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# 2019 CATALOG

January 2019 — December 2019



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

Director signature:

*Gail Comer*

Gail Comer

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## MISSION STATEMENT

Our school's mission is to provide a quality educational system to prepare students to pass the state board examination and gain employment within their chosen field of study. We are passionately committed to providing a solid educational foundation to empower our team in the pursuit of excellence and we strongly believe that when people come first, success will follow.

## SCHOOL FACILITIES

Our programs offer the challenge of a stimulating and rewarding career. Paul Mitchell The School Boise is fully equipped to meet all the demands of modern hair, nails, esthetics, and barbering while at the same time providing a high-tech atmosphere and attitude for progressive personal development. The 13,929 square-foot facility include student lounge and lockers, client reception and work areas, management offices, private classrooms, workstations, and equipment.

Our school is located at ground level and the front entrance is wheel chair accessible. Our restrooms both men and women's have a handicapped stall with sink available. The clinic floor does not have any wheel chair challenges and our drinking fountain is at appropriate height with handles on the front side.

## ADMINISTRATION/OWNERSHIP

Travstar, LLC dba Paul Mitchell The School Boise, is an independently owned and operated franchisee of Paul Mitchell Advanced Education, LLC.

## COURSE DESCRIPTION *(All courses are taught in English)*

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

#### **Classification of Instructional Programs (CIP 12.0401)**

The curriculum involves 1600 hours to satisfy Idaho 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.

*Students are prepared to become an entry level cosmetologist.*

### **Barber Stylist: SOC 39-5011; CIP Code 12.0402**

The curriculum involves 1500 hours to satisfy State of Idaho Barber's Board requirements. The program includes extensive instruction and practical experience in men's cutting, men's grooming, coloring, texture, customer service, personal appearance and hygiene, personal motivation and development, retail skills, client record keeping, and business ethics, as well as sanitation, state laws and regulations, salon-type administration, and job interviewing. The Barber's Board is the licensing entity.

*Students are prepared to become an entry level barber stylist.*

### **Barber: SOC 39-5011; CIP Code 12.0402**

The curriculum involves 900 hours to satisfy State of Idaho Barber's Board requirements. The program includes extensive instruction and practical experience in men's cutting, men's grooming, customer service, personal appearance and hygiene, personal motivation and development, retail skills, client record keeping, and business ethics, as well as sanitation, state laws and regulations, salon-type administration, and job interviewing. The Barber's Board is the licensing entity.

*Students are prepared to become an entry level barber.*

**Nail Technology: SOC 39-5092.00, CIP Code: 12.0410**

The curriculum involves 600 hours, which exceeds Idaho State requirements. All courses are taught in English. The course of study includes extensive instruction and practical experience in manicures, pedicures, massage, customer service, personal appearance & hygiene, personal motivation & development, retail skills, client record keeping, business ethics, as well as sanitation, Idaho state laws & regulations, salon-type administration, and job interviewing.

The state of Idaho requires 400-hours of education to become licensed as a nail technician; however, the school is approved by the state to offer a 600-hour nail technology course. With the additional 200 hours the students will better understand all aspects of starting and managing their own business, as well as offering additional practical experience to help prepare them to pass the state board exam.

*Students are prepared to become an entry level nail technician.*

**Esthetics: SOC 39-5094.00, CIP Code 12.0409:**

The curriculum involves 600 hours to satisfy Idaho state requirements. The course includes extensive instruction and practical experience in facials, hair removal, makeup application, customer service, personal appearance and hygiene, personal motivation and development, retail skills, client record keeping, business ethics, state laws and regulations, salon-type administration, and job interviewing.

*Students are prepared to become an entry level esthetician.*

**Makeup Academy: Standard Occupational Classification (SOC 39-5012.00)  
Classification of Instructional Programs (CIP 12.0401)**

The curriculum involves 100 hour. All courses are taught in English. The course of study includes extensive instruction and practical experience in Advanced Makeup skills and techniques of makeup artistry.

*\*Student is prepared to become an entry level makeup artist.*

**Student instructor training (500 hr.): (SOC 25-1194.00, CIP code 12.0414)**

The curriculum involves 500 hours of student instructor training to satisfy Idaho state requirements, and requires the applicant to be a licensed cosmetologist, nail technologist, esthetician with two or more years of experience in a registered cosmetological establishment. The course educates a prospective student instructor training to address the needs of students in the classroom and the clinic floor. Prospective teachers learn to utilize a system of forward-focused thinking and front-end coaching. By learning the methods of teaching cosmetology, the prospective teachers learn to engage students in the learning process and stimulate the discovery process with visuals, music, and/or hands-on activities.

*Students are prepared to become an entry level student instructor.*

**Student instructor training (1000 hr.): (SOC 25-1194.00, CIP code 12.0414)**

The curriculum involves 1000 hours for student instructor training to satisfy Idaho state requirements, and requires the applicant to be a licensed cosmetologist, nail technologist, esthetician, barber\* or barber-stylist\*. The course educates a prospective student instructor training to address the needs of students in the classroom and the clinic floor. Prospective teachers learn to utilize a system of forward-focused thinking and front-end coaching. By learning the methods of teaching cosmetology, the prospective teachers learn to engage students in the learning process and stimulate the discovery process with visuals, music, and/or hands-on activities.

*Students are prepared to become an entry level student instructor.*

*\* At this time the school does not have any plans to improve or change its educational programs*

*\*The school does not have any written agreements with any other entity to offer in whole or part any of its educational programs.*

## PARKING

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

## NONDISCRIMINATION

Paul Mitchell The School Boise 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 director, Gail Comer, in person or by calling 208-287-4040, or by mail at 1270 S. Vinnell Way, Boise, ID 83709 immediately so appropriate action can be taken.

## ADMISSION REQUIREMENTS

Paul Mitchell The School Boise admits as regular students those who are 16 1/2 years of age high school graduates or holders of high school graduation equivalency certificates. Paul Mitchell The School Boise does not accept ability to benefit (ATB) students at this time.

## 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 Boise.
- ❷ **Submit an Application Fee or Application Fee Waiver:** Action will not be taken on admission or any student loan application until an application fee of \$100.00 is received or there is an approved application fee waiver. Please submit the fee in the form of a cash, check or money order, payable to Paul Mitchell The School Boise. This fee is not included in the cost of tuition. In extraordinary circumstances, the school may waive the application fee for students that transfer from a school that has suddenly closed without notice.

An application fee waiver may be granted to prospective students that demonstrate financial need and provide supporting documentation. The application fee waiver and documentation must be approved prior to application submission. The prospective student must meet at least one of the following indicators of economic need:

- Student is part of a federal TRiO program sponsored by the US Department of Education for low-income students, first generation students or disabled students. A statement from your TRiO coordinator or advisor must confirm your participation in the program and eligibility for support services.
  - Student is in foster care or was in the foster care system within the last twelve months. Supporting documentation that includes the student's name and dates they were in foster care must be provided.
- ❸ **Submit Two (2) Photos:** The photos should be a recent head and shoulder shot of the applicant and passport size.
  - ❹ **Entrance Essay:** The essay should include the applicant's accomplishments and career goals.
  - ❺ **Personal Interview:** Students must complete a personal interview with the admission's Team prior to registration.

## ⑥ Provide Verification Documents:

- a. **Identification (*provide only one*):** Copies of a passport, a government-issued identification, a driver's license, or a birth certificate are required.
- b. **Education (*provide only one*):** Copies of a standard high school diploma\*, high school transcripts\*\*, an academic transcript of a student who has successfully completed at least a two-year program that is acceptable for full credit towards a bachelor's degree or High School Equivalency diploma or official High School Equivalency diploma test scores.

\* Please note that a Modified High School Diploma, a Certificate of Completion, or a Certificate of Attainment is not accepted for our Admissions requirements. They are not considered equivalent to a Standard High School Diploma. We are required to verify that your proof of education is from a valid high school or High School equivalency program. If we determine that your diploma or High School Equivalency diploma is not valid, you will be denied admission to the school.

- ⑦ **Student instructor training Program:** Student enrolling in the 500 hour (with 2 years or more years of cosmetology experience) or the 1000 hour student instructor training program must provide a copy of a valid and current Idaho cosmetology, nail technologist, esthetician, barber or barber-stylist license.

*\*Barber or barber-stylist applicants are also required to have one year experience as an apprentice in a licensed barber college, or as a barber/barber-stylist in a licensed barber establishment, within the last three years.*

**\*\*Foreign Diplomas or Transcripts:** The school will accept a foreign diploma or transcript, however the diploma or transcript **MUST** be equivalent to a U.S. high school diploma and must be translated into English by a certified translator and evaluated by a credentialed evaluation service. ***It is the students responsibility to have the foreign diploma or transcript translated and evaluated as part of the admissions process.*** Because the cost of evaluating a foreign diploma or transcript must be incurred as a charge of admissions prior to enrollment in an eligible program, the fee cannot be included in the cost of attendance (COA). Guidance on who to contact to secure an official translation and evaluation can be obtained from the school Financial Aid Leader.

\*Paul Mitchell The School Boise 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 high school equivalency certificate, please contact our admissions office for a list of high school equivalency programs located near the school. Paul Mitchell The School Boise does not require a student to have immunizations / vaccinations to enroll in our school. A copy of the school's ADA Policy and Request for Accommodations form may be found on the school's website or from the school's Admissions Leader.

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.*

## APPLICANTS WITH NON-IMMIGRANT VISAS

Non-immigrant applicants must provide documentation to show that they are permitted to be enrolled in a vocational or technical post-secondary school in the United States. Please see the Financial Aid Officer to determine if you qualify for enrollment and any type of Title IV financial aid. Please note that students who are studying under a student visa (M1 visa), or any other visa, are not eligible to receive Title IV financial aid. Those students studying under an M1 student visa at a school approved by SEVIS must attend the full-time schedule and can only attend the program for a period not to exceed 12 months. Please note that this school location is not SEVIS approved.

## ACCEPTANCE

After a prospect has completed the enrollment application process, the enrollment team 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, 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.





## REENTRY STUDENTS

Students who re-enroll in the program **within** 180 days of withdrawal date must complete the following:

- 1 All outstanding tuition, fees, and overtime expenses must be paid in advance or the student must make satisfactory arrangements with the Financial Aid Leader.
- 2 Previous tuition payments will be credited to the student's balance based upon the original contracted cost for the course.
- 3 If a re-enrolling 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 contract addendum.
- 4 Pay a \$100.00 re-entry fee and submit a new application.

Students who re-enroll in the program **after** 180 days of withdrawal date must complete the following:

- 1 All outstanding tuition, fees, and overtime expenses must be paid in advance or the student must make satisfactory arrangements with the Financial Aid Leader.
- 2 Students will be contracted at the current tuition hourly rate.
- 3 If a re-enrolling 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 re-enrollment contract.
- 4 Students are required to purchase a kit if their current kit is not complete. Any missing kit items must be purchased.
- 5 Pay a \$100.00 re-entry fee and submit a new application.

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

Re-admission is reserved to the sole discretion of Paul Mitchell The School Boise and may require special conditions.

Re-admission for a student requires a personal interview with school administration. The re-entering student will be placed on a 30-day evaluation. 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.

