first day of class
\$770.00	Per Month (Remaining 18 months)

METHODS OF PAYMENT

Tuition and fees may be paid by cash, check, money order, cashier's check, MasterCard, Visa or American Express.

SCHOLARSHIPS

One (1) Be Nice or Else Scholarship. \$2,500.00 (deducted from tuition)

Five (5) Daymaker Scholarships. \$1000.00 (deducted from tuition)

For scholarship qualifications, contact the admissions office at (417) 881-2110 x102. Two letters of reference are required to complete the application. ***Deadline for consideration: All documents must be received by April 30, 2014.***

2014 CLASS START DATES

Cosmetology	
DAY SCHOOL:	January 13, March 10, April 22, June 9, August 4, September 22, November 10
NIGHT SCHOOL:	March 24, July 14, September 22, December 1

2015 CLASS START DATES

Cosmetology	
DAY SCHOOL:	January 12, March 2, April 20, June 8, August 3, September 21, November 9
NIGHT SCHOOL:	March 23, July 13, September 21, December 7

STATUS CHANGE POLICY

Students are allowed a total of two (2) status changes during their attendance at Paul Mitchell The School Springfield. For each status change there is an administrative processing fee of \$150.00, due at the time the change is made.

STUDENTS WHO WITHDRAW

Students who withdraw from the program are required to empty their locker and gather all personal items. Any items left behind by the student will be stored for 10 days, at which time the items become the property of PAUL MITCHELL THE SCHOOL.

Students who withdraw that owe monies to PAUL MITCHELL THE SCHOOL, their student kit supplies will be retained by the school until all monies owed are paid in full.

Students wishing to transfer to another institution must pay all monies owed to PAUL MITCHELL THE SCHOOL, and all applicable academic requirements must be met in order for the hours to be released. The Student may be subject to an administration fee of \$100.00.

REENTRY STUDENTS

- ❶ Previous hours will be credited to the student's transcripts if paid for.
- ❷ Previous tuition payments will be credited to the student's balance.
- ❸ Because tuition fees and costs are subject to change, reentering students will be contracted according to the current tuition costs and will be required to pay any additional fees, if applicable.
- ❹ Outstanding tuition, fees, and overtime expenses must be paid in advance or the student must make satisfactory arrangements with the Financial Aid Leader.
- ❺ Pay a \$100.00 reentry fee.

The school does not deny readmission to any service member of the uniformed services for reasons relating to that service.

Readmission is reserved to the sole discretion of PAUL MITCHELL THE SCHOOL and may require special conditions.

Readmission for a student requires a personal interview with school administration. The reentering student will be placed on 30-day evaluation period. During the 30-day evaluation period the student must demonstrate for that period that they can meet the school's minimum attendance and academic requirements for Satisfactory Academic Progress. The student will then be evaluated for Satisfactory Academic Progress at the next scheduled evaluation period to determine their new status. Students who fail to meet the minimum attendance and academic requirements for that 30-day evaluation period may be terminated. Students who re-enter the program are placed in the same Satisfactory Academic Progress standing as when they left. If a reenrolling student has previously used all of their excused absences provided under their original contract, the student will not receive any additional time for excused absences under the new reenrollment contract. In addition, a student may be responsible for any previous overtime charges that had previously accrued, but not yet assessed.

TRANSFER STUDENTS

PAUL MITCHELL THE SCHOOL will accept transfer hours from other schools based on an evaluation of the student's comprehension of the course material. A maximum of 500 hours will be accepted for students who transfer from another school; all transfer students must attend a minimum of 1000 hours at PAUL MITCHELL THE SCHOOL, to obtain the Paul Mitchell culture and educational program. If transferring from another Paul Mitchell school all transfer hours will be accepted.

The cost for transfer students is \$10.00 per hour attended at PAUL MITCHELL THE SCHOOL; this does not include the cost of a complete and current Paul Mitchell student kit.

Please note that students transferring to another school may not be able to transfer all the hours they earned at PAUL MITCHELL THE SCHOOL; the number of transferable hours depends on the policy of the receiving school.

Transfer hours accepted by the school are applied to the total number of hours necessary to complete the program and are considered both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. Satisfactory academic progress (SAP) evaluation periods are based on actual contracted hours at the institution.

TERMINATION POLICY

Paul Mitchell The School may terminate a student's enrollment for immoral and/or improper conduct, receiving seven (7) coaching sessions, failing to comply with educational requirements, and/or the terms as agreed upon within the enrollment contract. For more information refer to the school Future Professional Advisory. The student will be charged an administrative termination fee of \$100.00.

COSMETOLOGY COURSE OVERVIEW

Course Hours: 1500 clock hours

The course is divided into pre-clinical classroom instruction and clinical service learning experiences.

- ❶ **Pre-clinical Classroom Instruction:** The first 200 hours (full-time) or 210 hours (part-time) are devoted to classroom workshops where students learn design principles, technical information, and professional practices.
- ❷ **Clinic Learning Experience:** The remaining 1300 hours (full-time) or 1290 hours (part-time) are spent in the clinic area where practical experience is gained.

COSMETOLOGY COURSE OUTLINE

Your time at PAUL MITCHELL THE SCHOOL for the cosmetology program will be divided into six designations:

- ❶ **Core Curriculum:** A six week (full-time) and ten weeks (part-time), 210-hour (full-time) 200-hour (part-time) introduction to Cosmetology, known as CORE, instills the basic fundamentals. During this time period, Students are introduced to both the realities of our Industry and inspirational mentors to help shape them at the very beginning of their career. An introduction to their textbooks and workbooks, a large overview of the cosmetology program, and a full understanding of their role in the School and the expectations that will be put upon them in the upcoming months are all brought to the fore.

CORE focuses on the fundamentals that enable Students to confidently begin working with clients early in their training. You learn the “foundational rules” PRIOR to working in the clinic. There is a blend of technical skill development with personal development, which helps to foster confidence and provides direction for successful behaviors during the clinic floor learning experience. Students are graded and evaluated using written, oral, and practical testing methods. Students must successfully complete the CORE prior to moving onto Adaptive Phase.

- ❷ **Protégé Learning:** Your experience as a Protégé produces a smooth transition from Core Student to Adaptive Student. You spend two weeks as a Protégé preparing you for the clinic experience.
- ❸ **Clinic Learning:** Your learning process will be guided with individual attention and group learning experiences from 210 to 1500 hours (full-time) or 200 to 1500 hours (part-time), where workshops, monthly worksheets and periodic tests have been developed specifically for this to monitor this progress. This is when you will begin working on paying clients in the workroom area.
- ❹ **Classroom Learning:** Your time in the classroom from 210 to 1500 hours (full-time) or 200 to 1500 hours (part-time) is divided into 4 areas. Each of these areas has a specialist in that field that will conduct the different elective classes. These areas including cutting, coloring, perming texture, and makeup. There are also specialty classes that include guest artists from all areas of cosmetology.
- ❺ **Adaptive Curriculum:** From 210 (full-time) or 200 (part-time) to 750 hours you will enter a new phase of elective classroom workshops coupled with challenging practical services that will continue to build you into a confident designer.
- ❻ **Creative Curriculum:** You will spend the last 750 hours in PAUL MITCHELL THE SCHOOL SPRINGFIELD in “high gear” by dressing, acting, and working like a true professional. During this phase, you will be learning the more advanced dressing and chemical work. You will be heading in the “end run” of your program at PAUL MITCHELL THE SCHOOL SPRINGFIELD and we will be stepping up the pressure getting you ready for graduation.

STATE OF MISSOURI REQUIREMENTS

Cosmetology (1500 hours)

The instructional program of PAUL MITCHELL THE SCHOOL meets or exceeds these requirements:

Curriculum	Core	Theory	Class	Clinic	Total
Orientation – Basic Instruction	16	10	13	10	49
Orientation, Electricity and Safety Information, History and Opportunities of the Industry, State Laws and Regulations, Learning Cultures, Life Skills, and Communication for Success					
Infection Control	7.5	4	8	35	54.5
Sanitation, Practices and Procedures, Biology, Infections and Infection Control, Products, and Tools					
Shampoos and Scalp Treatments	7	7	7	50	71
Treatments and Disorders of the Hair and Scalp					
Hairstyling	15	11	35	100	161
Techniques of Wet Setting, Roller Sets, Pin Curls, Finger- waves, and Braids					
Haircutting	37.5	7	75	130	249.5
Principles and Techniques of Sectioning, Removing Length/Weight, and The Different Haircutting Tools					
Hair Coloring and Bleaching	37.5	6	75	100	218.5
Uses of Temporary, Semi-Permanent, Demi-Permanent, Permanent Color, Bleach, and Special Effects					
Texture Services	37.5	6	75	85	203.5
Techniques of Wrapping Perms, Processing, Curling, and Relaxers					
Manicures, Pedicures, and Artificial Nails	17	14	0	80	111
Massage Techniques, Manicuring, Pedicuring, and Artificial Nail Techniques					
Facials, Make-Up, and Hair Removal	17	16	64	40	137

Curriculum	Core	Theory	Class	Clinic	Total
Facial Treatments, Make-Up Application, Eyelash Extensions, and Hair Removal					
Salon Business and Retail Sales	18	10	102	40	170
Business Management, Licensing Requirements and Regulations, Laws, Policies, Advertising, Sales, Insurance, and Salon Safety					
Thermal	15	5	35	20	75
Dry Styling Techniques, Thermal Irons, Curling Irons, Up-dos, and Extensions / Artificial Hair					
TOTAL	225	96	489	690	1500

In addition to the state requirements listed above, PAUL MITCHELL THE SCHOOL provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

COSMETOLOGY PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 1500-hour course:

- 1 **Weekly theory exams:** Students must receive 75% or higher on each weekly theory exam. Students must receive a 75% or higher grade on all tests given. If they score below a 75% then they must repeat the test.
- 2 **Practical skills evaluation test:** Students must complete a 210-hour (full-time students) or 200-hour (part-time students) Orientation Practical Skill Evaluation Test.
- 3 **1300-hour (mock state board) practical skill test and final exam (1500-hour written test):** This test covers all phases of what is to be expected on the Missouri State Board Examination. The practical also covers all phases of what is to be expected on the Missouri State Board Examination.
- 4 **Monthly practical worksheets:** Full-time students must complete ten (10) practical monthly worksheets. Part-time students must complete twenty (20) practical monthly worksheets. Students must maintain a 75% or higher.

MEASURABLE PERFORMANCE OBJECTIVES

- 1 Complete the required number of clock hours of training.
- 2 Achieve and receive passing grades on all practical graduation requirements and projects, including practical and theoretical examinations.
- 3 Satisfactorily pass final written and practical exams.
- 4 Upon completion, receive a graduation certificate.
- 5 Pass state board exam.

SAFETY PRECAUTIONS FOR THE BEAUTY INDUSTRY

By following safety precautions you contribute to the health, welfare, and safety of the community. Always have good hygiene and be professionally dressed. Keep a first aid kit on hand, follow safety regulations, and keep equipment properly sanitized. The following precautions should always be taken with each client:

- ❶ Protect clients' clothing by appropriately draping them.
- ❷ Ask clients to remove any jewelry, hair accessories, glasses, etc.
- ❸ Keep any and all chemicals away from the eyes. In case of eye contact with chemicals, thoroughly rinse eyes with cold water.
- ❹ Wear gloves when dealing with chemicals.
- ❺ Remember that anything containing chemically active ingredients must be used carefully to avoid injury to you and your client.

INDUSTRY REQUIREMENTS

Students interested in pursuing a career in cosmetology should:

- ❶ Always have good hygiene and be professionally dressed.
- ❷ Keep a first aid kit on hand.
- ❸ Follow safety regulations and keep equipment properly sanitized.
- ❹ Protect the client's clothing by appropriately draping them.
- ❺ Ask the client to remove any jewelry, hair accessory, glasses, etc.
- ❻ Keep any and all chemicals away from the eyes. In case of eye contact with chemicals, thoroughly rinse eyes with cold water.
- ❼ Wear gloves when dealing with chemicals.
- ❽ Carefully use all chemically active products to avoid injury.
- ❾ Follow all sanitation guidelines laid out by The Missouri State Board of Cosmetology.

STUDENT SERVICES

- ❶ **Housing:** PAUL MITCHELL THE SCHOOL keeps a file of information about housing in the surrounding areas.
- ❷ **Advising:** Students are provided with academic advising and additional assistance as necessary. If referral to professional assistance is necessary, the school maintains a record of such referral. Information and advice on any financial assistance are accessible to students. PAUL MITCHELL THE SCHOOL also gives advice and information to students on these subjects:
 - a. Regulations governing licensure to practice, including reciprocity among jurisdictions.
 - b. Employment opportunities.
 - c. Opportunities for continuing education following graduation.

GRADUATION REQUIREMENTS IN COURSES

- ❶ Receive the required number of clock hours of training.
- ❷ Complete and receive passing grades on all practical graduation requirements and projects to include examinations, both practical and theoretical.
- ❸ Work on all monthly worksheets with a 75% completion rate,
- ❹ Satisfactorily pass final written and practical exams.
- ❺ Complete the required theory hours.
- ❻ Tuition has been paid in full or make satisfactory arrangements for payment of all debts owed to the school.
- ❼ Upon graduation the student will receive a graduation certificate.

Once the student has met all these requirements, he/she will receive a graduation certificate.

PAUL MITCHELL THE SCHOOL reserves the right to retain a student in school if the student's progress is not satisfactory as determined by the school's administration and/or the student fails to complete all listed requirements or fails to pass the written and practical exams. PAUL MITCHELL THE SCHOOL can retain the student until all graduation requirements are met.

A student who withdraws will receive a certified transcript, which will include the number of hours for which the school has been compensated. For the purposes of transfer or graduation, hours will not be released by the school until all monies owed to the institution have been paid and all academic requirements pertaining to those hours have been completed.

GRADUATION, PLACEMENT, AND JOB OPPORTUNITIES

There are many wonderful career opportunities available within the beauty industry. In addition to hair design, this industry also offers opportunities in areas such as skin care, makeup, aromatherapy, nail artistry, product education, platform artistry, and salon management.

Although PAUL MITCHELL THE SCHOOL ***does not guarantee employment upon graduation***, PAUL MITCHELL THE SCHOOL does maintain an aggressive job placement program and will inform students of job openings and opportunities. PAUL MITCHELL THE SCHOOL coordinates placement programs with local and national salons by sending out surveys and inviting salon owners and guest artists to teach and speak at PAUL MITCHELL THE SCHOOL.

STUDENT KIT – Cosmetology

Students are responsible to purchase a Paul Mitchell Kit at an additional cost from the tuition. Please note that students are responsible for the purchase of stationery supplies. *Textbook and educational materials may be purchased separately, which may discount kit costs.*

The following items are contained in the Paul Mitchell cosmetology kit:

BRUSHES	ACCESSORIES	STUDENT EDUCATION MATERIALS
1 Mannequin Brush 1 Paul Mitchell Brush (407) 1 Round Thermal Brush (RB013L) 1 Small Round Boar Brush (192) 1 Round Thermal Brush (RB01XL) 1 Medium Round Boar Brush (013) 1 Paul Mitchell Brush (427) 1 Paul Mitchell Brush (413)	4 Skinny Clips 6 Paul Mitchell Black Clips 1 Chemical Cape 1 Paul Mitchell Aluminum Spray Bottle 1 Black Hand held Mirror 1 Cutting Apron 1 Paul Mitchell Black Carry Bag 12 Black and White Butterfly Clips 1 Metal Paul Mitchell Case with logo	1 Cutting System DVD Box Set ISBN 978-0-9743205-2-6, \$300.00 1 Cutting System Cutting Cards ISBN N/A, \$10.00 1 Men's Cutting DVD ISBN 9780974320557, \$630.00 1 Color System DVD Box Set ISBN 978-0974-3205-1-9, \$300.00 1 <i>The Coloring Book</i> ISBN 978-0-9743205-3-3, \$26.00 1 Color System Skill Cards ISBN N/A, \$14.50 1 <i>Paul Mitchell Product Guide Workbook</i> ISBN N/A, \$2.50 1 Diagramming Portfolio and Pad 1 <i>Connecting to My Future</i> Book ISBN 0-9743205-0-1, \$19.95 1 <i>Be Nice (Or Else!)</i> Book ISBN-13: 978-0-974-993-99-7, \$23.95 1 Check it out Brochure 1 Multiple Intelligence Letter 1 Success for the Modern Salon 1 Master CD 1 iPad
COMBS	TOOLS	
1 Paul Mitchell Detangler Comb 1 Paul Mitchell Comb (416) . Standard Cutting Combs (6610) 2 Metal Tail Combs (6105) 1 Rat Tail Comb (6612) 1 Paul Mitchell Comb (408) 1 Taper Comb/Beuy (201) 1 Metal Pick Teasing Comb (6506) 1 Paul Mitchell Comb (424)	1 Classic Razor 1 Paul Mitchell Tripod 1 Paul Mitchell Smoothing Iron 1 Paul Mitchell Scissor/Thinner with case 4 Shelby Mannequin Heads 1 Paul Mitchell Clipper/Thinner 1 Paul Mitchell Ionic 1000 Blow Dryer 1 Mannequin Scissors 1 Paul Mitchell 3/4 M 1000 Curling Iron	
	TEXTBOOKS	
	1 <i>Milady's Standard Cosmetology 2012 Textbook</i> ISBN-13: 9781439059302 (Hardcover), \$112.50 1 <i>Milady's Standard Cosmetology 2012 Theory Workbook</i> ; ISBN-13: 9781439059234, \$47.95 1 <i>Milady's Standard Cosmetology 2012 Exam Review</i> ; ISBN-13: 9781439059210, \$35.95	

FEDERAL RETURN OF TITLE IV FUNDS POLICY

The school participates in federal financial aid. Please refer to the following refund policy for specific consumer information pursuant to the Federal Financial Aid program.

- ❶ Students who receive loans are responsible for repaying the loan amounts, plus any interest, less the amount of any refunds, and if those student have received federal student financial aid funds, they are entitled to a refund of the monies not paid to the federal student financial aid program fund.
- ❷ For students who have received Title IV financial assistance, the Federal Return of Title IV Funds calculation will be completed first and applicable funds returned. Returned funds will be reduced from the payments received on behalf of the student before applying the institutional refund policy to determine whether the student is owed a refund or if a balance is owed to the institution.
- ❸ If a student has received less aid than that student earned, he/she may be eligible for a post-withdrawal disbursement. If a student is eligible for this disbursement, the school will notify the student in writing of the amount he/she is eligible. The student will have 14 days to accept or decline the disbursement. If an acceptance is not received within this time frame, the institution will not make the post-withdrawal disbursement to the student.
- ❹ The Federal Return of Title IV Funds formula dictates the amount of federal Title IV aid that must be returned to the federal government or the lending institution by the school and/or the student. The federal formula is applicable to an eligible student receiving federal aid when that student withdraws on or before the 60% point in time in the payment period.
- ❺ The federal formula requires a return of Title IV aid if the student received federal financial assistance in the form of Stafford Loans, Pell Grants, or Plus loans and withdraws on or before completing 60% of the payment period. The percentage of Title IV aid earned is equal to the percentage of the payment period that was completed as of the withdrawal date if this occurs on or before the 60% point of time. The percentage that has not been earned is calculated by determining the complement of the percentage earned (e.g., if 40% was earned, 60% was unearned).
- ❻ The amount to be returned is calculated by subtracting the amount of Title IV assistance earned from the amount of Title IV aid that was or could have been disbursed as of the withdrawal date. The percentage of the payment period scheduled to complete is calculated by dividing the total number of clock hours scheduled to complete by the payment period as of the last date of attendance.
- ❼ If a student unofficially withdraws and has received federal loans, the loans will go into repayment.

Note: A student who withdraws prior to completing 60% of the charging period may be required to repay some of the funds released to the student because of credit balance on the student's account.

The following Title IV refund distribution is used for all financial aid applicants/students due a refund:

- ❶ Federal Unsubsidized Stafford Loan
- ❷ Federal Subsidized Stafford Loan
- ❸ Federal Plus Loan
- ❹ Federal Pell Grant