## TRANSFER STUDENTS

Paul Mitchell The School Boise **Cosmetology** Program will accept transfer hours from other schools based on an evaluation of the student's comprehension of the course material. A maximum of 1200 hours will be accepted for cosmetology students who transfer from another school; all transfer students must attend a minimum of 400 hours at Paul Mitchell The School Boise, to obtain the Paul Mitchell culture and educational program. All hours will be accepted if transferring from another Paul Mitchell school.

The cost for cosmetology transfer students is \$11.25 per hour attended at Paul Mitchell The School Boise; this does not include the cost of a complete and current Paul Mitchell student kit.

Paul Mitchell The School Boise **Barber Stylist** will accept transfer hours from other schools based on an evaluation of the student's comprehension of the course material. A maximum of 1100 hours for barber stylist students who transfer from another school; all transfer students must attend a minimum of 400 hours at Paul Mitchell The School Boise, to obtain the Paul Mitchell culture and educational program. All hours will be accepted if transferring from another Paul Mitchell school.

The cost for barber stylist transfer students is \$11.00 per hour to attend Paul Mitchell The School Boise; this does not include the cost of a complete and current Paul Mitchell student kit.

Paul Mitchell The School Boise **Barber** program 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 barber students who transfer from another school; all transfer students must attend a minimum of 400 hours at Paul Mitchell The School Boise, to obtain the Paul Mitchell culture and educational program. All hours will be accepted if transferring from another Paul Mitchell school.

The cost for barber transfer students is \$10.50 per hour attended at Paul Mitchell The School Boise; this does not include the cost of a complete and current Paul Mitchell student kit.

Paul Mitchell The School Boise **Esthetics** program will accept transfer hours from other schools based on an evaluation of the student's comprehension of the course material. A maximum of 200 hours will be accepted for esthetics students who transfer from another school; all transfer students must attend a minimum of 400 hours at Paul Mitchell The School Boise, to obtain the Paul Mitchell culture and educational program. All hours will be accepted if transferring from another Paul Mitchell school.

The cost for esthetics transfer students is \$12.00 per hour attended at Paul Mitchell The School Boise; this does not include the cost of a complete and current Paul Mitchell student kit.

Paul Mitchell The School Boise **Nail Technology** program will accept transfer hours from other schools based on an evaluation of the student's comprehension of the course material. A maximum of 200 hours will be accepted for nail technology students who transfer from another school; all transfer students must attend a minimum of 400 hours at Paul Mitchell The School Boise, to obtain the Paul Mitchell culture and educational program. All hours will be accepted if transferring from another Paul Mitchell school.

The cost for nail technology transfer students is \$10.00 per hour attended at Paul Mitchell The School Boise; this does not include the cost of a complete and current Paul Mitchell student kit.

Paul Mitchell The School Boise does not accept transfer hours for the **makeup academy** program.

Paul Mitchell The School Boise **Student instructor training (1000 hr.)** program will accept transfer hours from other schools based on an evaluation of the student's comprehension of the course material. A maximum of 600 hours will be accepted for the 1000 hour student instructor training program who transfer from another school; all transfer students must attend a minimum of 400 hours at Paul Mitchell The School Boise, to obtain the Paul Mitchell culture and educational program. All hours will be accepted if transferring from another Paul Mitchell school. Paul Mitchell The School Boise does not accept transfer student for the **Student instructor training (500 hr.)** program.

The cost for 1000 hour student instructor training transfer students is \$5.00 per hour attended at Paul Mitchell The School Boise; 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 Boise; the number of transferable hours depends on the policy of the receiving school.

***Licensed Paul Mitchell The School Boise graduates will only be required to complete hours by the state of Idaho.***

In extraordinary circumstances, the school may allow a student to transfer in more hours from a non-Paul Mitchell School, if the student is enrolling from a school that has suddenly closed without notice. In these instances, the school will evaluate the prospective student and credit them with the number of hours related to their course knowledge.

### 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 Idaho Board of Cosmetology or the Idaho Board of Barber to deny licensure. The Idaho Board of Cosmetology or the Idaho Board of Barber may deny 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 Boise is not responsible for students denied licensure.



## ENROLLMENT INFORMATION

- 1 **Enrollment periods:** Paul Mitchell The School Boise usually begins a new class about every eight (8) weeks, depending upon space availability. Please refer to the Tuition and Registration Schedule supplement or contact Paul Mitchell The School Boise for exact starting dates.
- 2 **Holidays and school closures:** Paul Mitchell The School Boise allows the following holidays off: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, December 24 and 25, and one day per month for staff personal development. Any deviations to these dates will be posted and announced to the student body. These dates are determined according to the calendar each year. Additional holidays may be added to the schedule at the discretion of school administration. The school is open for business unless there is a declared State of Emergency. *Unexpected closures and snow days will be posted on Facebook or the school's website.*
- 3 **Enrollment contract:** Paul Mitchell The School Boise 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.
- 4 **Payment schedule:** Paul Mitchell The School Boise offers a variety of monthly financial payment schedules. See Paul Mitchell The School Boise's Financial Aid Leader for details.

## EDUCATION GOALS

Paul Mitchell The School Boise 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:

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

## 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

Tuition	\$18,000.00
Application Fee ( <i>nonrefundable</i> )	100.00
Kit and Supplies ( <i>nonrefundable</i> )	2,129.95
Textbooks ( <i>nonrefundable</i> )	207.85
Ipad ( <i>nonrefundable</i> )	299.00
Kit Sales Tax ( <i>nonrefundable</i> )	<u>158.20</u>
<b>TOTAL COSTS</b>	<b>\$20,895.00</b>

### TUITION – Barber Stylist

Tuition	\$16,500.00
Application Fee ( <i>nonrefundable</i> )	100.00
Kit and Supplies ( <i>nonrefundable</i> )	1,533.63
Textbooks ( <i>nonrefundable</i> )	242.85
Ipad ( <i>nonrefundable</i> )	299.00
Kit Sales Tax ( <i>nonrefundable</i> )	<u>124.52</u>
<b>TOTAL COSTS</b>	<b>\$18,800.00</b>

### TUITION – Barber

Tuition	\$9,450.00
Application Fee ( <i>nonrefundable</i> )	100.00
Kit and Supplies ( <i>nonrefundable</i> )	1,344.95
Textbooks ( <i>nonrefundable</i> )	242.85
Ipad ( <i>nonrefundable</i> )	299.00
Kit Sales Tax ( <i>nonrefundable</i> )	<u>113.20</u>
<b>TOTAL COSTS</b>	<b>\$11,550.00</b>

### TUITION – Nail Technology

Tuition	\$6,000.00
Application Fee ( <i>nonrefundable</i> )	100.00
Kit and Supplies ( <i>nonrefundable</i> )	782.91
Textbooks ( <i>nonrefundable</i> )	238.85
Ipad ( <i>nonrefundable</i> )	299.00
Kit Sales Tax ( <i>nonrefundable</i> )	<u>79.24</u>
<b>TOTAL COSTS</b>	<b>\$7,500.00</b>



## **TUITION – Esthetics**

Tuition	\$7,200.00
Application Fee ( <i>nonrefundable</i> )	100.00
Kit and Supplies ( <i>nonrefundable</i> )	1,503.63
Textbooks ( <i>nonrefundable</i> )	272.85
Ipad ( <i>nonrefundable</i> )	299.00
Kit Sales Tax ( <i>nonrefundable</i> )	<u>124.52</u>
<b>TOTAL COSTS</b>	<b>\$9,500.00</b>

## **TUITION – Student instructor training (500 hr.)**

Tuition	\$2,500.00
Application Fee ( <i>nonrefundable</i> )	100.00
Textbooks ( <i>nonrefundable</i> )	172.70
Ipad ( <i>nonrefundable</i> )	299.00
Sales Tax ( <i>nonrefundable</i> )	<u>28.30</u>
<b>TOTAL COSTS</b>	<b>\$3,100.00</b>

## **TUITION – Student instructor training (1000 hr.)**

Tuition	\$5,000.00
Application Fee ( <i>nonrefundable</i> )	100.00
Textbooks ( <i>nonrefundable</i> )	172.70
Ipad ( <i>nonrefundable</i> )	299.00
Sales Tax ( <i>nonrefundable</i> )	<u>28.30</u>
<b>TOTAL COSTS</b>	<b>\$5,600.00</b>

## **TUITION – Makeup Academy**

Tuition	\$1,000.00
Kit, Equipment, Textbook, Supplies ( <i>nonrefundable</i> )	2,103.78
Sales Tax ( <i>nonrefundable</i> )	<u>126.22</u>
<b>TOTAL COSTS</b>	<b>\$3,230.00</b>

*Tuition does not include licenser application to Idaho Bureau of Occupational Licensing (IBOL) for \$15.00 for cosmetology instructor, nail technician instructor and esthetician instructor; \$10.00 for cosmetology, nail technician and esthetician; \$25.00 for barber, barber stylist, barber instructor and barber-stylist instructor. The school will pay one (1) time for exam and application fee to DL Roope Administrations Inc. for a student that started after August 7, 2013 and has no transfer hours.*

Please contact the school's Financial Aid Leader for payment options. The school accepts cash, credit card, and money orders. Financial aid recipients understand that monies received on their behalf are applied first to tuition costs.

*Financial aid available to those who qualify.*

In extraordinary circumstances, the school may adjust tuition and kit fees for students that transfer from a school that has suddenly closed without notice.

## **STUDENT TEXTBOOKS AND KITS**

Students are advised to refrain from loaning any part of their kit or textbooks. The school is not responsible for items that are lost or stolen. Published kit lists herein are subject to change.

## SCHOLARSHIPS AND FEE WAIVERS

Paul Mitchell The School Boise may offer scholarships. Check with the Admissions Leader for any scholarships that may be currently available.

## LATE PAYMENTS

If a student fails to make a scheduled tuition payment, the student may receive a coaching session on the Future Professional Advisory Form. If a student consistently fails to make scheduled payments, the student may be terminated from the program.

## 2019 CLASS START DATES

### Cosmetology

#### DAY SCHOOL: (Mon.-Wed.)

January 14, April 29, August 12, October 28

#### DAY SCHOOL: (Thurs.-Sat.)

March 7, June 27, September 12, December 5

### Barber Stylist, Barber, and Nail Technology

#### DAY SCHOOL:

January 14, April 1, June 24, August 12, September 23, November 4

### Esthetics

#### DAY SCHOOL:

January 10, April 4, June 20, August 29, November 7

### Student instructor training (500 and 1000)

#### DAY SCHOOL:

*Please see the Admissions Leader for specific start dates*

### Makeup Academy

#### DAY SCHOOL:

January 14, March 11, May 13, July 8, September 9, November 4

## COSMETOLOGY SCHEDULE

### Monday-Wednesday Start Date:

3-Day Option (option A)	Monday-Wednesday	9:00 AM to 7:30 PM	10 hrs per day	30 hrs per week
4-Day Option	Monday-Wednesday	9:00 AM to 7:30 PM	10 hrs per day	
	Thursday	9:00 AM to 4:30 PM	7 hrs per day	37 hrs per week
5-Day Option (option A)	Monday - Friday	9:00 AM to 4:30 PM	7 hrs per day	35 hrs per week

**Thursday-Saturday Start Date:**

3-Day Option (option B)	Thursday and Friday	9:00 AM to 7:30 PM	10 hrs per day	
	Saturday	8:00 AM to 5:30 PM	9 hrs per day	29 hrs per week
5-Day Option (option B)	Tuesday-Friday	9:00 AM to 4:30 PM	7 hrs per day	
	Saturday	8:00 AM to 3:30 PM	7 hrs per day	35 hrs per week

All schedules must be on the 3-day Option for Core. After Core the schedule will change to the schedule the student select.