TREATMENT OF TITLE IV FUNDS WHEN A STUDENT WITHDRAWS FROM A CLOCK-HOUR PROGRAM

Treatment of Title IV Funds When a Student Withdraws From a Clock-Hour Program																																																	
Student's Name:	John Doe	Social Security #:	123-45-6789																																														
	Date of school's determination that student withdrew:	1/6/11																																															
Period used for calculation (check one):	☒ 1st Payment Period ☐ Period of Enrollment																																																
Monetary amounts should be in dollars and cents (rounded to the nearest penny) When calculating percentages, round to three decimal places. (for example, .4486 = .449 = 44.9%)																																																	
STEP 1: Students Title IV Aid Information																																																	
Title IV Grant Programs: 1. Pell Grant 2. Academic Competitiveness Grant 3. National SMART Grant 4. FSEOG 5. TEACH Grant <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Amount Disbursed</th> <th style="text-align: center;">Amount that Could Have Been Disbursed</th> </tr> </thead> <tbody> <tr><td style="text-align: center;">2,775.00</td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </tbody> </table> E. Total Title IV Aid Disbursed for the Period <table style="width: 100%;"> <tr><td>A.</td><td style="text-align: right;">2,775.00</td></tr> <tr><td>+ B.</td><td style="text-align: right;">6,727.00</td></tr> <tr><td>= E.</td><td style="text-align: right;">9,502.00</td></tr> </table> A. 2,775.00 (sub-total) C. 0.00 (sub-total) F. Total Title IV grant aid disbursed and that could have been disbursed for the period <table style="width: 100%;"> <tr><td>A.</td><td style="text-align: right;">2,775.00</td></tr> <tr><td>+ C.</td><td style="text-align: right;">0.00</td></tr> <tr><td>= F.</td><td style="text-align: right;">2,775.00</td></tr> </table> Title IV Loan Programs: 6. Unsubsidized FDLP / FFELP 7. Subsidized FDLP / FFELP 8. Perkins Loan 9. PLUS FDLP / FFELP (Grad Student) 10. PLUS FDLP / FFELP (Parent) <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Net Amount Disbursed</th> <th style="text-align: center;">Net Amount that Could Have Been Disbursed</th> </tr> </thead> <tbody> <tr><td style="text-align: center;">2,985.00</td><td></td></tr> <tr><td style="text-align: center;">1,742.00</td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td style="text-align: center;">2,000.00</td><td></td></tr> </tbody> </table> G. Total Title IV aid disbursed and aid that could have been disbursed for the period <table style="width: 100%;"> <tr><td>A.</td><td style="text-align: right;">2,775.00</td></tr> <tr><td>B.</td><td style="text-align: right;">6,727.00</td></tr> <tr><td>C.</td><td style="text-align: right;">0.00</td></tr> <tr><td>+ D.</td><td style="text-align: right;">0.00</td></tr> <tr><td>= G.</td><td style="text-align: right;">9,502.00</td></tr> </table> B. 6,727.00 (sub-total) D. 0.00 (sub-total)				Amount Disbursed	Amount that Could Have Been Disbursed	2,775.00										A.	2,775.00	+ B.	6,727.00	= E.	9,502.00	A.	2,775.00	+ C.	0.00	= F.	2,775.00	Net Amount Disbursed	Net Amount that Could Have Been Disbursed	2,985.00		1,742.00						2,000.00		A.	2,775.00	B.	6,727.00	C.	0.00	+ D.	0.00	= G.	9,502.00
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Last Day Attended: 12/30/11 H. Determine the percentage of the period completed: Divide the clock hours scheduled to have been completed as of the last day of attendance in the period by the total clock hours in the period. <table style="width: 100%; margin-top: 10px;"> <tr> <td style="text-align: center;"> 271.00 </td> <td style="text-align: center;">/</td> <td style="text-align: center;"> 450.00 </td> <td style="text-align: center;">=</td> <td style="text-align: center;"> 60.2% </td> </tr> <tr> <td style="text-align: center; font-size: x-small;">Hours scheduled to complete</td> <td></td> <td style="text-align: center; font-size: x-small;">Total hour in period</td> <td></td> <td></td> </tr> </table> ► If this percentage is greater than 60%, enter 100% in Box H and proceed to Step 3. ► If this percentage is less than or equal to 60%, enter that percentage in Box H and proceed to Step 3. H. 100.0% 		271.00	/	450.00	=	60.2%	Hours scheduled to complete		Total hour in period			► If the amount in Box I is greater than the amount in Box E, go to Post-withdrawal disbursement (Item J). ► If the amount in Box I is less than the amount in Box E, go to Title IV aid to be returned (Item K). ► If the amounts in Box I and Box E are equal, STOP. No further action is necessary. J. Post-withdrawal disbursement From the amount of Title IV aid earned by the student (Box I) subtract the Total Title IV aid disbursed for the period (Box E). This is the amount of the post-withdrawal disbursement. <table style="width: 100%; margin-top: 10px;"> <tr> <td style="text-align: center;"> 9,502.00 </td> <td style="text-align: center;">-</td> <td style="text-align: center;"> 9,502.00 </td> <td style="text-align: center;">=</td> <td style="text-align: center;"> 0.00 </td> </tr> <tr> <td style="text-align: center; font-size: x-small;">Box I</td> <td></td> <td style="text-align: center; font-size: x-small;">Box E</td> <td></td> <td style="text-align: center; font-size: x-small;">Box J</td> </tr> </table> K. Title IV aid to be returned From the Total Title IV aid disbursed for the period (Box E) subtract the Amount of Title IV aid earned by the student (Box I). This is the amount of Title IV aid that must be returned. <table style="width: 100%; margin-top: 10px;"> <tr> <td style="text-align: center;"> 9,502.00 </td> <td style="text-align: center;">-</td> <td style="text-align: center;"> 9,502.00 </td> <td style="text-align: center;">=</td> <td style="text-align: center;"> 0.00 </td> </tr> <tr> <td style="text-align: center; font-size: x-small;">Box E</td> <td></td> <td style="text-align: center; font-size: x-small;">Box I</td> <td></td> <td style="text-align: center; font-size: x-small;">Box K</td> </tr> </table>		9,502.00	-	9,502.00	=	0.00	Box I		Box E		Box J	9,502.00	-	9,502.00	=	0.00	Box E		Box I		Box K																
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STEP 5: Amount of Unearned Title IV Aid Due from the School

L. Institutional Charges for the Period.	Tuition	4,500.00
	Room	
	Board	
	Other	
	Other	
Total Institutional Charges (Add all the charges together)		L. 4,500.00

M. Percentage of unearned Title IV aid

100.0%	-	100.0%	=	0.0%
Box H		Box M		

N. Amount of unearned charges

Multiply institutional charges for the period (Box L) by the Percentage of unearned Title IV aid (Box M).

4,500.00	x	0.0%	=	0.00
Box L		Box M		Box N

O. Amount of school to return

Compare the amount of Title IV aid to be returned (Box K) to Amount of unearned charges (Box N), and enter the lesser amount.

O. 0.00

STEP 6: Return of Funds by the School

The school must return the unearned aid for which the school is responsible (Box O) by repaying funds to the following sources, in order, up to the total net amount disbursed for each source.

Title IV Programs	Amount for School to Return
1. Unsubsidized FDLP / FFELP	0.00
2. Subsidized FDLP / FFELP	0.00
3. Perkins Loan	0.00
4. PLUS FDLP / FFELP (Grad Student)	0.00
5. PLUS FDLP / FFELP (Parent)	0.00
Total loans the school must return =	P. 0.00
6. Pell Grant	0.00
7. Academic Competitiveness Grant	0.00
8. National SMART Grant	0.00
9. FSEOG	0.00
10. TEACH Grant	0.00

STEP 7: Initial Amount of Unearned Title IV Aid Due from the Student

From the amount of Title IV aid to be returned (Box K) subtract the Amount for the school to return (Box O).

0.00	-	0.00	=	0.00
Box K		Box O		Box Q

► If Box Q is < or = zero, **STOP**. If > zero, go to Step 8.

STEP 8: Repayment of the Student's loans

From the Net loans disbursed to the student (Box B) subtract the Total loans the school must return (Box P) to find the amount of Title IV loans the student is still responsible for repaying (Box R).

These outstanding loans consist either of loan funds that student has earned, or unearned loan funds that the school is not responsible for repaying, or both; and they are repaid to the loan holders according to the terms of the borrower's promissory note.

6,727.00	-	0.00	=	6,727.00
Box B		Box P		Box R

► If Box Q is less than or equal to Box R, **STOP**.

The only action a school must take is to notify the holders of the loans of the student's withdrawal date.

► If Box Q is greater than Box R, Proceed to Step 9.

STEP 9: Grant Funds to be Returned**S. Initial amount of Title IV grants for student to return**

From the initial amount of unearned Title IV aid due from the student (Box Q) subtract the amount of loans to be repaid by the student (Box R).

0.00	-	6,727.00	=	0.00
Box Q		Box R		Box S

T. Amount of Title IV grant protection

Multiply the total of Title IV grant aid that was disbursed and that could have been disbursed for the period (Box F) by 50%.

2,775.00	-	50.00%	=	0.00
Box F				Box T

U. Title IV grant

From the initial amount of unearned Title IV aid due from the student (Box S) subtract the amount of loans to be repaid by the student (Box T).

0.00	-	0.00	=	0.00
Box S		Box T		Box U

► If Box U is less than or equal to zero, **STOP**.

If not, go to step 10.

STEP 10: Return of Grants Funds by the Student

Except as noted below, the student must return the unearned grant funds for which he/she is responsible (Box U). The grant funds returned by the student are applied to the following sources in the order indicated, up to the total amount disbursed from that grant program minus any grant funds that school is responsible for returning to that program in Step 6.

Note that the student is not responsible for returning funds to any program to which the student owes \$50.00 or less.

Title IV Grant Programs:

1. Pell Grant
2. Academic Competitiveness Grant
3. National SMART Grant
4. FSEOG
5. TEACH Grant

Amount to Return

0.00

INSTITUTIONAL REFUND/DROP POLICY

- ❶ Any monies due the applicant or student shall be refunded within 45 days of official cancellation or withdrawal. Official cancellation or withdrawal shall occur on the earlier of the dates that:
 - a. An applicant is not accepted by the school. This applicant shall be entitled to a refund of all monies paid to the school.
 - b. A student (or in the case of a student under legal age, his/her parent or guardian) cancels his/her contract and demands his/her money back in writing, within three (3) days of signing the enrollment contract. In this case all monies collected by the school shall be refunded. This policy applies regardless of whether or not the student has actually started training.
 - c. A student who cancels his/her contract after three (3) days of signing the contract but prior to entering classes is entitled to a refund of all monies paid to the school.
 - d. A student notifies the institution of his/her official withdrawal in writing.
 - e. A student is expelled by the institution.
 - f. For official cancellations as defined in paragraphs b, c, d, or e, the cancellation date will be determined by the postmark on written notification, or the date said information is delivered to the school administrator/owner in person.
 - g. Monies paid for student kit is nonrefundable unless the student cancels within three (3) business days of signing the enrollment contract or the student cancels prior to entering class.
- ❷ Any monies due a student who unofficially withdraws from the institution shall be refunded within 45 days of a determination by the institution that the student has withdrawn without notifying the institution. Unofficial withdrawals are monitored every 30 days and a determination is made to withdraw a student who has been absent from school for more than ten (10) consecutive training days or fourteen (14) or more consecutive calendar days (whichever time frame is shorter); the withdrawal date that will be used in this calculation is the student's actual last date of attendance.
- ❸ When situations of mitigating circumstances are in evidence, such as serious illness, a disabling accident, or death in the immediate family, the school may make a settlement that is reasonable and fair to both parties.
- ❹ All extra costs, such as books, equipment, registration fee, rentals, and other such charges, are not considered in the tuition adjustment computation if the charges are itemized separately in the enrollment contract.
- ❺ If a course and/or program is cancelled subsequent to a student's enrollment, and before instruction in the course and/or program has begun, the school shall either provide a full refund of all monies paid or provide completion of the course and/or program.
- ❻ If a course and/or program is cancelled and ceases to offer instruction after the student has enrolled and instruction has begun, the school shall either provide a full refund of all monies paid or provide completion of the course and/or program.
- ❼ For students who terminate prior to completion, an administration fee in the amount of \$100.00 will be assessed.
- ❽ A student's account may be sent to collections for nonpayment.
- ❾ If the school closes permanently and no longer offers instruction after a student has enrolled and instruction has begun, the school will provide a pro rata refund of tuition to the student.

The following refund table distribution is used for all applicants due a refund. Upon withdrawal, drop or termination, a student may owe tuition or be entitled to a refund based on his/her schedule hours:

Percentage Length Scheduled to Complete to Total Length of Course and/or Program	Amount of Total Tuition Owed to the School
0.01% - 4.9%	20%
5% - 9.9%	30%
10% - 14.9%	40%
15% - 24.9%	45%
25% - 49.9%	70%
50% and over	100%

STUDENT FINANCIAL AID RELEASE

The undersigned agrees that PAUL MITCHELL THE SCHOOL does not guarantee the student loan process in any respect. A Federal Parent Plus loan requires a credit check and is based on the parent's credit. Pre-approval for a Parent Plus loan does not guarantee that the parent will receive a Federal Parent plus loan. It is critical that the parent be able to pass a credit check when the loan is certified. The school has no control over the approval or decline of a parent's credit history. Nor does the school assume any responsibility for mistakes on any Department of Education financial aid forms. It is up to the student to make sure all forms are accurate and complete.

POLICY FOR VERIFICATION OF TITLE IV FUNDING

The school has policies and procedures that it follows for verification of Title IV funding. Verification is a requirement by the U.S. Department of Education. Students are randomly selected to provide additional information. The school provides students with a verification form so they can collect the necessary information. The school gives the student a 30-day deadline to return the form to the financial office with verification items attached.

If verification documents are not submitted by the due date, the student will be placed on a monthly cash pay status until verification is completed. FAME handles our student overpayments and alerts the school so it can make changes to the award packet, which is reported to Common Origination and Disbursement (COD) for the Department of Education.