**MAKEUP ACADEMY SCHEDULE**

Night School Option	Monday - Friday	5:00 PM to 10:00 PM	4 hrs per day	20 hrs per week
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**BARBER STYLIST, BARBER, AND NAIL TECHNOLOGY SCHEDULE****Monday-Wednesday Start Date:**

3-Day Option	Monday-Wednesday	9:00 AM to 7:30 PM	10 hrs per day	30 hrs per week
4-Day Option (option A)	Monday-Wednesday	9:00 AM to 7:30 PM	10 hrs per day	
	Thursday	9:00 AM to 4:30 PM	7 hrs per day	37 hrs per week
4- Day Option (option B)	Monday - Thursday	9:00 AM to 4:30 PM	7 hrs per day	28 hrs per week

All schedules must be on the 3-day Option for Core. After Core the schedule will change to the schedule the student select.

**ESTHETICS SCHEDULE****Monday-Wednesday Start Date:**

3-Day Option	Thursday and Friday	9:00 AM to 7:30 PM	10 hrs per day	
	Saturday	8:00 AM to 5:30 PM	9 hrs per day	29 hrs per week
4- Day Option	Wednesday - Friday	9:00 AM to 4:30 PM	10 hrs per day	
	Saturday	8:00 AM to 3:30 PM	7 hrs per day	37 hrs per week

All schedules must be on the 3-day Option for Core. After Core the schedule will change to the schedule the student select.

**STUDENT INSTRUCTORS TRAINING (500 / 1000) SCHEDULE**

Day School Option	Tuesday - Saturday	9:00 AM to 4:30 PM	7 hrs per day	35 hrs per week
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*\*Schedule based on availability and may vary.*

**SCHEDULE CHANGE**

Students may request a schedule change which will be considered on a case by case basis and may be granted depending on availability. Students will not be charged for their first schedule change. For each additional schedule change that is granted, the student will be charged a fee of \$100.00.

## CONSTITUTION DAY

Paul Mitchell The School Boise celebrates Constitution Day on or near September 17 of each year. For more information visit [www.constitutionday.com](http://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 Idaho can be found at <http://www.idahovotes.gov>.

For information on Voter Registration and Election Dates for Federal Elections visit [www.eac.gov/voter\\_resources](http://www.eac.gov/voter_resources).

## 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 30 days, at which time the items become the property of Paul Mitchell The School Boise.

Students wishing to transfer to another institution must pay all monies owed to Paul Mitchell The School Boise, and all applicable academic requirements must be met in order for the hours to be released.

## TERMINATION POLICY

Paul Mitchell The School Boise 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 Form. The student will be charged an administrative termination fee of \$100.00.



## COSMETOLOGY COURSE OVERVIEW

### Course Hours: 1600 clock hours

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

- ❶ **Pre-clinical Classroom Instruction:** The first 270 hours are devoted to classroom workshops where students learn design principles, technical information, and professional practices.
- ❷ **Clinic Classroom Learning Experience:** The remaining 1330 hours are spent in the clinic area where practical experience is gained.

## COSMETOLOGY COURSE OUTLINE

Your time at Paul Mitchell The School Boise for the cosmetology program will be divided into six (6) designations:

- ❶ **Core Curriculum:** A 180-hour orientation, known as the Core program, instills the basic fundamentals. Students are graded and evaluated using written, oral, and practical testing methods. Students must successfully complete the Core curriculum prior to attending regularly scheduled daily classes in cutting, coloring, permanent waving, spa services, and chemical texture services.
- ❷ **Makeup Academy:** Your experience in the makeup academy will include extensive instruction and practical experience in makeup artistry. You spend 90 hours in the makeup academy.
- ❸ **Protégé Learning Experience:** Your experience as a Protégé produces a smooth transition from Core student to Adaptive student. You spend 60 hours as a Protégé preparing you for the clinic classroom experience.
- ❹ **Clinic Classroom Learning Experience:** Your clinic classroom time from 330 to 1600 hours will be guided with individual attention and group learning experiences using mini-classes, monthly worksheets, and periodic evaluations developed specifically for this monitoring progress. This is when you begin experiencing your clinic classroom education on paying clients in the clinic classroom area.
- ❺ **Classroom Learning Experience:** Your classroom time from 330 to 1600 hours is divided into six (6) areas: cutting, coloring, texture, makeup, skin, and nails. Each area has an instructor who conducts the different specialty classes each week; Classroom Learning Experiences may also include retail, motivation, self improvement, professional development, and attendance education which may be conducted by an instructor, non-licensed staff member or guest artist.
- ❻ **Adaptive Curriculum:** From 330 to 800 hours you will enter a new phase of elective classroom workshops coupled with challenging practical services designed to continue building you into a confident designer.
- ❼ **Creative Curriculum:** You will spend your last 800 hours "high gear" by dressing, acting, and working like true professional. You will use your own artistic and creative abilities, coupled with the assistance of the Learning Leaders, to prepare yourself for your future beauty industry career.



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## BARBER STYLIST 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 180 hours are devoted to classroom workshops where students learn design principles, technical information, and professional practices.
- ❷ **Clinic Classroom Learning Experience:** The remaining 1320 hours are spent in the clinic area where practical experience is gained.

## BARBER STYLIST COURSE OUTLINE

Your time at Paul Mitchell The School Boise for the barber stylist program will be divided into six (6) designations:

- ❶ **Core Curriculum:** A 180-hour orientation, known as the Core program, instills the basic fundamentals. Students are graded and evaluated using written, oral, and practical testing methods. Students must successfully complete the Core curriculum prior to attending regularly scheduled daily classes in cutting, men's grooming, and spa services.
- ❷ **Protégé Learning Experience:** Your experience as a Protégé produces a smooth transition from Core student to Adaptive student. You spend 20 hours as a Protégé preparing you for the clinic experience.
- ❸ **Clinic Classroom Learning Experience:** Your clinic time from 200 to 1500 hours will be guided with individual attention and group learning experiences using mini-classes, monthly worksheets, and periodic evaluations developed specifically for this monitoring progress. This is when you begin experiencing your clinic classroom education on paying clients in the clinic classroom area.
- ❹ **Classroom Learning Experience:** Your classroom time from 200 to 1500 hours is divided into five (5) areas: cutting, men's grooming, facials, hair and scalp treatments and hairstyling. Each area has an instructor who conducts the different specialty classes each week; Classroom Learning Experiences may also include retail, motivation, self improvement, professional development, and attendance education which may be conducted by an instructor, non-licensed staff member or guest artist.
- ❺ **Adaptive Curriculum:** From 200 to 750 hours you will enter a new phase of elective classroom workshops coupled with challenging practical services designed to continue building you into a confident designer.
- ❻ **Creative Curriculum:** You will spend your last 750 hours in "high gear" by dressing, acting, and working like a true professional. You will use your own artistic and creative abilities, coupled with the assistance of the Learning Leaders, to prepare yourself for your future beauty industry career.



## BARBER COURSE OVERVIEW

### Course Hours: 900 clock hours

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

- ❶ **Pre-clinical Classroom Instruction:** The first 140 hours are devoted to classroom workshops where students learn design principles, technical information, and professional practices.
- ❷ **Clinic Classroom Learning Experience:** The remaining 760 hours are spent in the clinic area where practical experience is gained.

## BARBER COURSE OUTLINE

Your time at Paul Mitchell The School Boise for the barber program will be divided into six (6) designations:

- ❶ **Core Curriculum:** A 140-hour orientation, known as the Core program, instills the basic fundamentals. Students are graded and evaluated using written, oral, and practical testing methods. Students must successfully complete the Core curriculum prior to attending regularly scheduled daily classes in cutting, men's grooming, and spa services.
- ❷ **Protégé Learning Experience:** Your experience as a Protégé produces a smooth transition from Core student to Adaptive student. You spend 30 hours as a Protégé preparing you for the clinic experience.
- ❸ **Clinic Classroom Learning Experience:** Your clinic time from 170 to 900 hours will be guided with individual attention and group learning experiences using mini-classes, monthly worksheets, and periodic evaluations developed specifically for this monitoring progress. This is when you begin experiencing your clinic classroom education on paying clients in the clinic classroom area.
- ❹ **Classroom Learning Experience:** Your classroom time from 170 to 900 hours is divided into five (5) areas: cutting, men's grooming, facials, hair and scalp treatments and hairstyling. Each area has an instructor who conducts the different specialty classes each week; Classroom Learning Experiences may also include retail, motivation, self improvement, professional development, and attendance education which may be conducted by an instructor, non-licensed staff member or guest artist.
- ❺ **Adaptive Curriculum:** From 170 to 500 hours you will enter a new phase of elective classroom workshops coupled with challenging practical services designed to continue building you into a confident designer.
- ❻ **Creative Curriculum:** You will spend your last 400 hours in "high gear" by dressing, acting, and working like a true professional. You will use your own artistic and creative abilities, coupled with the assistance of the Learning Leaders, to prepare yourself for your future beauty industry career.



## NAIL TECHNOLOGY COURSE OVERVIEW

### Course Hours: 600 clock hours

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

- ❶ **Pre-clinical Classroom Instruction:** The first 140 hours are devoted to classroom workshops, demonstration, and practical experience. You will learn nail principles, technical information, and professional practices.
- ❷ **Clinic Classroom Learning Experience:** The remaining 460 hours are spent in the clinic area, gaining practical experience.

## NAIL TECHNOLOGY COURSE OUTLINE

Your time at Paul Mitchell The School Boise for the manicuring program will be divided into three (3) designations:

- ❶ **Core Curriculum:** This 140-hour time period is dedicated to exploring foundational knowledge and basic nails procedures. You will receive individual attention in practical workshops, and you will complete monthly worksheets and periodic tests throughout the course. This is an intense and exciting portion of your experience.
- ❷ **Mentor Learning Experience:** Your remaining 460 hours will be spent in a clinic environment. You will dress, act, and work like a true professional. You will use your own technical and therapeutic abilities, coupled with the assistance of Learning Leaders, to provide service to guests. You will make discoveries and learn relationship-building skills that will ensure your success in this exciting, diverse field.

*The state of Idaho requires 400-hours of education to become licensed as a nail technician; however, the school is approved by the state to offer a 600-hour nail technology course. With the additional 200 hours the students will be able to apply for Title IV funding. The additional course hours also include curriculum designed to help students better understand all aspects of starting and managing their own business, as well as offering additional practical experience to help prepare them to pass the state board exam.*



## ESTHETICS COURSE OVERVIEW

### Course Hours: 600 clock hours

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

- ❶ **Pre-clinical Classroom Instruction:** The first 190 hours are devoted to classroom workshops where students learn design principles, technical information, and professional practices.
- ❷ **Clinic Classroom Learning Experience:** The remaining 410 hours are spent in the clinic area where practical experience is gained.

## ESTHETICS COURSE OUTLINE

Your time at Paul Mitchell The School Boise for the cosmetology program will be divided into four designations:

- ❶ **Core Curriculum:** This 190-hour time period is dedicated to exploring foundational knowledge and basic esthetics facial, hair removal, and makeup procedures. You will receive individual attention in practical workshops, and you will complete monthly worksheets and periodic tests throughout the course. This is an intense and exciting portion of your experience.
- ❷ **Clinic Classroom Learning Experience:** You will enter a new phase of elective classroom workshops coupled with challenging practical services that will continue to build you into a confident skin care therapist.
- ❸ **Classroom Learning Experience:** During this phase of your learning, you will be introduced to guest speakers, prescriptive selling, motivation, self-improvement, body treatments, and emerging technologies. You will use your own technical and therapeutic abilities, coupled with the assistance of Learning Leaders, to provide service to guests. You will make discoveries and learn relationship-building skills that will ensure your success in this exciting, diverse field.
- ❹ **Creative Curriculum:** You will dress, act, and work like a true professional. You will use your own technical and therapeutic abilities, coupled with the assistance of Paul Mitchell The School Boise Learning Leaders, to prepare for your future salon and spa career.





## STUDENT INSTRUCTOR TRAINING COURSE OVERVIEW

### Course Hours: 1000 clock hours

The student instructor training course is divided into three designations: Observation Theory, Psychology and Methodology, and Student Teaching.

## STUDENT INSTRUCTOR TRAINING COURSE OUTLINE

Your time in the Paul Mitchell The School Boise student instructor course will be divided into three designations:

- 1 **Observation Theory:** this section focuses on learning by observing classroom and clinic floor instruction.
- 2 **Psychology and Methodology:** These classes focus on the theory of teaching, using *Milady's Master Educator* textbook, including weekly tests.
- 3 **Student Teaching:** You will learn to write lesson plans and do actual teaching from your lesson plans. There will be a practical teaching evaluation of your teaching skills.

## STUDENT INSTRUCTOR TRAINING COURSE OVERVIEW

### Course Hours: 500 clock hours (with 2 or more years of experience)

The student instructor training course is divided into three designations: Observation Theory, Psychology and Methodology, and Student Teaching.

## STUDENT INSTRUCTOR TRAINING COURSE OUTLINE

Your time in the Paul Mitchell The School Boise student instructor training course will be divided into three designations:

- 1 **Observation Theory:** this section focuses on learning by observing classroom and clinic floor instruction.
- 2 **Psychology and Methodology:** These classes focus on the theory of teaching, using *Milady's Master Educator* textbook, including weekly tests.
- 3 **Student Teaching:** You will learn to write lesson plans and do actual teaching from your lesson plans. There will be a practical teaching evaluation of your teaching skills.





## MAKEUP ACADEMY COURSE OVERVIEW

### Course Hours: 100 clock hours

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

- ① **Clinical Classroom Instruction:** The hours are devoted to classroom workshops where students learn design principles, technical information, and professional practices.
- ② **Clinic Classroom Learning Experience:** The remaining hours are spent in the clinic area where practical experience is gained.

## MAKEUP ACADEMY COURSE OUTLINE

- ① **Makeup Artist Curriculum:** During this 100-hour phase, students will master the knowledge and skills in makeup artistry and gain a strong foundation of: cosmetic chemistry, sanitation, makeovers, natural application, evening application, camouflage, corrective, character, high-definition photography, editorial, glamour, and bridal work. Students will learn sales techniques, advanced product usage, and customer relations in preparation for work as makeup artists in salons and spas, on set, in the studio or paramedical spas, or for freelance makeup career opportunities.



## STATE OF IDAHO REQUIREMENTS

**Cosmetology:** The instructional program of Paul Mitchell The School Boise meets or exceeds these requirements:

Subject	Theory Minimum Requirements	Practical Minimum Requirements
1. Theory	160	
2. Bacteriology	7	
3. Histology of Hair, skin, muscles, nails and nerves	45	
4. Structure of the Hair	7	
5. Elementary Chemistry relating to sterilization and antiseptics	5	
6. Disease of the skin, hair glands and nails	10	
7. Massaging and manipulating muscles of the Body	5	
8. Permanent Waving	50	50
9. Chemical Relaxing		25
10. Haircutting to include scissor, razor and clippers	100	100
11. Hair arranging and dressing to include wet sets, fingerwaving, thermal, free style and braids	50	250
12. Hair Color to include Bleaching, Tinting, semi-permanent, Temporary color	50	100
13. Study of Electricity	5	
14. Idaho Laws and rules governing the practice of cosmetology	15	
15. Scalp Treatment	11	25
16. Facial to include plain, makeup and arches	40	40
17. Manicures and pedicure to include plain and oil	10	40
18. Personal and Professional Development	20	
19. Salon Business and Preparation	20	
20. Final Phase	25	
21. Sanitation		15
22. Artificial Nails	5	5
23. Unassigned	195	115
<b>Total</b>	<b>835</b>	<b>765</b>

In addition to the state requirements listed above, Paul Mitchell The School Boise provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

**Barber Stylist:** The instructional program of Paul Mitchell The School Boise meets or exceeds these requirements:

Subject	Theory Minimum Requirements	Practical Minimum Requirements
1. Theory	150	
2. Study Skills	3	
3. History of Barbering	4	
4. Men's and Women's Hair Cutting a) Razor b) Clipper and Trimmers c) Thinning Shears	160	160
5. Arranging and dressing of the hair to include blow dry and curling iron	50	130
6. Shampoo, Hair and Scalp Treatment	36	80
7. Shaving preparation and performance, shaves and facial/massage	100	100
8. Sanitation chemistry relating to sterilization & antiseptics	5	50
9. Idaho laws and rules governing the practice of barbering	15	
10. Bacteriology and Electricity	12	
11. History of the hair, skin nails, muscles & nerves	15	
12. Anatomy & physiology - Structure of the head, face & neck	6	
13. Diseases of the skin, hair, glands & nails	10	
14. Men's hair replacement	3	
15. Massaging & manipulation of the upper body	25	
16. State Board Preparation	25	20
17. Barbershop management	8	
18. Professional image, conduct, and client communication	12	50
19. Permanent waving and straightening of the hair	30	40
20. Hair Color to include bleaching and tinting of the hair	50	100
21. Unassigned	11	40
<b>Total</b>	<b>730</b>	<b>770</b>

In addition to the state requirements listed above, Paul Mitchell The School Boise provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

**Barber:** The instructional program of Paul Mitchell The School Boise meets or exceeds these requirements:

Subject	Theory Minimum Requirements	Practical Minimum Requirements
1. Theory	90	
2. Study Skills	3	
3. History of Barbering	4	
4. Men's and Women's Hair Cutting a) Razor b) Clipper and Trimmers c) Thinning Shears	50	90
5. Arranging and dressing of the hair to include blow dry and curling iron	50	90
6. Shampoo, Hair and Scalp Treatment	5	90
7. Shaving preparation and performance, shaves and facial/massage	30	65
8. Sanitation chemistry relating to sterilization & antiseptics	5	10
9. Idaho laws and rules governing the practice of barbering	15	
10. Bacteriology and Electricity	12	
11. History of the hair, skin nails, muscles & nerves	25	
12. Anatomy & physiology - Structure of the head, face & neck	6	
13. Diseases of the skin, hair, glands & nails	10	
14. Men's hair replacement	10	
15. Massaging & manipulation of the upper body	25	
16. State Board Preparation	35	10
17. Barbershop management	8	
18. Professional image, conduct, and client communication	12	75
19. Unassigned	20	55
<b>Total</b>	<b>415</b>	<b>485</b>

In addition to the state requirements listed above, Paul Mitchell The School Boise provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

**Nail Technology:** The instructional program of Paul Mitchell The School Boise meets or exceeds these requirements:

Subject	Theory Minimum Requirements	Practical Minimum Requirements
1. Theory	60	
2. Free Form Acrylic	10	40
3. Basic Product Application a) Form Nails b) Wraps c) Finish Tips include full set with tips & fills d) Mends	25	100
4. Acrylic over Tips	10	40
5. Silks, Fiberglass	5	10
6. Gel over Tips	10	40
7. Manicures & Massage	5	45
8. Pedicures & Massage	5	30
9. Sanitation, Chemistry, Bacteriology, Sterilization, & antiseptics	10	
10. History of the hands and feet, skin, muscles, nails & nerves	10	
11. Fills	15	45
12. Structure of hands and feet, Disease of the skin glands & Nail Disorders	10	
13. Chemistry & Electricity	10	
14. Idaho State Laws & Rules governing the practice of nail technology	15	
15. Blood Spill Procedures	5	
16. Nail Art to include 3D Nail Art	10	15
17. Salon Management	5	
18. Professionalism / Resume, Development Interview, & Prep & Job Search Skills		
19. Electric File Concepts	15	
<b>Total</b>	<b>235</b>	<b>365</b>

In addition to the state requirements listed above, Paul Mitchell The School Boise provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.



**Esthetics:** The instructional program of Paul Mitchell The School Boise meets or exceeds these requirements:

Subject	Theory Minimum Requirements	Practical Minimum Requirements
1. Theory	60	
2. Advanced Treatment, Exfoliation and Topics a. Machines b. Treatment Mask	6	50
3. Advanced Facial Massage a. Advance - TX	0	28
4. Aromatherapy	5	
5. Anatomy and Physiology - Face and Body	10	
6. Body treatment to include back treatment	9	15
7. Basic Facial a. Blemish Extraction b. Basic	6	40
8. Basic Face and Body Massage a. Hand, Arm and Foot Massage	10	10
9. Cosmeceutical Products and Ingredients	10	
10. Cosmetic Chemistry	10	
11. Diseases and Disorders	15	
12. Esthetics Industry Career and Business Planning	5	12
13. Facial Machines and Electricity		20
14. History - Culture and Trends	5	
15. Idaho State Rules, Laws and Practical Test Prep	10	5
16. Nutrition	5	
17. Professional Image, Conduct, and Client Communication	5	
18. Sanitation Chemistry, Bacteriology, Sterilization	6	85
19. Selling products and services	5	
20. Skin Analysis and Client Consultation a. Skin Analysis	5	35
21. Skin Care Makeup Theory and Application a. Makeup Application including Lashes	15	20
22. Skin Histology and Physiology	5	
<i>continued on next page</i>		

23. Spa Trade and Medical Terminology	8	
24. Trichology - Hair Removal Face and Body a. Body Wax b. Face Wax	5	60
<b>Total</b>	<b>220</b>	<b>380</b>

In addition to the state requirements listed above, Paul Mitchell The School Boise provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

### MAKEUP ACADEMY

The instructional program of Paul Mitchell The School Boise meets or exceeds these requirements:

Subject	Theory & Demo Hours	Lab Work
Unit 0. Welcome & Orientation	1 hour	
Unit 1. State Rules & Regulations	1 hour	
Unit 2. Career Path & Industry Options	3 hours	
Unit 3. Kit Opening	2 hours	
Unit 4. Basic Bacteria	1.5 hours	2.5 hours
Unit 5. Basic Anatomy	2 hours	
Unit 6. Color Theory	2 hours	
Unit 7. Color Match & Color Correct	1 hour	1 hour
Unit 8. Contour: Highlight & Shade	1 hour	1 hour
Unit 9. Brows: History, Balance, Shape, & Design	2 hours	
Unit 10. Eye Shapes, Contrast, Texture, Liner, & Lashes	2 hours	
Unit 11. Blush & Lip Application	2 hours	
Unit 12. Airbrush Makeup	2 hours	2 hours
Students will practice full makeup application following Unit 12		61 hours
Unit 13. Bridal & Age Appropriate Makeup	2 hours	1 hour
Unit 14. Photo Shoot & Runway Makeup	1 hour	2 hours
Unit 15. Portfolio	2 hours	
Unit 16. Marketing & Social Media	2 hours	
<b>TOTAL HOURS</b>	<b>29.5 hours</b>	<b>70.5 hours</b>

In addition to the state requirements listed above, Paul Mitchell The School Boise provides additional training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards.