ELIGIBILITY OF FINANCIAL AID AFTER A DRUG CONVICTION

Students will be given written notice advising them that a conviction of illegal drugs, of any offense, during an enrollment period for which the student was receiving Title IV financial aid will result in the loss of eligibility for any Title IV per HEA Sec. 484(r)(1) and 20 U.S.C. 1091(r)(1). Students whose eligibility has been suspended due to a drug conviction may resume eligibility if they successfully pass two (2) unannounced drug tests conducted by a drug rehabilitation program that complies with criteria established under HEA Sec. 484(r)(2) (20 U.S.C. 1091(r)(2)).

MAKEUP WORK

Students must complete all required assignments and tests. To accommodate students, make up test days and worksheet periods are scheduled. Students must complete make up work at this scheduled time. Monthly make up test dates are posted on the theory and school calendars. Time missed, or make up of work necessary to reestablish satisfactory status, will initially require extending the “normal” finish time for the program and may result in over contract charges.

SATISFACTORY ACADEMIC PROGRESS POLICY

Students enrolled in courses of 500 hours or more must meet formal standards that measure their satisfactory progress toward graduation. The policy is provided to all students on or before the first class session. The policy is consistently applied to all students, regardless of whether they receive Title IV funding or not.

QUANTITATIVE AND QUALITATIVE FACTORS

Factors for measuring the student’s progress toward satisfactory completion of the program include maintaining:

- ❶ A minimum cumulative theory grade level of 75% or higher.
- ❷ A minimum cumulative academic level of 75% or higher on practical worksheet completion.*
- ❸ To determine whether a student meets the academic requirements for Satisfactory progress, theory and practical grades are averaged together to give a cumulative academic grade of 75% or higher. Students must pass the Final Practical Assessment Test at a minimum of 75% or higher.
- ❹ A minimum cumulative attendance of 80% of their scheduled hours**

**To meet the state practical requirements for graduation, students must eventually complete monthly practical worksheets 100%. See LEARNING PARTICIPATION GUIDELINES.*

***To determine your rate of attendance, divide the cumulative number of hours completed by the scheduled hours to date.*

A student who has not achieved the minimum cumulative GPA of 75% and/or who has not successfully completed at least a cumulative rate of attendance of 80% is not eligible for Title IV assistance, if applicable, unless the student is on warning or has prevailed upon appeal of the determination that has resulted in status of probation.

COMPLETION OF COURSE WITHIN DESIGNATED PERIOD OF TIME

Full-time day students attend five (5) days (Monday through Friday), 35 hours per week, from 9:00 AM to 4:30 PM. Part-time night school students attend four (4) days (Monday through Thursday), 20 hours per week, from 5:00 PM to 10:00 PM. Information regarding other course schedules may be available upon inquiry.

The state of Missouri requires 1500 clock hours for the cosmetology course. Students are expected to complete the course in no more than 125% of the program length. If a student is never absent, he/she should complete the course within 42.86 weeks for a full-time student and 75 weeks for a part-time student.

MAXIMUM TIME FRAME

The State of Missouri requires 1500 clock hours for cosmetology. Students must complete the educational program within the maximum time frame, which is based on attending at least 80% of the schedule hours.

Students are expected to complete their course of cosmetology in no more than 150 hours over their graduation date. Any additional hours will be provided at the hourly fee of \$10 per hour for over contract charges. If students are never absent, they should complete their course of study within 42.86 weeks for full time day students and 75 weeks for part time evening students.

COURSE	LENGTH	MAXIMUM TIME FRAME
Cosmetology – Full Time	42.86 Weeks	53.58 Weeks
Cosmetology – Part Time	75 Weeks	93.75 Weeks

LEAVE OF ABSENCE, INTERRUPTIONS, COURSE INCOMPLETES, AND WITHDRAWALS

If enrollment is temporarily interrupted, the student will return to school in the same progress status as prior to the interruption. Paul Mitchell The School Springfield does not offer Leave of Absences. If a student fails to attend any class during a two (2) week or ten (10) training day's period, they will be terminated from the program. Personal items must be removed from locker within 10 days of withdrawal. All items remaining after 10 days will become property of Paul Mitchell The School Springfield.

Students who withdraw prior to completion of the course of study and wish to re-enter will re-enter at the same progress status as applicable at the time of withdrawal. Course incompletes, repetitions, and non-credit remedial courses have no effect upon the school's satisfactory progress standards.

EVALUATION PROCEDURES AND REQUIRED LEVEL OF ACHIEVEMENT

Formal Satisfactory Progress Evaluations in both attendance and academics will occur when cosmetology students reach *450, 900, and 1200 actual hours*. At least one evaluation will occur prior to the mid-point of the academic year. Progress Reports or Report Cards will be given at a minimum to the student at 750 hours and 1500 hours.

The following grading system is used to evaluate a student's academic ability:

- ① Examinations are given in all subjects.
- ② Grades and attendance (Satisfactory Academic Progress) records are reviewed and signed by the student and maintained in the student's financial file. The student may request to review their financial aid file from the Financial Aid Leader or Director.

The following grading scale is used for theory progress:

Theory and Practical Evaluations:

A = 90 – 100% B = 80 – 89% C = 75 – 79% Failing = Below 75%

Practical and clinical work is graded by a signature on the student's practical clinic worksheet or guest ticket. A signature from an instructor represents a passing grade which means all elements of the practical grading criteria were met. No signature indicates a failing score which means one or more of the practical grading criteria elements were not met and the student has not met minimum satisfactory standards on the practical application. Students are required to continue and/or repeat the practical application until they receive a signature from an instructor.

Transfer hours accepted by the school are applied to the total number of hours necessary to complete the program and are considered both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted . Satisfactory Academic Progress evaluation periods are based on actual contracted hours at the institution.

DETERMINATION OF PROGRESS STATUS

Students meeting the minimum requirements for academics and attendance at the evaluation point are considered to be making satisfactory progress until the next scheduled evaluation.

REINSTATEMENT OF FINANCIAL AID *for those who qualify*

If applicable, Title IV financial aid will be reinstated to qualified students who have prevailed upon appeal or who have reestablished satisfactory progress by meeting the minimum cumulative attendance and academic requirements.

PROBATION AND REESTABLISHMENT OF SATISFACTORY PROGRESS

Students failing to meet minimum requirements will be notified in writing and placed on Financial Aid Warning for the next evaluation period. They will be counseled regarding actions required to attain satisfactory requirements by the next evaluation point. During the Financial Aid Warning period, students are eligible, if applicable, to receive financial aid funds.

If, at the end of the Financial Aid Warning period, the student still has not met both the attendance and academic progress requirements, he/she will be ineligible for Title IV assistance.

A student may appeal the Financial Aid ineligible decision if he/she has a reason for not making satisfactory progress and if he/she can document that the circumstances that caused the unsatisfactory progress determination have in some way changed and that satisfactory academic progress standard can be met by the end of the next evaluation period. A student has five (5) calendar days from the date of notification that they are not meeting the second consecutive satisfactory progress determination to appeal the unsatisfactory progress determination. If the student appeals the decision, and prevails on appeal, they will be placed on Financial Aid Probation.

The basis for filing an appeal, such as death of a relative, injury or illness of the student, or other special circumstances, must be documented. The student may obtain an Appeal Form from the Financial Aid office, once the Appeal Form has been completed by the student it must be returned to the Financial Aid Office. Please see the Appeal Procedures. If the school grants the appeal, it may impose conditions for the student's continued eligibility to receive Title IV, such as changing schedules. If the appeal is granted the student will be placed on Financial Aid Probation for one evaluation period. If at the end of the Financial Aid Probation period the student has not met both academic and attendance requirements all federal aid will be suspended. Students may reestablish satisfactory progress by meeting minimum attendance and academic requirements at the next evaluation period.

If the student has not met academic and attendance requirements for two (2) consecutive evaluation periods, and does not prevail on appeal, the student will be determined as not making satisfactory progress and may be terminated.

This policy applies to all students regardless of whether or not they are eligible for Title IV funding programs. In order to comply with DOE requirements the terminology financial aid warning or financial aid probation will be used for both Title IV and non-Title IV students.

APPEAL PROCEDURE

If a student is determined as not making satisfactory progress or is terminated for not making satisfactory progress, the student may appeal the negative determination. The student must submit a written appeal to the school administration within five (5) business days of not making satisfactory progress or termination. The student must include any supporting documentation of reasons why the determination should be reversed. If the student fails to appeal the decision, it will stand.

An appeal hearing will take place within 15 business days of receipt of the written appeal. This hearing will be attended by the student, parent/guardian (if the student is a dependent minor), the student's learning leader, future professional advisor, and the school director. A decision on the student's appeal will be made within three (3) business days by the director of education and will be communicated to the student in writing. This decision will be final. *Appeal documentation will be kept in the student's permanent file.*

Should a student prevail on his or her appeal and be determined as making satisfactory progress, the student will be automatically reentered in the course, and financial aid funds will be reinstated to eligible students.

If a student is terminated for gross misconduct, which includes but is not limited to reporting to school under the influence of alcohol or illegal drugs, cheating, stealing, insubordination, threats, and/or bullying, such termination is final and may not be appealed.

STUDENT RIGHT OF ACCESS AND RECORD RETENTION POLICY

The Family Educational Rights and Privacy Act (FERPA) sets a limit on the disclosure of personally identifiable information from school records and defines the rights of students to review and request changes to the records. FERPA generally gives postsecondary students the rights to:

- ❶ Review their education records,
- ❷ Seek to amend inaccurate information in their records, and
- ❸ Provide consent for the disclosure of their records.

Students (or parents or guardians, if the student is a dependent minor) are guaranteed access to their school records, with a staff member present, within 45 days from the date of the request. Copies of all records can be requested at \$0.20 per page.

General Release of Information

Except under the special conditions described in this policy, a student must provide written consent before the school may disclose personally identifiable information from the student's education records. The written consent must:

- ❶ State the purpose of the disclosure,
- ❷ Specify the records that may be disclosed,
- ❸ Identify the party or class of parties to whom the disclosure may be made, and
- ❹ Be signed and dated.

FERPA Disclosures to Parents

While the rights under FERPA have transferred from a student's parents to the student when the student attends a postsecondary institution, FERPA does permit a school to disclose a student's education records to his or her parents if the student is a dependent student under IRS rules.

Note that the IRS definition of a dependent is quite different from that of a dependent student for Financial Student Aid (FSA) purposes. For IRS purposes, students are dependent if they are listed as dependents on their parent's income tax returns. (If the student is a dependent as defined by the IRS, disclosure may be made to either parent, regardless of which parent claims the student as a dependent.)

A school may disclose information from a student's education records to parents in the case of a health or safety emergency that involves the student. A school may let parents of students under age 21 know when the student has violated any law or policy concerning the use or possession of alcohol or a controlled substance. A school official may share with parents information that is based on that official's personal knowledge or observation and that is not based on information contained in an education record.

Release of Information to Regulatory Agencies

Disclosures may be made to authorized representatives of the U.S. Department of Education for audit, evaluation, and enforcement purposes. "Authorized representatives" include employees of the Department, such as employees of the Office of Federal Student Aid, the Office of Postsecondary Education, the Office for Civil Rights, and the National Center for Education Statistics, as well as firms under contract to the Department to perform certain administrative functions or studies.

In addition, disclosure may be made if it is in connection with financial aid that the student has received or applied for. Such a disclosure may only be made if the student's information is needed to determine the amount of the aid, the conditions for the aid, or the student's eligibility for the aid, or to enforce the terms or conditions of the aid.

PAUL MITCHELL THE SCHOOL provides and permits access to student and other school records as required for any accreditation process initiated by the school or by the National Accrediting Commission of Career Arts and Sciences (NACCAS), or in response to a directive of said Commission.