**Student instructor training (1000 hr.):** The instructional program of Paul Mitchell The School Boise meets or exceeds these requirements:

Subject	Theory Minimum Requirements	Practical Minimum Requirements
1. Preparation for classroom activities including but not limited to: a) Choice of teaching methods b) Classroom setup c) Topic/Subject matter d) Student assignments e) Materials and supplies f) Recordkeeping	55 hours	60 hours
2. Presentation of information including, but not limited to: a) Lectures b) Demonstrations c) Questions and answers d) Projects methods e) Discussions	45 hours	110 hours
3. Application of practice including, but not limited to: a) Classroom management b) Client relations		700 hours
4. Evaluation by the Instructor-trainee of the student's understanding and performance including, but not limited to: a) Written/Practical assessment b) Communication Skills	15 hours	15 hours
<b>Total</b>	<b>115 hours</b>	<b>885 hours</b>

In addition to the state requirements listed above, Paul Mitchell The School Boise provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, client service record cards, and compensation package and payroll deductions.



**Student instructor training (500 hr.):** The instructional program of Paul Mitchell The School Boise meets or exceeds these requirements:

Subject	Theory Minimum Requirements	Practical Minimum Requirements
1. Preparation for classroom activities including but not limited to: a) Choice of teaching methods b) Classroom setup c) Topic/Subject matter d) Student assignments e) Materials and supplies f) Recordkeeping	45 hours	30 hours
2. Presentation of information including, but not limited to: a) Lectures b) Demonstrations c) Questions and answers d) Projects methods e) Discussions	45 hours	60 hours
3. Application of practice including, but not limited to: a) Classroom management b) Client relations		290 hours
4. Evaluation by the Instructor-trainee of the student's understanding and performance including, but not limited to: a) Written/Practical assessment b) Communication Skills	15 hours	15 hours
<b>Total</b>	<b>105 hours</b>	<b>395 hours</b>

In addition to the state requirements listed above, Paul Mitchell The School Boise provides training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, client service record cards, and compensation package and payroll deductions.

## COSMETOLOGY PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 1600-hour course:

- ① **Weekly theory exams:** Students must receive a grade of 70% or higher on each weekly theory exam.
- ② **180-hour orientation practical skills evaluation test:** Students must receive a grade of 70% or higher. If a student fails to pass this evaluation test on their second attempt, they may be asked to withdraw and re-enroll in the next Core class start date.
- ③ **Final exam 1 (approximately 800-hour written test):** This test covers an overview of all related cosmetology subjects (e.g., anatomy, chemistry, etc.). Students must receive a grade of 70% or higher on all final exams.
- ④ **Final exam 2 (approximately 1400-hour written test):** The written exam covers an overview of all theory instruction, Idaho state law, and other items covered on the state cosmetology exam. Students must receive a grade of 70% or higher on all final exams.
- ⑤ **Monthly clinic practical worksheets:** Students must complete all clinic practical worksheets.
- ⑥ **Practical skills Test.**

## BARBER STYLIST 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 a grade of 70% or higher on each weekly theory exam.
- ② **180-hour orientation practical skills evaluation test:** Students must receive a grade of 70% or higher. If a student fails to pass this evaluation test on their second attempt, they may be asked to withdraw and re-enroll in the next Core class start date.
- ③ **Final exam 1 (approximately 700-hour written test):** This test covers an overview of all related barber subjects (e.g., anatomy, chemistry, etc.), theory instruction, Idaho state law and other items covered on the state barber exam. Students must receive a grade of 70% or higher on all final exams.
- ④ **Final exam 2 (approximately 1300-hour written test):** The written exam covers an overview of all theory instruction, Idaho state law, and other items covered on the state barber exam. Students must receive a grade of 70% or higher on all final exams.
- ④ **Monthly clinic practical worksheets:** Students must complete all clinic practical worksheets.

## BARBER PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 900-hour course:

- ① **Weekly theory exams:** Students must receive a grade of 70% or higher on each weekly theory exam.
- ② **140-hour orientation practical skills evaluation test:** Students must receive a grade of 70% or higher. If a student fails to pass this evaluation test on their second attempt, they may be asked to withdraw and re-enroll in the next Core class start date.
- ③ **Final exam 1 (approximately 600-hour written test):** This test covers an overview of all related barbering subjects (e.g., anatomy, chemistry, etc.), theory instruction, Idaho state law and other items covered on the state barber exam. Students must receive a grade of 70% or higher on all final exams.
- ④ **Monthly clinic practical worksheets:** Students must complete all clinic practical worksheets.

## NAIL TECHNOLOGY PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 600-hour course:

- ① **Weekly theory exams:** Students must receive a grade of 70% or higher on each theory exam.
- ② **Final Exam:** Students must receive a grade of 70% or higher on their final exam.
- ③ **Monthly clinic practical worksheets:** Students must complete all clinic practical worksheets.

## ESTHETICS PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 600-hour course:

- ① **Weekly theory exams:** Student must receive a grade of 70% or higher on each weekly theory exam.
- ② **Midterm written and practical:** Students must receive a grade of 70% or higher on all final exams.
- ③ **Final written and practical:** The written test covers an overview of all theory instruction, Idaho state law, and other items covered on the state esthetics exam. Students must receive a grade of 70% or higher on all final exams.
- ④ **Monthly clinic practical worksheets:** Students must complete all clinic practical worksheets.



## STUDENT INSTRUCTOR TRAINING PROGRAM TESTING AND GRADING PROCEDURE

The following testing and grading procedures are incorporated into the cosmetology instructor course:

- 1 Students must receive a grade of 70% or higher on each theory exam. Theory exams cover a review of *Milady's Master Educator Student Course Book*.
- 1 Students must receive a grade of 70% or higher on each classroom or clinic evaluation. Classroom and Clinic Evaluations cover practical application in a classroom or clinic environment.

## MAKEUP ACADEMY PROGRAM TESTING AND GRADING PROCEDURE

The following testing and grading procedures are incorporated into the advanced makeup course:

- 1 Students must receive a grade of 70% or higher on each theory exam. Theory exams cover a review of *Milady's Standard Makeup Student Book*.
- 1 Students must receive a grade of 70% or higher on each classroom or clinic evaluation. Classroom and Clinic Evaluations cover practical application in a classroom or clinic environment.

## 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:

- 1 Protect clients' clothing by appropriately draping them.
- 2 Ask clients to remove any jewelry, hair accessories, glasses, etc.
- 3 Keep any and all chemicals away from the eyes. In case of eye contact with chemicals, thoroughly rinse eyes with cold water.
- 4 Wear gloves when dealing with chemicals.
- 5 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 the beauty industry should:

- ① Develop finger dexterity and a sense of form and artistry.
- ② Enjoy dealing with the public.
- ③ Keep aware of the latest fashions and beauty techniques.
- ④ Make a strong commitment to your education.
- ⑤ Be aware that the work can be arduous and physically demanding because of long hours standing and using your hands at shoulder level.

## STUDENT SERVICES

- ① **Housing:** Paul Mitchell The School Boise does not keep a file of information about housing in the surrounding areas. The school is not responsible to find or assist student in finding housing.
- ② **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 Boise 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

- ① Receive the required number of clock hours of training.
- ② For a student to meet state requirements, all clinic practical worksheets must be completed in their entirety.
- ③ Pass written and practical exams.
- ④ Complete the required Milady theory hours.
- ⑤ Pay all tuition costs or make satisfactory arrangements for payment of all monies owed to the school.

***Once the student has met all these requirements, he/she will receive a CERTIFICATE of COMPLETION.***

The School will not release an official transcript until all graduation requirements are met.

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

## GRADUATION, PLACEMENT, AND JOB OPPORTUNITIES

Career opportunities for Cosmetologists include, but are not limited to, Hair Stylist, Color Stylist, Makeup Artist, Nail Technician, Educator, Barber, Salon Owner or Manager, Product Trainer, Platform Artist, Esthetician, and many more.

Although Paul Mitchell The School Boise ***does not guarantee employment upon graduation***, Paul Mitchell The School Boise does maintain an aggressive job placement program and will inform students of job openings and opportunities. Paul Mitchell The School Boise coordinates placement programs with local and national salons by sending out surveys and inviting salon owners and guest artists to teach and speak there.

Paul Mitchell The School Boise has placed students in the beauty industry as Hair Stylists, Color Stylists, Makeup Artists, Nail Technicians, Educators, Barbers, Salon Owners or Managers, and Estheticians.

## GRADUATES COMPLETING A PROGRAM AND REENROLLING IN A NEW PROGRAM

A student that graduates from one program within the school and wishes to enroll in another program within the school, a determination of the state laws will determine the amount of hours that will be transferred into the new program, the student will need to meet the quantitative and qualitative components of SAP for the new program.



## 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:

<b>COMBS</b> 1 Paul Mitchell Black Metal Tail, 429 1 Paul Mitchell Black Rat Tail, 814 1 Paul Mitchell Pick Teasing, 109 1 Paul Mitchell Red Cutting Comb, 416 1 Paul Mitchell Teal Carving, 424 1 Paul Mitchell White Comb, 408 1 Paul Mitchell Detangler Comb  <b>BRUSHES</b> 1 Paul Mitchell Paddle Plastic 427 1 Paul Mitchell Scalp Brush 1 Paul Mitchell Sculpting Plastic 413 1 Paul Mitchell Styling Plastic 407 1 Paul Mitchell Express Ion Round -Large 1 Paul Mitchell Express Ion Round - Small 2 Color Brushes  <b>CAPES</b> 1 Paul Mitchell All Purpose Cape 1 Paul Mitchell Cutting Cape	<b>ACCESSORIES</b> 1 Paul Mitchell Metal Clips (pack 10) 1 Paul Mitchell Water Bottle 1 Paul Mitchell Rolling Metal Case 1 Black Apron 1 Hand Mirror  <b>TOOLS</b> 1 Paul Mitchell 3/4" Marcel Curling Iron 1 Andis Clipper (US-1) & Trimmer (RT-1) (set packed into bag) 1 Paul Mitchell Manicure Set 2 Female Mannequin 1 Express Ion Smooth +(Plus) North America 120V 1 Paul Mitchell Classic Razor 1 Scissor Kit, 6.0"" (R/L) Texturizer, 5.5 (R/L) with Case 1 Paul Mitchell Tripod	<b>STUDENT EDUCATION MATERIALS</b> 1 Cutting App 1 Men's Cutting System DVD 1 Color App 1 The Coloring Book 1 The Skill Cards 1 Paul Mitchell Product Guide Workbook 1 Business Fundamentals 1 Be Nice (Or Else!) Book & E-Book 1 Plugged In membership (while enrolled) 1 Master Audio Club subscription (while enrolled) 1 The Color Paper Swatch Chart 1 PM Shines Paper Swatch Chart 1 Blonding Brochure 1 Shines XG Paper Swatch Chart 1 Color XG Chart 1 Mini Swatch Book
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*Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.*

<b>TEXTBOOKS</b> 1 <i>Milady's Standard Cosmetology</i> 13th Ed. Textbok (soft cover); ISBN-9781285769431, \$117.95 1 <i>Milady's Standard Cosmetology</i> 13th Ed. Theory Workbook; ISBN-9781285769455, \$52.95	1 <i>Milady's U-Online Licensing Preperation Cosmetology</i> 13th Ed. ISBN-9781285769790, \$36.95 1 Apple Ipad, N/A \$299.00
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## STUDENT KIT – Barber Stylist AND Barber

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 barbering kit:

COMBS	ACCESSORIES	STUDENT EDUCATION MATERIALS
1 Paul Mitchell Black Metal Tail, 429 1 Paul Mitchell Black Rat Tail, 814 1 Paul Mitchell Clipper Comb, 318 1 Paul Mitchell Taper Comb, 818 1 Paul Mitchell Red Cutting Comb, 416 1 Paul Mitchell Teal Carving, 424 1 Paul Mitchell White Comb, 408 1 Paul Mitchell Detangler Comb	1 Paul Mitchell Metal Clips (pack 10) 1 Paul Mitchell Water Bottle 1 Paul Mitchell Rolling Metal Case 1 Paul Mitchell Neck Duster 1 Paul Mitchell Bamboo Barber Brush 1 Pinstripe Apron	1 Cutting App 1 Men's Cutting System DVD 1 Color App 1 The Coloring Book 1 The Skill Cards 1 Paul Mitchell Product Guide Workbook 1 Business Fundamentals 1 Be Nice (Or Else!) Book & E-Book 1 Plugged In membership (while enrolled) 1 Master Audio Club subscription (while enrolled) 1 The Color Paper Swatch Chart 1 PM Shines Paper Swatch Chart 1 Blonding Brochure 1 Shines XG Paper Swatch Chart 1 Dave Ramsey
BRUSHES	TOOLS	
1 Paul Mitchell Paddle Plastic 427 1 Paul Mitchell Scalp Brush 1 Paul Mitchell Sculpting Plastic 413 1 Paul Mitchell Styling Plastic 407 1 Paul Mitchell Express Ion Round -Large 1 Paul Mitchell Express Ion Round - Small	1 Andis Clipper & Trimmer (set packed into bag) 1 Female Mannequin 1 Male Mannequin with Beard 1 Express Ion Dry +(Plus) North America 125V 1 Paul Mitchell Barber Razor 1 Paul Mitchell Scissor Case 1 Paul Mitchell 6.0" Scissors (R/L) 1 Paul Mitchell 5.5" Scissors (R/L) 1 Paul Mitchell 6.0" Texturizer (R/L) 1 Paul Mitchell Tripod 1 Deluxe Straight Razor 1 5 Star Detailer Trimmer 1 Senior Premium Clippers 1 BGRC Detachable Blade Clipper 1 Cutting Guides w/Caddy & Clipper Guards	
CAPES		
1 Paul Mitchell All Purpose Cape 1 Paul Mitchell Cutting Cape		

*Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.*

TEXTBOOKS	
1 Milady's Standard Professional Barbering, 6th Ed. Textbook(hardover) ISBN-9781305100558, \$138.95	1 Milady's Standard Professional Barbering 6th Ed. Student Workbook, ISBN-9781305100664, \$66.95 1 Milady's Standard Professional Barbering 6th Ed. online Exam Review, ISBN-9781305100930, \$36.95 1 Apple Ipad, N/A \$299.00



## STUDENT KIT – Nail Technology

Students are responsible to purchase a Paul Mitchell Kit at an additional cost to the tuition. Please note that students are responsible for the purchase of stationery supplies.

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

### STUDENT EDUCATION MATERIALS

1 Business Fundamentals

1 *Be Nice (Or Else!)* Book & E-book

1 Audio Club subscription throughout enrollment (minimum 1 year)

1 Exclusive Nail Couture \* *for specific content of Exclusive Nail Couture nail kit please see the Admissions Leader or Financial Aid Leader.*

*Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.*

### TEXTBOOKS

1 *Milady's Standard Nail Technology, 7th Edition Textbook (hard cover)*  
ISBN - 9781285080475, \$125.95

1 *Milady's Standard Nail Technology, 7th Edition Student Workbook*  
ISBN - 9781285080512, \$66.95

1 *Milady's Standard Nail Technology, 7th Edition Exam Review*  
ISBN - 9781285080543, \$45.95

1 Apple Ipad, N/A \$299.00



## STUDENT KIT – Esthetics

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.

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

PRODUCTS	ACCESSORIES	STUDENT EDUCATION MATERIALS
1 Daily Micro Foliant 2.6 oz 1 Ultra Calm Cleanser 16.9 oz 1 Active Moist 6.0 oz 1 Colloidal Masque Base 6.0 oz 1 Massage Cream 6 oz 1 Calming Botanical Mixer 4 oz 1 Solar Defense Booster 1.7 oz 1 Multi Active Toner 16.0 oz 1 MultiVitamin Power Recovery Masque 2.5 oz 1 Special Cleansing Gel 16.9 oz 1 PreCleanse 5.1 oz 1 Concealing Spot Treatment .33 oz 1 Scaling Fluid 8.0 oz 1 Post Extraction solution 8.0 oz 30 MultiVitamin Power Exfoliant Tubes 1 Exfoliant Accelerator 35 6 oz 1 Dermalogica Fan Masque Brush 1 OPTI-Firm Eye Treatment 1 4 Layer Facial Single Application	1 Facial Sponges (2pk.) 25 Face Mapping Sheets 1 Paul Mitchell Jacket 1 Apron 1 Welcome Pack 4 Layer Facial Single Application DVD 1 Dermalogica esthetics Kit	1 Business Fundamentals 1 <i>Be Nice (Or Else!)</i> Book & E-book 1 Master Audio Club subscription (while enrolled) 1 The Book

Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.

TEXTBOOKS	
1 <i>Milady's Standard Esthetics Fundamentals, 11th Ed.</i> Textbook ISBN-9781111306892 (Hardcover), \$141.95 1 <i>Milady's Standard Esthetics 11th Ed. Fundamentals Student Workbook</i> , ISBN: 9781111306915, \$78.95	1 <i>Milady's Standard Esthetics Fundamentals 11th Ed. Exam Review</i> , ISBN-9781111306922, \$51.95 1 Apple Ipad, N/A \$299.00

## STUDENT KIT – Makeup Academy

Students are responsible to purchase a Paul Mitchell Kit at an additional cost to the tuition. Please note that students are responsible for the purchase of stationery supplies.

The following items are contained in the Paul Mitchell Advanced Makeup Kit:

1 KETT Fixx Creme Pro Palette-Ruby	1 Lip Stick - Red	1 ESUM T59 -Large Fan Diffuser Brush
1 KETT Fixx Creme Pro Palette-Olive	1 Lip Gloss - Clear	1 ESUM Pro Pinky Puff S/6
1 KETT Fixx Creme Pro Palette-Neutral	1 Mascara - Black	1 ESUM Pro Finishing Puff S/3
1 KETT Fixx Creme Correct & Blush Palette	1 Liquid Liner - Black	1 ESUM Pro Finishing Sponge S/6
1 KETT SETT Powder - Compact	1 Cream Liner - Black	1 ESUM Pro Detailing Buds S/150
1 KETT SETT Powder - Loose	1 BC Pro Lip Pencil - Goddess	1 ESUM Pro Palettes & Spatula
1 Embryolisse Hydra- Mat Emulsion	1 BC Pro Definition Pencil - Black	1 PRO Lash Curler
1 Embryolisse Lait - Creme Concentrate	1 BC Pro Definition Pencil - Utaupia	1 Japonesque Pencil Sharpener
1 Nurturing Forse Anti-Shine	1 BC Pro Definition Pencil - Black	1 Japonesque False Lash Placement Tool
1 Visearth Shadow Palette 01 - Neutral Mattes	1 BC Pro Definition Pencil - First Light	1 Tweezers
1 Visearth Lip Palette 05 - Sultry Muse	1 ESUM P17- Brow Groom Brush	1 Cutters
1 Visearth Lip Palette 07 - Cool Mattes	1 ESUM W19 -Filbert Lip Brush	1 KETT Mini Compressor
1 Visearth Pigment Palette 08 - Editorial	1 ESUM W21 -Small Filbert Shading Brush	1 KETT Airbrush .25 mm
1 Mattes	1 ESUM W25 - Large Filbert Shading Brush	1 Lashes in box no 10-S/10
1 Visearth Lip Palette 10 - Warm Mattes	1 ESUM G29 - Medium Shadow Brush	1 Lashes in box no 11-S/10
1 Visearth Highlight / Sculpting Palette	1 ESUM T31 -Small Round Eye Contour Brush	1 Lashes in box no 13-S/10
1 Visearth Blush Palette 01 - Plum / Bronze	1 ESUM T39 -Small Square Diffuser Brush	1 Lashes in box no 15-S/10
1 Visearth Blush Palette 03 - Orange / Violet	1 ESUM T41 -Concealer Brush	1 Lashes in box no 17-S/10
1 Visearth Lip Palette 01 - Muse Nudes	1 ESUM T43 -Medium Flat Eye Brush	1 CALLAS Eyelash Adhesive
1 Visearth Lip Palette 02 - Classic Paris Velvet	1 ESUM T45 -Large Foundation Brush	1 ESUM Pro Mascara Wands S25
1 Kevyn Accoin Lip Liner - Bloodroses	1 ESUM T47 -Cream Foundation Brush	1 Feather Flamingo Razors S/3
1 Kevyn Accoin Lip Liner - Cereze	1 ESUM T49 -Large Powder Brush	1 Japonesque Brush Cleaner - Spray 4 oz
1 Kevyn Accoin Lip Liner - Minimal	1 ESUM X51 -Large Round Powder Brush	1 Japonesque Brush Cleaner - Spray 2 oz
1 Kevyn Accoin Lip Liner - Medium	1 ESUM G53 -Medium Dome Blush Brush	1 JAO Hand Sanitizer 2 oz
	1 ESUM P55 -Large Angle Contour Brush	1 C3-Cosmetology Complete Care 3oz