Disclosures in Response to Subpoenas or Court Orders

FERPA permits schools to disclose education records, without the student's consent, to comply with a lawfully issued subpoena or court order.

In most cases, the school must make a reasonable effort to notify the student who is the subject of the subpoena or court order before complying, so the student may seek protective action. However, the school does not have to notify the student if the court or issuing agency has prohibited such disclosure.

The school may also disclose information from education records, without the consent or knowledge of the student, to representatives of the U.S. Department of Justice in response to an ex parte order issued in connection with the investigation of crimes of terrorism.

Disclosures for Other Reasons

There are two FERPA provisions concerning the release of records relating to a crime of violence. One concerns the release to the victim of any outcome involving an alleged crime of violence (34 CFR 34 CFR 99.31[a][13]). A separate provision permits a school to disclose to anyone the final results of any disciplinary hearing against an alleged perpetrator of a crime of violence where that student was found in violation of the school's rules or policies with respect to such crime or offense (34 CFR 99.31[a][14]).

Directory Information

PAUL MITCHELL THE SCHOOL does not publish "directory information" on any student.

Record Maintenance

All requests for releases of information are maintained in the student's file as long as the educational records themselves are kept. Student records are maintained for a minimum of five (5) years for withdrawal students; transcripts of graduates are kept indefinitely.

Amendment to Student Records

Students have the right to seek an amendment to their school records. To seek an amendment, students must meet with the school director and bring any supporting documentation to show that the record is incorrect.

PERFORMANCE STATISTICS/JOB OUTLOOK

PAUL MITCHELL THE SCHOOL SPRINGFIELD's performance statistics for the calendar year 2012:

Graduation	Placement	Licensure
53.21%	71.08%	98.44%

Since 1990, NACCAS has commissioned several Job Demand Surveys to provide quantitative data on cosmetology careers, earnings potential, and job openings. The most recent survey, completed in May 2007, compiled data from 6,203 salons responding to a national survey.

The 2007 Job Demand Survey results indicate that salons in Missouri plan to hire 7,546 new employees in the next 12 months. The average annual salary for a salon professional in Missouri is \$30,358. This amount does not include tips and gratuities. Nationally, the average salon professional's salary is \$35,973.

As of January 2007, there were 43,063 professionals employed at Missouri's salons. Most important, 74% of Missouri salon owners who attempted to hire new employees in 2006 said they were unable to find properly trained applicants.

PROGRAM INTEGRITY

PAUL MITCHELL THE SCHOOL is accredited by NACCAS and uses its calculation for student placement based on each program offered. For the most recent annual reporting period, the school shows the following data for the cosmetology program:

Placement rate	On-time graduation rate	Median Loan Debt
71.08%	80%	2012- 2013 Title IV: \$12,301. Private: \$0. Institutional: \$0.

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our website at: springfield.paulmitchell.edu.

STUDENTS RIGHT-TO-KNOW - DEPARTMENT OF EDUCATION RATES

Graduation	Placement
53.7%	70.69%

PAUL MITCHELL THE SCHOOL must prepare the completion and graduation rate of its certificate- or degree-seeking, first-time, full-time undergraduate students each year. The annual rates are based on the 12-month period that ended August 31. The rates will track the outcomes for students for whom 150% of the normal time for completion or graduation has elapsed. Normal time is the amount of time necessary for a student to complete all requirements for a degree or certificate according to the institution's catalog. These rates are generated from the school student record management system.

STUDENT PROFESSIONAL DEVELOPMENT GUIDELINES

All students must commit to and follow the Student Professional Development Guidelines during their enrollment at PAUL MITCHELL THE SCHOOL. These guidelines were established to assist in creating a safe, focused, and enjoyable learning experience.

Attendance and Documentation of Time

- ❶ The school records attendance in clock hours and gives appropriate attendance credit for all hours attended. The school does not add or deduct attendance hours as a penalty. Attendance is calculated using sign in sheets and hours are rounded to the half hour. To ensure proper credit for clock hours, full-time students are required to clock in/out 4 times a day: when they arrive at school, when they leave for lunch, when they return from lunch, and when they leave at the end of the day.
- ❷ The school is open from 9:00 a.m. to 4:30 p.m., Monday through Friday.
- ❸ All courses require continuous attendance.
- ❹ The prescribed attendance schedule must be maintained each week.
- ❺ Students must be on time, as tardiness inhibits the learning process.
 - a. You are able to schedule to arrive late. You may schedule to arrive late the day before by using the booking out early request form. A learning leader's signature is required to be approved.
 - b. If you show up after 9:05 a.m. you must visit the front desk to be put on "the oops" list before leaving to avoid a re-direction.
 - c. If you are unable to be present at 9:05 a.m. you must call the front desk by 8:30 a.m. of the same day to be put on "the oops" list as "not at all.. Failure to call in by 8:30 a.m. may result in a re-direction.
 - d. Students may arrive after 9:05 a.m. if they are able to present a valid doctor's note or excuse or other documented extreme circumstance for their tardiness. Please contact PAUL MITCHELL THE SCHOOL Springfield's Service Desk at (417) 881-2110 by 8:30 a.m. if you know you are going to be late and to share the reason.
 - e. For night school students, they must call in by 4:30 p.m. if they are unable to attend school that day and they will be placed on "the oops" list as "not at all.. Failure to call in by 4:30 p.m. may result in a re-direction.
 - f. Students who are late for theory class may not enter the classroom until the next scheduled break, and will not receive hours for the time they have missed.
 - g. Students who are late for any cutting, coloring, perming, or special class, may attend the class, but must be accompanied into the classroom by a Learning Leader.
 - h. Students are never excused from mandatory theory class to work in the clinic. All students must maintain a minimum of 80% attendance.
 - i. Theory class takes place on Monday evenings for night classes and night students are expected to be on time at 5:00 p.m. Tardiness and excessive absence will not be tolerated and night students may be re-directed if tardy or absent.

- ⑥ During the enrollment contract period, Applicant must maintain a 90% attendance average each month in order to complete the program within the Scheduled program length. The Applicant is allowed to miss 10% of his or her scheduled hours before having to pay extra instructional charges. The Applicant may use the allowed 10% of his/her scheduled hours for vacation, doctor appointments, illness, etc. If the Applicant must attend additional Program hours beyond his/her maximum Scheduled Program length due to attendance problems or to complete academic graduation requirements, the applicant will be charged an additional \$10.00 for each hour scheduled to complete after the Scheduled Program length is reached.

Scheduled Program Length is defined as:

<i>Cosmetology:</i> Hours in program = 1500 hours 10% absent hours = 150 hours Scheduled Program Length = 1650 hours

Please note that if a student misses more than ten (10) consecutive training days or fourteen (14) consecutive calendar days (whichever time frame is shorter) the student will be terminated from the program.

- ⑦ Students who are late or cannot attend school must contact the school and talk to the school service desk immediately. Day students must call in by 8:30 a.m.
- ⑧ Students are required to be in attendance a minimum of seven (7) hours per day, 35 hours per week for the full-time schedule. Holidays such as Thanksgiving, Christmas, and New Year's Day will be set according to the calendar each year. Students cannot bank hours and attend over 35 hours per week to make up for missing hours. If a student will miss hours during the week, arrangements must be made with the Future Professional Advisor to make up those hours within the same week, or the hours missed will count against the hours allowed to miss and overtime charges can occur.
- ⑨ Saturday school attendance is mandatory for students whose attendance drops below 88%. Once the student's attendance increases to 88% or higher, it is no longer mandatory. Student's will be written up for missing a mandatory Saturday. Core classroom attendance — only 21 hours may be missed in Core class or the Student will have to start the Core class over. The 21 hours missed will count toward the student's attendance percentage.
- ⑩ Students may be suspended for 10 days for excessive absence, lack of theory attendance, or unexcused absences.
- ⑪ In the event of an emergency, inclement weather, or disaster, all Students and faculty will be notified by a staff member as to the closing and subsequent re-opening of the school. The general rule to follow is that if the school is open, you are required to be here. You have a responsibility to plan your day accordingly if you know inclement weather is imminent. A school closing message will be placed on the schools phone answering service, PAUL MITCHELL THE SCHOOL Springfield's Facebook Page, KTTS (94.7), and the schools website notifying both students and clients of the closing.

- 10 Lunches and breaks are scheduled for all students. Day students will take 30 minutes for lunch between 11:30 AM and 1:00 PM, if possible, according to their booking. Students should communicate with their instructor if they have not had lunch by 1:00 PM.
- 11 Documentation of time: Students may not leave the school premises during regular hours without an instructor's permission.
 - a. Students who leave school premises for more than 10 minutes or those who leave early must document their time by signing the sign-out sheet, and having an instructor book them out.
 - b. Students who leave school premises for less than 10 minutes must sign the sign-out sheet.
 - c. Day students must sign out on the sign-out sheet for lunch for 30 minutes every day. Students will not receive credit for the hour if they fail to sign in/out for lunch .
- 12 Students may not sign in or out for another student.
- 13 Students must keep a record of all services each day on the "service tracking sheet," which must be completed daily and turned in every month.

Professional Image: A professional image is a requirement for successful participation in school. Students must maintain the following professional dress code:

- 1 Students must wear all black.
- 2 Students in Phase Two may wear black or white in any combination.
- 3 Clothing must be professional, clean, washable, and free of stains and tears.
- 4 Shoes should be black for Core class. Shoes can colored professional and comfortable for all Adaptive and Creative class students. The following footwear is unacceptable: Tennis shoes, gym shoes, foot thongs or beach sandals, and crocs (anything between the toes).
- 5 Hair must be clean and styled prior to arriving at school.
- 6 Cosmetics must be applied using trend appropriate make up techniques and applied prior to arriving at school.
- 7 The following is a list of unacceptable dress. It should not be construed as an exhaustive List. Ultimately, dress will be subject to the approval of the school's Education Team:
 - Jeans or clothing made of jean material.
 - Tank or sleeveless tops
 - Sweatpants and shirts
 - Printed t-shirts other than those with a PAUL MITCHELL logo
 - The t-shirt must be clean and professional, and you must dress it up!
 - Short skirts that fall above the knee
 - Shorts, spandex or biking shorts
 - Hoodies
 - Sweaters or jackets on the clinic floor
- 8 Students who fail to comply with this professional dress code will be asked to clock out, leave the school, and return with appropriate attire.
- 9 Name tags must be worn at all times.

Sanitation and Personal Services

- ❶ Students must keep workstations and classroom areas clean, sanitary, and clutter free at all times.
- ❷ Students must clean their stations, including the floor, after each service.
- ❸ Hair must be swept up immediately after a service is completed, before blow drying.
- ❹ Workstations must be cleaned at the end of the day, prior to clocking out for the day.
- ❺ Each student will have his/her own sanitation duties to be responsible for each day. Failure to complete sanitation duties can result in a disciplinary suspension.
- ❻ Students are not to solicit money or sell any unauthorized items while on the school premises.
- ❼ Refusal to perform duties may end in termination.
- ❽ All supplies must be checked out of the dispensary and returned clean.
- ❾ Records are extremely important. A record card and signed chemical release card must be kept on each chemical service.
- ❿ Students may have their hair or other services done Tuesday through Thursday. To receive a service, students must do the following prior to starting the service:
 - a. Notify an instructor
 - b. Be scheduled off the service books by a Learning Leader
 - c. Pay for service supplies including perms, tints, bleaches, rinses, conditioning, treatments, manicures, nails, etc.
 - d. If a service guest comes in and the service desk personnel needs the student giving the personal service or the student receiving it to take care of the guest, then the students must reschedule their personal service and complete the assigned service guest appointment.
 - e. Personal services are considered rewards and scheduled for students who are up to date with all projects, tests, and worksheets. School assignments and successful learning are the priority.

Communication Guidelines and Professional Conduct

- ❶ Visitors are allowed in the reception area only. Visitors are not allowed in the classrooms, student lounge, or clinic floor area.
- ❷ Only emergency calls are permitted on the business phone. Students may use the student phones for a limited time. Please keep your calls to three (3) minutes or less.
- ❸ Cell phones, or other electronic communication devices, such as pagers or IM devices, are not permitted in classrooms, Clinic Floor or Service Desk, Color Bar, or Manicure/Pedicure area at The System. Cell phones or other electronic communication devices should be kept in student lockers and checked only on scheduled breaks.
- ❹ Students may not visit with another Student who is servicing a client.
- ❺ Students are to be courteous to patrons and fellow Students at all times. Students should have stations ready for all appointments and not keep customers waiting. Students should avoid discussing subjects with patrons such as politics, religion, and sexual morals.
- ❻ Foul language, loud or boisterous conduct, or any other type of unprofessional conduct will not be tolerated.
- ❼ No eating, drinking, or chewing gum is permitted on the Clinic Floor.
- ❽ Students may not gather around the Service Desk, the Service Desk area, or the offices.
- ❾ Food, drink, or water bottles are allowed only in the lunchroom.
- ❿ Smoking is prohibited on school grounds.
- ⓫ Stealing or taking school or another's personal property is unacceptable. If caught, it will result in immediate termination.
- ⓬ Any student suspected of use or distribution of alcohol or illegal drugs while on school premises will be terminated.

Learning Participation Guidelines

- ❶ Peer teaching and tutoring are encouraged. Taking credit for another's work or cheating during exams is unacceptable.
- ❷ Students will be expected to maintain an average of 75% on all theory tests and assignments.
- ❸ Students must take all appointments assigned to them. This includes last-minute walk-ins.
- ❹ Students may not be released from required theory class to take a client.
- ❺ Only service desk personnel may schedule or change client service appointments.
- ❻ All services must be checked and the service ticket initialed by an instructor.
- ❼ Students are expected to be continuously working on school-related projects, assignments, reading, or test preparation during school hours.
- ❽ Students will receive clock hours during the times they fully participate in their learning experience.
- ❾ When students are not scheduled with service appointments or are not scheduled to attend theory or an elective class, they may focus on the following:
 - a. Completion of monthly worksheets
 - b. Completion of theory review worksheets
 - c. Performing a service on another student
 - d. Listening to or reading school resource center materials, including educational videos, audiotapes, and books
- ❿ Students must comply with school personnel and instructor's assignments and requests as required by the curriculum and student guidelines and rules.
- ⓫ Students may not perform hair, skin, or nail services outside of school unless authorized to do so by school administration. Conducting unauthorized hair, skin, or nail services outside of school will be reported to the state board and may result in your inability to receive a professional license.
- ⓬ Students are responsible for their own equipment and may use a station drawer only while working at that station. All equipment, tools, and personal items must be secured in their assigned locker. PAUL MITCHELL THE SCHOOL is not responsible for any lost or stolen articles.
- ⓭ Any school staff member will have the right to send any student home for infringement of the school rules, misconduct, or illness.
- ⓮ More than ten (10) consecutive training days or fourteen (14) consecutive calendar days absent (which ever time frame is shorter) will necessitate an automatic termination from the school. Extreme circumstances that are beyond the control of the Student may be reviewed by the school's Director.
- ⓯ Please reserve the front row parking for your clients. Approved Student parking will be reviewed at orientation.

COACHING AND CORRECTIVE ACTION

Part of your learning experience includes fine-tuning and mastering the skills and behaviors of a salon professional. The school team will coach all students to correct noncompliant or destructive behavior.

The following actions may be inspected for noncompliance:

- ❶ **Attendance and Documentation of Time Guidelines:** Attendance, promptness, and documentation of work are cornerstones of successful work practices. Students may be clocked out, released for the day, or suspended when they do not comply with guidelines.
- ❷ **Professional Image Standards:** Professional image standards were created to provide guidance and direction to students as they develop their professional image and persona. Students may be clocked out and released for the day when they do not meet professional image standards.
- ❸ **Sanitation and Personal Service Procedures:** Sanitation and personal service procedures have been established to comply with state laws and to provide a safe and clean service environment. Students may be clocked out and released for the day when they do not follow sanitation and personal service procedures.
- ❹ **Communication Guidelines and Professional Conduct:** It is the school's responsibility to provide a learning environment that is professional, positive, and conducive to learning. Staff and students all contribute to a mutually respectful learning environment that fosters effective communication and professional conduct. Students who fail to follow communication guidelines and who do not conduct themselves in a respectful and professional manner may experience suspension or termination.
- ❺ **Learning Participation Guidelines:** The learning participation guidelines have been established to provide a creative, fun, interactive, and collaborative learning environment that empowers students to act as "future salon professionals" and committed learners. Positive behavior is required to create a mutually beneficial learning environment for all students. Students who fail to meet the guidelines and create challenges for other students or staff may be released from school, suspended, or terminated.

Corrective Action Steps

Once a student has received five (5) coaching sessions, the student may be suspended from school for five (5) days. Suspended students may only be readmitted to school upon paying the administrative termination fee. If a student receives two (2) more coaching sessions after readmission from a five (5) day suspension, the student's attendance may be permanently terminated. A student may be terminated without prior coaching sessions for improper and/ or immoral conduct. Refer to the school Future Professional Advisory.

When monitoring students for unofficial withdrawals, the school is required to count any days that a student was out of school on suspension as a part of the 14 consecutive days of non-attendance used to determine whether the student will be returning to school.

We believe in providing a quality environment with an exceptional educational program. This framework gives everyone the opportunity to enjoy the experience! The entire staff appreciates the students' respect of these guidelines.

POLICIES AND PROCEDURES FOR STUDENTS WITH DISABILITIES

- ❶ Accommodation Procedures for Students with Disabilities
- ❷ Grievance Procedures for Students who have Complaints on the Basis of Disability

❶ Accommodation Procedures for Students with Disabilities

Non-Discrimination Policy — It is the policy of Paul Mitchell The School to comply with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act which are Federal laws that prohibit discrimination on the basis of disability. Paul Mitchell The School does not discriminate on the basis of disability against a qualified person with a disability in regard to application, acceptance, grading, advancement, training, discipline, graduation, or any other aspect related to a student's participation in a program of Paul Mitchell The School. This applies to all students and applicants for admission to The School. Paul Mitchell The School will provide reasonable accommodations to students with disabilities.

Definition of an Individual with a Disability — An *individual with a disability* is a person who has a physical or mental impairment which substantially limits one or more major life activities of the individual. These persons are protected by Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA). Individuals with a record of such an impairment and individuals who are regarded as having such an impairment are also protected by these Federal laws. The definition of "disability" in Section 504 and the ADA should be interpreted to allow for broad coverage.

The phrase *physical impairment* means a physiological disorder or condition, a cosmetic disfigurement, or an anatomical loss, that affects one or more of the following body systems: neurological; musculoskeletal; special sense organs (which would include speech organs that are not respiratory such as vocal cords, soft palate, tongue, etc.); respiratory, including speech organs; cardiovascular; reproductive; digestive; genitourinary; hemic and lymphatic; skin; and endocrine. Examples include, but are not limited to, orthopedic, visual, speech, and hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, HIV disease (symptomatic or asymptomatic), tuberculosis, drug addiction, and alcoholism.

The phrase *mental impairment* means any mental or psychological disorder, including but not limited to, mental retardation, organic brain syndrome, emotional or mental illness, specific learning disabilities, post-traumatic stress disorder, depression and bi-polar disorder. The phrase substantially limits must be interpreted without regard to the ameliorative effects of mitigating measures, other than ordinary eyeglasses or contact lenses. Mitigating measures are things like medications, prosthetic devices, assistive devices, or learned behavioral or adaptive neurological modifications that an individual may use to eliminate or reduce the effects of an impairment. These measures cannot be considered when determining whether a person has a substantially limiting impairment. An impairment that is episodic or in remission is a disability if, when in an active phase, it would substantially limit a major life activity. For example, a student with bipolar disorder would be covered if, during manic or depressive episodes, the student is substantially limited in a major life activity (e.g., thinking, concentrating, neurological function, or brain function).

The phrase *major life activities* means functions such as caring for one's self, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working. Major life activities also includes major bodily functions such as functions of the immune system, normal cell growth, and digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

The School's Responsibilities to Students with Disabilities

The School must provide *academic adjustments*, *auxiliary aids* and *reasonable accommodations* to students with disabilities, that are necessary to ensure students are not denied the benefits of, or excluded from participation in, The School's program. The School must make modifications to its academic requirements that are necessary to ensure that the requirements do not discriminate against students with disabilities. The School must ensure that it provides physical access to students with disabilities. It is also the responsibility of Paul Mitchell The School to permit students with disabilities to use service dogs on each campus.

The person responsible for implementing these responsibilities at Paul Mitchell The School Springfield Campus is: Eddie Davis; ADA Compliance Coordinator; 3017 S. Kansas Expressway, Springfield, MO 65807; (417) 881-2110; edavis@thesystemonline.com.

When a student informs a School staff member that the student is disabled, or needs accommodations or assistance due to disability, the staff member will refer the Student to The School's ADA Compliance Coordinator.

Procedures for Students and The School

Documentation of disability by students — Students with disabilities who wish to request reasonable accommodations (including academic adjustments, auxiliary aids, or modifications) must contact the ADA Compliance Coordinator named above for their campus. Students must provide documentation of disability from an appropriate professional, which depends on the nature of the disability. For example, a student with a psychological disability should provide documentation from a psychologist, psychiatrist or social worker.

This documentation may be the student's existing medical records, or reports created by the student's medical provider or an appropriate professional who conducts an assessment of the student. It may be documentation from the student's past educational records such as reports from teachers or school psychologists, or records that show the student's educational history, disability assessment, and the accommodations the student previously received. It may be records from the state department of rehabilitation or the U.S. Department of Veterans Affairs. Documentation should be current and relevant, but that does not mean that a recent report or record is needed in all cases. Some disabilities are stable lifelong conditions and historic documentation will be sufficient. Some disabilities are readily apparent and observable and thus little or no documentation will be needed.

The documentation of disability is kept at all times in a locked, private file at The School. To protect privacy, direct access to this documentation is by written consent only. The ADA Compliance Coordinator will determine what information needs to be shared with Paul Mitchell The School staff and Learning Leaders, on an "as needed basis," in order to facilitate academic accommodations or other services.

Student requests for accommodations and interactive discussion with ADA Compliance Coordinator — Students who plan to request accommodations should contact the ADA Compliance Coordinator promptly, so there is time for the Coordinator to review the student's documentation and discuss accommodations with the student before the student begins the class or program for which the accommodation is being requested. When a student contacts the Coordinator, the Coordinator will keep a record of the dates and contacts with the student, including a record of the accommodations requested by the student. Students who have questions about the type of documentation they need to provide should contact the Coordinator to discuss this.

The student and the ADA Compliance Coordinator will discuss how the student's impairment impacts the student, how the student expects the impairment to impact the student in The School's program, the types of accommodations the student has previously received (if any), and the accommodations being requested by the student from The School. The Coordinator and the student should discuss accommodations needed during all phases of the program (Core, Adaptive and Creative), and for classroom instruction, skills based instruction and skills practice.