## STUDENT KIT – Makeup Academy Upgrade Items

1 KETT Hydro Foundation S/10 - 35 ML	1 Kevyn Aucoin Lip Liner - Bloodroses	1 Japonesque Lash Placement Tool
1 KETT Fixx Creme Pro Palette Neutral	1 Kevyn Aucoin Lip Liner - Cereze	1 Japonesque Dual Pencil Sharpener
1 KETT SETT Powder - Loose	1 Kevyn Aucoin Lip Liner - Minimal	1 Pro Lash Curler
1 Embryolissee Hydra - Mat Emulsion	1 Kevyn Aucoin Lip Liner - Medium	1 KETT Mini Jett Compressor
1 Embryolissee Lait - Creme Concentrate	1 Lip Stick - Red	1 KETT Airbrush .25 mm
1 Nurturing Forse Anti-Shine	1 Lip Gloss - Clear	1 Lashes in box no 10-S/10
1 Visearth Eyeshadow Palette 05 - Saultry Muse	1 Liquid Liner - Black	1 Lashes in box no 11-S/10
1 Visearth Eyeshadow Palette 07 - Cool Mattes	1 Cream Liner - Black	1 Lashes in box no 13-S/10
1 Visearth Eyeshadow Palette 10 - Warm Mattes	1 BC Pro Definition Pencil - First Light	1 Lashes in box no 15-S/10
1 Visearth Blush Palette 01 - Plum / Bronze	1 ESUM Pro Makeup Kit Bag	1 Callas Eyelash Adhesive
1 Visearth Blush Palette 02 - Rose / Coral	1 ESUM T01 - Fine Round Liner Brush	1 ESUM Pro Detailing Buds S/150
1 Visearth Highlight / Sculpting Palette	1 ESUM T11 - Fan Mascara Brush	1 ESUM Pro Mascara Wands S/25
1 Visearth Lip Palette 01 - Muse / Nudes	1 ESUM W25 - Large Filbert Shader Brush	1 Feather Flamingo Razors S/3
	1 ESUM S31 - Small Round Eye Contour Brush	1 Japonesque Brush Cleaner - Spray 4 oz
	1 ESUM T39 - Small Square Diffuser Brush	1 Japonesque Solid Brush Cleaner
	1 ESUM T49 - Large Powder Brush	1 JAO HAnd Sanitizer - 2 oz
	1 ESUM X51 - Large Round Powder Brush	1 C3-Cosmetology Complete Care 3oz
	1 ESUM P55 - Large Angle Contour Brush	
	1 ESUM T59 - Large Fan Diffuser Brush	
	1 ESUM Pro Pinky Puff S/6	
	1 ESUM Pro Finishing Puff S/3	
	1 ESUM Pro Finishing Sponge S/6	

## STUDENT KIT – Student Instructor Training Program

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 instructor kit:

1 *Milady's Master Educator Student Course Book, 2nd Edition* ISBN-13: 978-1-435-433-22-9, \$153.95  
 1 *Milady's Master Educator Exam Review, 2nd Edition* ISBN-10: 1-435-4332-X, \$45.95  
 1 Apple Ipad \$299.00

Students are required to have a technical for their respective program. Students may have their existing kit evaluated to meet the requirements or purchase a kit from Paul Mitchell The School Boise.

## FEDERAL RETURN OF TITLE IV FUNDS POLICY

*The school participates in federal financial aid. The 500 hour student instructor training program and 100 hours makeup academy program is not eligible for Title IV funds. Please refer to the following refund policy for specific consumer information pursuant to the federal financial aid program.*

The Federal Return of Title IV funds formula (R2T4) dictates the amount of Federal Title IV aid that must be returned to the federal government by the school and/or the student. The federal formula is applicable to an eligible student receiving federal aid when that student withdraws at any point during the payment period. If a student did not start or begin attendance at the school, the R2T4 formula does not apply.

**Official Withdrawal Process:** If a student wishes to withdraw from school, they must notify the Financial Aid Leader of the school. The notification may be in writing or orally. The date the notification is received is the date of determination. The Financial Aid Leader must begin the withdrawal process.

**Unofficial Withdrawal Process:** For unofficial withdrawals a student's withdrawal date at a school that is required to take attendance is their last day of physical attendance. The date of determination is 14 days after they cease attendance.

In both cases the last day of attendance will be used in the return to Title IV calculation.

The federal formula requires a Return of Title IV calculation if the student received or could have received (based on eligibility criteria) federal financial assistance in the form of Pell Grants, and Direct Loans or Direct PLUS Loans during 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. After the 60% point of the payment period (or period of enrollment depending on what the school uses) the student is considered to have earned 100% of the aid for the period. The percentage that has not been earned is calculated by subtracting the percentage of Title IV aid earned from 100%.

The percentage of the payment period completed is calculated by the hours scheduled in the payment period as of the withdrawal date divided by the scheduled hours in the payment period.

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.

**Post Withdrawal Disbursement:** If a student receives less Title IV funds than the amount earned, the school will offer the student a disbursement of the earned aid that was not received at the time of their withdrawal which is called a post-withdrawal disbursement. Post-withdrawal disbursements will be made from Pell Grant funds first, if the student is eligible. If there are current educational costs still due the school at the time of withdrawal, a Pell Grant post-withdrawal disbursement will be credited to the student's account. Any remaining Pell funds must be released to the student without the student having to take any action. Any federal loan program funds due in a post-withdrawal disbursement must be offered to the student and the school must receive the student's authorization before crediting their account. The authorization is required to be sent to the student within 30 days of the date the school determined the student's last date of attendance.

**Credit Balance:** If a credit balance still exists on the student's account after the R2T4 and institutional refund calculations are done, that credit balance must be used to pay any grant overpayment that exists based on the current withdrawal within 14 days from the date that the R2T4 calculation was performed. The overpayment must be eliminated prior to offering a credit balance to a student.

The following Title IV return distribution is used for all FSA students.

- ① Unsubsidized Direct Loan
- ② Subsidized Direct Loan
- ③ Direct PLUS Loan (Parent)
- ④ Federal Pell Grant



Returns must be made as soon as possible to the federal programs but no later than 45 days after the date of determination. (unless the school uses less days based on a state, accrediting agency or institutional requirement)

The law requires that a student is responsible for all unearned Title IV program assistance that the school is not required to return. This is determined by subtracting the amount returned by the school from the total amount of unearned Title IV funds to be returned.

**Overpayment of Title IV, HEA Funds** — Any amount of unearned grant funds that you must return is called overpayment. The amount of grant overpayment that you must repay is half of the grant funds you received or were scheduled to receive. A student who owes an overpayment remains eligible for Title IV, HEA program funds through and beyond the earlier of 45 days from the date the school sends a notification to the student of overpayment, or 45 days from the date the school was required to notify the student of the overpayment if, during those 45 days the student:

- ❶ Repays the overpayment in full to the school;
- ❷ Enters into a repayment agreement with the school in accordance with repayment arrangements satisfactory to the school; or
- ❸ Signs a repayment agreement with the Department, which will include terms that permit a student to repay the overpayment while maintain his or her eligibility for Title IV, HEA program funds.

Within 30 days of the date of the school's determination that the student withdrew, an institution must send a notice to any student who owes a Title IV, HEA grant overpayment as a result of the student's withdrawal from the school in order to recover the overpayment.

If the student does not repay the overpayment in full to the school, or enter a repayment agreement with the school or the Department within the earlier of 45 days from the date the school sends notification to the student of overpayment, or 45 days from the date the school was required to notify the student of the overpayment.

At any time the student fails to meet the terms of the repayment agreement with the school:

- ❶ The student chooses to enter into a repayment agreement with the Department.
- ❷ The student who owes an overpayment is ineligible for Title IV HEA program funds.

You must make arrangement with the school or Department of Education to return the amount of unearned grant funds.

# 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:	Amount Disbursed	Amount that Could Have Been Disbursed	E. Total Title IV Aid Disbursed for the Period
1. Pell Grant	<u>2,775.00</u>		A. <u>2,775.00</u>
2. Academic Competitiveness Grant			+ B. <u>6,727.00</u>
3. National SMART Grant			= E. <u>9,502.00</u>
4. FSEOG			
5. TEACH Grant			
	A. <u>2,775.00</u> (sub-total)	C. <u>0.00</u> (sub-total)	F. Total Title IV grant aid disbursed and that could have been disbursed for the period A. <u>2,775.00</u> + C. <u>0.00</u> = F. <u>2,775.00</u>
Title IV Loan Programs:	Net Amount Disbursed	Net Amount that Could Have Been Disbursed	G. Total Title IV aid disbursed and aid that could have been disbursed for the period
6. Unsubsidized FDLP / FFELP	<u>2,985.00</u>		A. <u>2,775.00</u>
7. Subsidized FDLP / FFELP	<u>1,742.00</u>		B. <u>6,727.00</u>
8. Perkins Loan			C. <u>0.00</u>
9. PLUS FDLP / FFELP (Grad Student)			+ D. <u>0.00</u>
10. PLUS FDLP / FFELP (Parent)	<u>2,000.00</u>		= G. <u>9,502.00</u>
	B. <u>6,727.00</u> (sub-total)	D. <u>0.00</u> (sub-total)	

### STEP 2: Percentage of Title IV Aid Earned

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.

$$\frac{271.00}{450.00} = 60.2\%$$

Hours scheduled to complete / Total hour in period

► 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%

### STEP 3: Amount of Title IV Aid Earned by the Student

Multiply the percentage of Title IV aid earned (Box H) by the Total Title IV aid disbursed and that could have been disbursed for the period (Box G).

$$100.0\% \times 9,502.00 = 9,502.00$$

Box H Box G Box I

### STEP 4: Title IV Aid to be Disbursed or Returned

- 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.

$$9,502.00 - 9,502.00 = 0.00$$

Box I Box E Box J

#### 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.

$$9,502.00 - 9,502.00 = 0.00$$

Box E Box I Box K

**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	
Other	

Total Institutional Charges  
(Add all the charges together)

L. 4,500.00

**M. Percentage of unearned Title IV aid**

$$\frac{100.0\%}{\text{Box H}} - \frac{100.0\%}{\text{Box H}} = \frac{0.0\%}{\text{Box M}}$$

**N. Amount of unearned charges**

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

$$\frac{4,500.00}{\text{Box L}} \times \frac{0.0\%}{\text{Box M}} = \frac{0.00}{\text{Box N}}$$

**O. Amount for 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 FDL P / FFELP	0.00
2. Subsidized FDL P / FFELP	0.00
3. Perkins Loan	0.00
4. PLUS FDL P / FFELP (Grad Student)	0.00
5. PLUS FDL P / FFELP (Parent)	0.00
<b>Total loans the school must return =</b>	<b>P. 0.00</b>
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).

$$\frac{0.00}{\text{Box K}} - \frac{0.00}{\text{Box O}} = \frac{0.00}{\text{Box Q}}$$

► 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.

$$\frac{6,727.00}{\text{Box B}} - \frac{0.00}{\text{Box P}} = \frac{6,727.00}{\text{Box R}}$$

► 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).

$$\frac{0.00}{\text{Box Q}} - \frac{6,727.00}{\text{Box R}} = \frac{0.00}{\text{Box S}}$$

**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%.

$$\frac{2,775.00}{\text{Box F}} - \frac{50.00\%}{\text{Box F}} = \frac{0.00}{\text{Box T}}$$

**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).

$$\frac{0.00}{\text{Box S}} - \frac{0.00}{\text{Box T}} = \frac{0.00}{\text{Box U}}$$

► 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

The Institutional Refund Policy applies to all terminations for any reason, by either party, including students decision, course or program cancellation, or school closure.

- 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 except a non-refundable application fee.
  - 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 except a non-refundable application fee. 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 less a non-refundable application fee of \$100.00.
  - 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, or d, 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 3 (three) business days of signing the enrollment contract or the student cancels prior to entering class.
  - h. A student on an approved leave of absence notifies the school that he/she will not be returning. That date of withdrawal determination shall be the earlier of the scheduled date of return from the leave of absence or the date the student notifies the institution that the student will not be returning.
- 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 14 or more consecutive calendar days; 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, graduation fees, application 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.

- ⑧ A student's account may be sent to collections for nonpayment.
- ⑨ 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 students due a refund. Upon withdrawal, drop or termination, a student may owe tuition or be entitled to a refund based on his/her scheduled 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%

### VETERANS REFUND POLICY

The refund of unused portion of tuition, fees and other charges for veteran's or eligible persons who fail to enter a course, withdraw or discontinue prior to completion of program will be made for all amounts paid which exceed the approximate pro-rate portion of the total charges that the length of the completed portion of the course bears to the total length of the course. The tuition adjustment will be determined on the ratio of the number of days or hours of instruction completed by the student to the total number of instruction completed by the student to the total number of instructional days or hours in case.