The documentation (or observation) must show the nature of the student's disability and how it limits a major life activity. The accommodations requested by the student should be related to these limitations. There are no pre-set accommodations for specific disabilities. Instead, the Coordinator and the student must discuss and determine what the student's limitations are, and how they can be accommodated.

Here are some examples.

- A student with an orthopedic disability may need cushioned floor mats and scheduled times to sit down. These students may also need particular kinds of chairs.
- A student with a learning disability or attention deficit disorder may need extra time to take tests, such as ninety minutes to take a test instead of the sixty minutes allowed to other students. These students may need to take their tests in a location that is quiet and has no distractions, such as an office rather than the classroom.
- A student with a learning disability or psychological disability may need a note taker, a copy of the instructor's notes or presentation, or to use a tape recorder during instruction.
- A student with post-traumatic stress disorder or an anxiety disorder may need to take periodic leaves of absence, or may need to structure their program so that it is scheduled over a longer period of time than usual. These students may need to take breaks in a quiet room during skills practice.
- A student with a hearing impairment may need instructors to use voice amplification systems, or may need the School to provide a sign language interpreter.
- A student with diabetes may need periodic breaks to check his or her blood sugar level.

Decision about accommodations, and ensuring implementation of accommodations — The ADA Compliance Coordinator will decide the accommodations to be provided to the student. The Coordinator will consider any past accommodations that have been effective for the student, and will give primary consideration to the type of accommodation requested by the student. Alternate accommodations may be provided if there is an alternative accommodation that would be equally effective for the student.

The Coordinator will make a decision no later than two weeks after the student states the request for an accommodation. If the student does not submit documentation of a disability at the time the student requests an accommodation, the Coordinator will make a decision no later than two weeks after the student provides the documentation.

The Coordinator will list the approved accommodations in writing and provide this to the student. The Coordinator will inform the appropriate Learning Leaders and school staff of the accommodations they are responsible for providing to the student, how to provide the accommodations, and when to provide the accommodations. The Coordinator will keep a written record of these contacts about the student's accommodations. The Coordinator will verify that the accommodations are being implemented for the student through direct observation, report by the student, and/or documentation from The School staff. If the student informs the Coordinator that an accommodation is not being fully implemented, the Coordinator will immediately intervene with relevant staff members to ensure the accommodation is provided to the student.

After accommodations have been approved for a student, the Coordinator will make an appointment with the student for a time when the student's program is expected to change. The purpose of the appointment is to determine whether the student's accommodations should be changed when the student's program phase changes, or the type of instruction changes.

Additional factors — The School is not obligated to provide accommodations that would result in a fundamental alteration of The School's program. In this case, the Coordinator will promptly search for an equally effective alternate accommodation for the student that would not fundamentally alter the program. The Coordinator will offer the alternate accommodation to the student.

The School is not obligated to provide accommodations that would result in an undue financial or administrative burden on The School. If the Coordinator decides that a requested accommodation might impose such a burden, the Coordinator will discuss the issue with The School owner, who will take into account the overall financial resources of The School. The School owner will make the final decision, in accord with the requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act. If The School owner determines that the requested accommodation would be an undue burden, the Coordinator will promptly search for an equally effective alternate accommodation for the student and offer the alternate accommodation to the student.

Appeals by Students

A student may appeal any accommodation decision made by the ADA Compliance Coordinator if the student disagrees with the decision. Here are some examples: A student may appeal the Coordinator's decision to deny a requested accommodation. A student may appeal a decision by the Coordinator to provide an alternate accommodation rather than the specific accommodation requested by a student. A student may appeal a decision by the Coordinator that the student has not presented sufficient documentation to support the requested accommodation. A student may also file an appeal when a school staff member fails to provide an approved accommodation, and the Coordinator has not effectively addressed the situation.

When a student wishes to file an appeal, the student must notify Greg Kellogg; ADA Compliance Coordinator; 3017 S. Kansas Expressway, Springfield, MO 65807; (417) 881-2110; gkellogg@thesystemonline.com. The student must explain his/her reasons for disagreeing with the Coordinator's decision, or explain how the student's accommodation is not being implemented, and submit any relevant documentation.

Within five calendar days of receiving a student's appeal the Director will meet with the student and the Coordinator to discuss the issues presented by the student's appeal. If appropriate, the Director will also discuss the issues with other School staff members.

When a student appeals a decision made by the Coordinator, the Director will determine whether the Coordinator's decision should be revised or remain the same. If the decision is revised, the Director will ensure that the revised decision is implemented.

When a student files an appeal on the basis that an approved accommodation is not being implemented, the Director will determine whether the accommodation is being fully implemented, and if it is not, ensure that the accommodation is implemented. The Director will inform the student of the decision in writing no later than fourteen days after receiving the student's appeal.

Training and Mediation Responsibilities of the ADA Compliance Coordinator

The ADA Compliance Coordinator at each campus will deliver disability training sessions for all campus staff members at least once each calendar year. In these training sessions the Coordinator will explain the basic requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act as they apply to The School. The Coordinator will address: The School's responsibility to provide accommodations to students with disabilities; how to appropriately interact with students with particular kinds of disabilities; how to go about implementing accommodations that the Coordinator has approved for students; how to support students with disabilities in The School's programs; that students with disabilities cannot be penalized for using approved accommodations. The Coordinator will keep a record of each training session.

The Coordinator may also provide trainings for students who wish to learn about The School's process for providing accommodations, or about The School's grievance procedures.

To help ensure that future campus staff members and students are aware of The School's policies, the Coordinator will make sure that the Accommodations Procedures and the Grievance Procedures are continually posted at the campus.

The Coordinator will assist students with disabilities who have concerns about implementation of their accommodations or their treatment by The School staff members or other students. At the request of a student, the Coordinator will informally mediate or attempt to resolve issues related to the student's disability. If this informal process does not resolve the student's concerns, the student may file a grievance as described in Section II below.

② Grievance Procedures for Students who have Complaints on the Basis of Disability

Paul Mitchell The School is responsible for providing a grievance procedure to students who feel they have been discriminated against on the basis of disability. The grievance procedure provides students the opportunity to file a complaint. The School then has the responsibility to objectively investigate the allegations in the complaint and determine whether the student has been discriminated against. If The School determines that discrimination occurred, The School must take appropriate steps to correct the discrimination and prevent it from reoccurring.

Grievance complaints — A student may file a grievance if the student feels he or she has been discriminated against because the student is disabled, or because the student is regarded as being disabled, or because the student has a record of being disabled. A student may also file a grievance if the student feels that he or she has been retaliated against for advocacy based on disability. Here are some examples of discrimination:

- An instructor or other students refer to the student in a derogatory way related to the student's disability.
- An instructor generally refers to students with particular types of disability in a derogatory way.
- Other students refuse to work with the student because the student is disabled.
- A School staff member refuses to provide a service to the student that the staff member provides to other students.
- A school staff member takes a negative action toward the student after the student asked for accommodations for a disability.
- A guest presenter at The School makes derogatory statements about students with disabilities, or states that students with disabilities can never be employed in the presenter's field.
- A student's request for accommodation was denied by The School, or an instructor did not implement an accommodation for the student that was approved by The School.

A student must file a grievance complaint within 90 days of the date the discriminatory act occurred, or within 90 days of the end of an informal attempt to resolve the complaint, whichever is later. The complaint must be written. In the complaint, the student must describe what happened and the dates the acts took place, and state who was involved. The student should explain why the student believes the acts were taken based on disability. The student should describe or provide copies of any relevant documents or emails, if available.

A student may ask the Campus ADA Compliance Coordinator to try and informally resolve the student's complaint before the student files a written complaint. However, the student is not required to try informal resolution before filing a written complaint.

The complaint must be sent to Greg Kellogg; ADA Compliance Coordinator; 3017 S. Kansas Expressway, Springfield, MO 65807; (417) 881-2110; gkellogg@thesystemonline.com.

Investigation of the Complaint — When the Director receives a written complaint, the Director will immediately begin an objective investigation. The School has the right to contract with an independent investigator to conduct any investigation. Within seven days, the Director will discuss the allegations in the complaint with the student, and obtain any needed additional information from the student. The Director will obtain from the student the names of any persons the student believes will have relevant information. The Director will gather all information necessary to determine what took place. To do so, the Director will interview any School staff members or students who engaged in the actions or may have witnessed the actions that the student is complaining about. The Director will interview persons that the student stated may have relevant information. The Director will gather any relevant documents such as emails, student work or instructor's records. During the investigation, the Director will disclose the complaint, and confidential information about the student, only to the extent necessary to investigate the allegations of the complaint.

After reviewing all the evidence gathered, the Director will determine whether the student was treated differently from other students based on disability; or whether the student was harassed based on disability; or whether the student was retaliated against because the student advocated on the basis of disability; or whether the student was denied an accommodation that The School should have provided to the student.

Written Decision — The Director will provide the student with a written decision no later than sixty days after the date the student filed the complaint. The decision will state the determination reached by the Director at the conclusion of the investigation, and the reasons the Director reached that determination. If the Director concludes that the student was discriminated against on the basis of disability, the decision will state the types of remedial action that The School has taken or will take to correct the discrimination. The decision will also state how The School will prevent the discriminatory acts from occurring again.

Appeals by Students — If the student who filed the complaint disagrees with the decision made by the Director, or disagrees with the remedial action specified, the student may appeal the decision to The School Owner. The appeal must be written and sent to Greg Kellogg; ADA Compliance Coordinator; 3017 S. Kansas Expressway, Springfield, MO 65807; (417) 881-2110; gkellogg@thesystemonline.com. The appeal must state the specific reasons that the student disagrees with the decision. Appeals must be filed no later than thirty days after the student receives the written decision from the Director.

The Owner will review all the information provided by the student in the appeal, the decision by the Director, the interview records made by the Director and the documents gathered by the Director. The Owner will issue a written decision to the student within fourteen days after receiving the student's appeal. The Owner will determine whether the decision should be revised or remain the same. If the Owner determines that the decision should be revised, the Owner will ensure that any necessary changes in the remedies are implemented.

U.S. Department of Education

Students or The School staff who have questions or concerns about disability issues may contact the Office for Civil Rights (OCR), U.S. Department of Education. OCR enforces Section 504 of the Rehabilitation Act and the Americans with Disabilities Act as they apply to post-secondary educational institutions.

The OCR National Headquarters is located at:

U.S. Department of Education, Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone. (800) 421-3481
FAX. (202) 453-6012; TDD. (877) 521-2172
Email: OCR@ed.gov

OCR has regional offices located throughout the country. To find the office for our state, you can check the OCR website at: <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm>, or call the telephone number above.

STUDENT CONSUMER INFORMATION

Provisions of the Higher Education Amendment of 1976 require that effective July 1, 1977, each post secondary institution which receives Federal Financial Aid funds must make certain student consumer information is available to any enrolled or prospective student who requests such information.

The school is approved for and participates in the above mentioned Title IV financial aid programs. Such programs help to defray the costs of attending school for those students eligible for financial aid consideration.

Financial aid is any mechanism that reduces out of pocket costs that the students and/or parents must pay to obtain a specific post-secondary education. Put differently, financial aid is monies made available to help students meet the cost of the program. Financial aid includes grants and loans. All financial aid is awarded to students who have "need" and are eligible. Citizen or permanent non-citizen alien recipient codes that are eligible are 1 – 151, 1 – 55, and 1 – 94. Ineligible codes include F – 1, F – 2, J – 1, and J – 2. Need is the difference between the cost of education at the school and the amount of money that the family is expected to contribute to meet student costs.

Tuition is refundable based on a Refund Schedule listed later in the catalog.

Need-based financial aid is available to families that demonstrate a financial need for additional resources. The formula below is used to determine how much financial need a student has:

$$\text{Cost of Attendance} - \text{Expected Family Contribution (EFC)} = \text{Financial Need}$$

Non-Need is the difference between the cost of education and Financial Need.

Based on these calculations Federal Aid may not cover all the cost of attendance.

All financial aid is awarded to students who qualify based on the following:

- ❶ Criteria making a student ELIGIBLE includes citizen or permanent non-citizen alien recipient codes 1-151, 1-551, and 1-94.
- ❷ Criteria making a student INELIGIBLE includes codes F-1, F-2, J-1, J-2; students who are in federal loan default; students who receive grant overpayments; or male students who meet Selective Service registration criteria, but are not registered.

SEXUAL HARASSMENT POLICY

PAUL MITCHELL THE SCHOOL is committed to maintaining a working and learning environment that provides for fair and equitable treatment, including freedom from sexual harassment. This policy covers anyone who engages in sexual harassment on school property or at school activities.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and/or physical conduct of a sexual nature, when:

- ❶ Submission to the conduct or communication is either explicitly or implicitly made a term or condition of an individual's employment, work opportunity, education, or other benefit;
- ❷ Submission to or rejection of the conduct or communication is used as a factor for employment decisions or other school-related decisions affecting an individual; and/or
- ❸ Such conduct or communication has the purpose or effect of substantially interfering with an individual's work or school performance or creates an intimidating, hostile, or offensive work or school environment.

Sexual harassment can occur between staff to student, student to staff, student to student, staff to staff, female to male, male to female, female to female, and male to male. Administration will take prompt, equitable, and remedial action on reports and complaints that come to the attention of school personnel, either formally or informally. Allegations of criminal misconduct will be reported to the appropriate law enforcement agency.

Sexual harassment may include but is not limited to:

- ❶ Verbal harassment or abuse of a sexual nature
- ❷ Subtle pressure for sexual activity
- ❸ Inappropriate or unwelcome touching, patting, or pinching of a sexual nature
- ❹ Intentional brushing against a student's or an employee's body
- ❺ Demanding sexual favors accompanied by implied or overt threats concerning an individual's employment or educational status
- ❻ Demanding sexual favors accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status
- ❼ Use of sexually or gender-degrading words or comments, verbal or written (e.g., graffiti)
- ❽ Display in the school, on school grounds, or at school-sponsored events of sexually suggestive pictures
- ❾ Leering of a sexual nature
- ❿ Spreading of sexual rumors

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff, or contractors. Anyone else engaging in sexual harassment on school property or at school activities will have their access to school property and activities restricted or revoked, as appropriate.

The school shall respect the confidentiality of the complainant and the individual(s) against whom the complaint is filed as much as possible, consistent with the school's legal obligations and the necessity to investigate the allegations and take disciplinary action when the conduct has occurred.

Retaliation is prohibited against any person who makes a complaint or is a witness under this policy and will result in appropriate disciplinary action against the person responsible for the retaliation. Individuals who knowingly report or corroborate false allegations will be subject to appropriate disciplinary action.

Each staff member is responsible to immediately report alleged discrimination and/or harassment to his/her supervisor or other appropriate school personnel. Staff members who fail to take prompt action to report allegations or violation(s) of this policy may be subject to disciplinary action up to and including termination.

HARASSMENT, INTIMIDATION, BULLYING, AND DISCRIMINATION POLICY

PAUL MITCHELL THE SCHOOL is committed to maintaining a working and learning environment that provides for fair and equitable treatment, including freedom from bullying, harassment, intimidation, and discrimination of any kind. This policy includes anyone who engages in such behavior on school property, at school activities, or an electronic act through the use of cell phones, computers, personal communication devices, or other electronic gaming devices.

Harassment, intimidation, bullying, and discrimination may take many forms, including verbal aggression and name calling; physical aggression; relational aggression; graphic and written statements, which may include use of cell phones, computers, or gaming systems; and other conduct that may be physically threatening, harmful, or humiliating. Harassment, intimidation, bullying, and discrimination include intent to harm, they are directed at a specific target, and typically involve repeated incidents. Harassment, intimidation, bullying, and discrimination create a hostile environment and will not be tolerated in Paul Mitchell Schools.

Such conduct or communication has the purpose or effect of substantially interfering with an individual's work or school performance and creates an intimidating, hostile, or offensive work or school environment. Harassment, intimidation, bullying and discrimination can interfere and limit a person's ability to participate in or benefit from the services, activities, or opportunities offered by the Paul Mitchell School. Administration will take prompt, equitable, and remedial action on all reports and complaints that come to the attention of school personnel, either formally or informally. Allegations of criminal misconduct will be reported to the appropriate law enforcement agency.

Engaging in harassment, intimidation, bullying or discrimination will result in appropriate discipline or other appropriate sanctions against offending students, staff, or contractors. Anyone engaging in these behaviors on school property or at school activities will have their access to school property and activities restricted or revoked, as appropriate.

The school shall respect the confidentiality of the complainant and the individual(s) against whom the complaint is filed as much as possible, consistent with the school's legal obligations, state laws and policies, and the necessity to investigate the allegations and take disciplinary and/or restorative action to resolve the problem.

Retaliation is prohibited against any person who makes a complaint or who is a witness under this policy and will result in appropriate disciplinary action against the person responsible for the retaliation. Individuals who knowingly report or corroborate false allegations will be subject to appropriate disciplinary and /or restorative action. Each staff member is responsible for immediately reporting alleged harassment, intimidation, bullying or discrimination to his/her supervisor or other appropriate school personnel. Staff members who fail to take prompt action to report allegations or violation(s) of this policy may be subject to disciplinary and/or restorative action up to and including termination.

For a list of state anti-bullying laws and policies please go to: www.stopbullying.gov.

COPYRIGHT MATERIAL POLICY FOR PAUL MITCHELL THE SCHOOL

All material in this program is, unless otherwise stated, the property of PAUL MITCHELL THE SCHOOL. Reproduction or retransmission of the materials, in whole or in part, in any manner, without the prior written consent of the copyright holder, is a violation of copyright law.

At PAUL MITCHELL THE SCHOOL we abide by the provisions of the federal Digital Millennium Copyright Act (DMCA), which requires prompt response to claims of copyright infringement by copyright holders or their agents. If the school receives an allegation of copyright infringement based on your use of the school's computers, the matter will be referred to the school director for further investigation. If you are found responsible after meeting with the school director, you are subject to disciplinary action including loss of network access, suspension or termination from school, and/or restitution or community service.

The Internet is an essential tool in everyone's lives for both academic and everyday pursuits. Along with these benefits come responsibilities. One of the most critical is conforming to the copyright laws governing music, movies, games, and software over the Internet. You must have the consent of the copyright holder to make copies.

The consequences of copyright infringement also extend outside of the school. Copyright holders may assess civil liability and even criminal prosecution. Recently, the Recording Industry Association of America (RIAA) has adopted the practice of sending schools pre-litigation settlement letters to be forwarded to individuals offering them "the opportunity to resolve copyright infringement claims against them at a discounted rate." Published reports indicate that the minimum settlement is \$3,000.00 per case.

Another reason to be careful with file-sharing programs is that the installation procedures for most of them enable default open access worldwide to information on your system; thus, the integrity of your computer and personal information can be compromised through illegal file sharing, including making you vulnerable to identity theft.

To facilitate student access to legal sources of music and video online, we have listed a couple of sites below:

- ❶ **iTunes:** This Apple store works with both Windows and Mac operating systems. Currently, over 99% of their song catalog is "unlocked," meaning you can transfer the songs to any device or computer you own.
- ❷ **eMusic.com:** This site features mostly independent and jazz/blues music. They offer low prices for signing up (up to 45 songs for free), and a good portion of their catalog can be purchased for about \$0.50 to \$0.89/song.
- ❸ **Netflix.com:** For about \$7.99/month, you can set up an online list of over 20,000 movies that can be streamed directly to your computer.

SOCIAL NETWORKING POLICY

Paul Mitchell School respects the rights of students to use social media during their personal time. Social media includes all forms of publicly accessible communications which include, but are not limited to, written and verbal communications (including podcast and video uploads) and all forms of electronic communication including discussion groups, forums, news groups, e-mail distribution, blog postings, and or social networking sites (such as Facebook, MySpace, Twitter, You Tube, Friendster, etc.) . Students are personally responsible for the content they publish on social networking sites. Students are expected to treat each other with fairness and respect, consistent with the Paul Mitchell Schools culture.

Paul Mitchell Schools does not permit ethnic slurs, personal insults, obscenity, and intimidation, cyber bullying or engaging in conduct that would be unbecoming of a Paul Mitchell Future Professional and misrepresent Paul Mitchell culture. Paul Mitchell Schools reserves the right to request the removal of any posts at its discretion and take necessary disciplinary action as appropriate.

REGULATORY AND ACCREDITATION AGENCIES

The following institutions license and regulate our institution:

Missouri Division of Professional Registration

Missouri Board of Cosmetology
3605 Missouri Boulevard
PO Box 1062
Jefferson City, MO 65102
(866) 762-9432

National Accrediting Commission of Career Arts & Sciences, Inc. (NACCAS)

4401 Ford Avenue, Suite 1300
Alexandria, VA 22302
(703) 600-7600

Nationally accredited by National Accrediting Commissions of Career Arts & Sciences, Inc (NACCAS). The National Accrediting Commission of Career Arts and Sciences (NACCAS) is recognized by the United States Department of Education as a national accrediting agency for postsecondary school and departments of cosmetology arts and sciences, and massage therapy.

If you are interested in reviewing or receiving a copy of the school's state license/approval or a copy of the school's letter of accreditation, please contact the school director.

If you are interested in reviewing or receiving a copy of the school's Campus Crime Report, please see the school director.

The Campus Crime Report is provided to the each student prior to enrollment. The Campus Crime Statistics are updated annually (October). If you are interested in reviewing or receiving a copy of the school's Campus Crime Report, please see the school director and/or the Financial Aid Office.

GRIEVANCE POLICY

In the event a student has a concern or grievance that cannot be resolved with the student's immediate Learning Leader or Education Leader, the student must file the concern in written form. The complaint will then be referred to the School's Management Team which consists of the Director, the Admissions Leader, the Financial Aid Leader, and the Education Leader. The team will receive and attempt to resolve each complaint or concern within twenty-one (21) days of receiving the written complaint. If more information is needed, a letter requesting the additional information will be sent to the student. If no further information is needed, the team will determine a resolution and notify the student in writing within 15 calendar days of the steps taken to correct the concern or an explanation as to why no action was required. Paul Mitchell The School Springfield will maintain records of the complaint and response in accordance with the published record retention policy.

If a matter cannot be resolved through the above procedures and a complainant wishes to pursue a matter further, they may obtain a complaint form from the National Accrediting commission of cosmetology Arts and Sciences or The Missouri State Board of Cosmetology. The contact information may be found and the end of this catalog.

Upon request, the school will provide its annual campus security report to a prospective student or prospective employee.

SCHOOL ADMINISTRATION AS OF MARCH 2014

Owner: The System, Inc., dba PAUL MITCHELL THE SCHOOL SPRINGFIELD

Director: Greg Kellogg

Operations Leader: Greg Kellogg

Admission's Leader: Eddie Davis

Education Leader: Suzanne Hyde

Financial Aid Leader: Nick Harper

Accounting Leader: Thesha Hancock

Learning Leaders: Jenni Bybee, Mendi Clavin, Jordan Harmsen, Todd Copeland, Amanda Guerin, Amanda Osterloh