### STUDENT FINANCIAL AID RELEASE

The undersigned agrees that Paul Mitchell The School Boise 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.

Federal loan information is available in the National Student Loan Database System (NSLDS) and will be accessible by Servicers and Schools, as authorized.

### CREDIT BALANCE POLICY

If Title IV disbursements result in a credit balance on the student's account, the Financial Aid office will notify the student. The student has the option to have the school hold the credit balance and can complete an authorization for the school to hold the funds by obtaining an authorization form from the Financial Aid Department. If the student does not want the school to hold their funds, all credit balance disbursements and refunds due to funding source will be processed within 14 days of the credit balance appearing on the student account. Regardless of the chosen option the school will clear all credit balances on a student account by the end of the award year.



## **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. The corporate office sends to the school a change in EFC form for students to sign if their EFC changes. 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.

## **SPECIAL PROVISIONS FOR BOOKS AND SUPPLIES**

In order to academically succeed in a program, a Federal Pell Grant student must have the ability to purchase books and supplies at the beginning of the academic period. By the seventh day of a payment period, the school will provide a way for a student who is eligible for a Federal Pell Grant to obtain or purchase the books and supplies required for the payment period if:

- ① Ten days before the beginning of the payment period, the school could have disbursed FSA funds to the student; and
- ② Disbursement of those funds would have created an FSA credit balance.

The school will consider all the FSA funds a student is eligible to receive at the time it makes the determination, but the school need not consider aid from non-FSA sources.

The amount the school must provide is the lesser of the presumed credit balance or the amount determined by the school that the student needs to obtain the books and supplies. In determining the required amount, the school may use the actual costs of books and supplies or the allowance for those materials used in estimating the student's cost of attendance for the period. A student may decline to participate in this process to obtain or purchase books and supplies, if they so choose.

## **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)).

## **PREFERRED LENDER LIST AND PRIVATE EDUCATION LOAN DISCLOSURES**

Our school does not have a list of preferred lenders and we do not offer private education loans.

## **MAKEUP WORK**

Students must complete all required assignments and tests. To accommodate students, makeup test days and worksheet periods are scheduled. Students must complete makeup work at the scheduled time. Monthly makeup test dates are available. Please speak with a Learning Leader.



## MAKEUP HOUR POLICY

Paul Mitchell The School Boise has a minimum attendance of 90%. This means students can miss no more than 160 clock hours (cosmetology), 150 clock hours (barber stylist), 90 clock hours (barber), 60 clock hours (nail technology and esthetics), 10 clock hours (makeup academy), 100 clock hours (1000 hour student instructor), and 50 clock hours (500 hour student instructor) before being dropped from the program for failing to meet their contractual obligation to the school.

Students are expected to utilize these 160 clock hours (cosmetology), 150 clock hours (barber stylist), 90 clock hours (barber), 60 clock hours (nail technology and esthetics), 10 clock hours (makeup academy), 100 clock hours (1000 hour student instructor), and 50 clock hours (500 hour student instructor) for normal challenges that come up in their lives: time off with family, sick time, unexpected personal challenges, etc.

If a student is aware of the event ahead of time, or follows Paul Mitchell The School Boise's "time off request" policy correctly, they are expected to work with our Future Professional Advisor to reschedule their time so they can have the exact same training they are expected to miss. To accommodate this, make up test days and worksheet periods are scheduled during program times the student is not normally in the program. For instance, if a student is normally on all day clinic on a Saturday and needs to take that day off, they can move their schedule to our second all day clinic which is Monday. In this case, the student receives exactly the same educational content, just on a different day. This time is not considered "missed" ... simply "rescheduled".

For all other times, a student can make up the time coming in and doing other activities however those hours do NOT count toward their attendance percentage for the purposes of their contract. They simply allow the student to graduate sooner. Hours missed and not rescheduled with the Future Professional Advisor are considered "absent hours". During the course of their contract, a student can not have more than 160 clock hours (cosmetology), 150 clock hours (barber stylist), 90 clock hours (barber), 60 clock hours (nail technology and esthetics), 10 clock hours (makeup academy), 100 clock hours (1000 hour student instructor), and 50 clock hours (500 hour student instructor) absent hours without violating their contract and being dropped from the program with the option to reenroll immediately.

Students may make up missed hours, with in the next 30 school days the absences occurred. Makeup hours will be approved by the school, at its sole discretion, for reasons such as illness, personal emergencies or other extenuating circumstances. Makeup time must be approved from the Future Professional Advisor or Education Leader and makeup attendance can occur on the days and times designated by the school.



## COMPLETION OF PROGRAM BY THE CONTRACTED END DATE

Students are expected to complete their program within the contracted end date.

Cosmetology students who are absent for 160 clock hours will complete the 1600 clock hour program within the scheduled amount of time under their enrollment contract.

Barber Stylist students who are absent for 150 clock hours will complete the 1500 clock hour program within the scheduled amount of time under their enrollment contract.

Barber students who are absent for 90 clock hours will complete the 900 clock hour program within the scheduled amount of time under their enrollment contract.

Esthetic students who are absent for 60 clock hours will complete the 600 clock hour program within the scheduled amount of time under their enrollment contract.

Nail Technology students who are absent for 60 clock hours will complete the 600 clock hour program within the scheduled amount of time under their enrollment contract.

Makeup Academy students who are absent for 10 clock hours will complete the 100 clock hour program within the scheduled amount of time under their enrollment contract.

Student instructor training (1000 hr.) students who are absent for 100 clock hours will complete the 1000 clock hour program within the scheduled amount of time under their enrollment contract.

Student instructor training (500 hr.) students who are absent for 50 clock hours will complete the 500 clock hour program within the scheduled amount of time under their enrollment contract.

Scheduled hours are not impacted by school closings, such as snow days, etc. If a student is impacted by any of these occurrences, their actual program end date will be adjusted according to the contract.

If a student's maximum amount of time under the contracted scheduled end date has expired and the student has not completed the required clock hours, the student may be withdrawn from the program. At that time the student can re-enroll in the program for the remaining clock hours under a new contract and additional costs.

## SATISFACTORY ACADEMIC PROGRESS POLICY

Students enrolled in programs approved by NACCAS must meet formal standards that measure their satisfactory progress toward graduation. The Satisfactory Academic Progress policy is provided to all students prior to enrollment. The policy is consistently applied to all students. *Evaluations are maintained in the student file.* The school will develop an academic plan to address the specific needs of those students who fail to meet the academic requirements at specific SAP evaluation points. A leave of absence will extend the student's contract period and maximum time frame by the same number of days taken in the leave of absence.

## 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 70% or higher.
- ❷ A minimum cumulative academic level of 70% 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 70% or higher.
- ❹ A minimum cumulative attendance of 90% 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 70% and/or who has not successfully completed at least a cumulative rate of attendance of 90% 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

The state of Idaho requires 1600 clock hours for the **cosmetology course**. Students are expected to complete the course in no more than 111.11% of the program length. If a student is never absent, he/she should complete the course within 46 weeks for a full-time 5-day student (option A & B), 53 weeks for full-time 3-day (option A), 55 weeks for full-time 3-day (option B), and 43 weeks for 4-day full-time day students.

The state of Idaho requires 1500 clock hours for the **barber stylist course**. Students are expected to complete the course in no more than 111.11% of the program length. If a student is never absent, he/she should complete the course within 50 weeks for full-time 3-day students and 41 weeks for full-time 4-day students option A, and 54 weeks for full-time 4-day students option B.

The state of Idaho requires 900 clock hours for the **barber course**. Students are expected to complete the course in no more than 111.11% of the program length. If a student is never absent, he/she should complete the course within 30 weeks for full-time 3-day students, 24 weeks for full-time 4-day students option A, and 32 weeks for full-time 4-day students option B.

The state of Idaho requires 600 clock hours for the **nail technology course**. Students are expected to complete the course in no more than 111.11% of the program length. If a student is never absent, he/she should complete the course within 20 weeks for full-time 3-day students, 16 week for full-time 4-day students option A, and 21 weeks for full-time 4-day students option B.

The state of Idaho requires 600 clock hours for the **esthetics course**. Students are expected to complete the course in no more than 111.11% of the program length. If a student is never absent, he/she should complete the course within 21 weeks for full-time 3-day students and 16 week for full-time 4-day students.

The state of Idaho requires 100 clock hours for the **makeup academy course**. Students are expected to complete the course in no more than 111.11% of the program length. If a student is never absent, he/she should complete the course within 5 weeks for part-time students.

The state of Idaho requires 1000 clock hours for the **student instructor training course**. Students are expected to complete the course in no more than 111.11% of the program length. If a student is never absent, he/she should complete the course within 29 weeks for full-time students.

The state of Idaho requires 500 clock hours for the **student instructor training course**. Students are expected to complete the course in no more than 111.11% of the program length. If a student is never absent, he/she should complete the course within 14 weeks for full-time students.

## MAXIMUM TIME FRAME

Students must complete the educational program within the maximum time frame, which is based on attending at least 90% of the scheduled hours.

COURSE	LENGTH	MAXIMUM TIME FRAME
Cosmetology – 3 Day Full Time (option A) (30)	53 Weeks	59 Weeks
Cosmetology – 3 Day Full Time (option B) (29)	55 Weeks	61 Weeks
Cosmetology - 4 Day Full Time (37)	43 Weeks	48 Weeks
Cosmetology - 5 Day Full Time (option A & B) (35)	46 Weeks	51 Weeks
COURSE	LENGTH	MAXIMUM TIME FRAME
Barber Stylist - 3 Day Full Time (30)	50 Weeks	56 Weeks
Barber Stylist - 4 Day Full Time (option A) (37)	41 Weeks	46 Weeks
Barber Stylist- 4 Day Full Time (option B) (28)	54 Weeks	60 Weeks
COURSE	LENGTH	MAXIMUM TIME FRAME
Barber - 3 Day Full Time (30)	30 Weeks	33 Weeks
Barber - 4 Day Full Time (option A)(37)	24 Weeks	27 Weeks
Barber - 4 Day Full Time (option B) (28)	32 weeks	36 Weeks
COURSE	LENGTH	MAXIMUM TIME FRAME
Esthetics - 3 Day Full Time (29)	21 Weeks	23 Weeks
Esthetics - 4 Day Full Time (37)	17 Weeks	19 Weeks
COURSE	LENGTH	MAXIMUM TIME FRAME
Nail Technology - 3 Day Full Time (30)	20 Weeks	22 Weeks
Nail Technology - 4 Day Full Time (option A)(37)	16 Weeks	18 Weeks
Nail Technology - 4 Day Full Time (option B) (28)	21 Weeks	23 Weeks
COURSE	LENGTH	MAXIMUM TIME FRAME
Makeup Academy Part Time	5 Weeks	6 Weeks
COURSE	LENGTH	MAXIMUM TIME FRAME
Student instructor training (1000 hr.)- Full Time (35)	29 Weeks	32 Weeks
Student instructor training (500 hr.)- Full Time (35)	14 Weeks	16 Weeks

The maximum time frame allowed for transfer students who need less than full course requirements or part-time students will be determined based on 111.11% of the scheduled contracted hours. If any student enrolled fails to complete the program within the maximum time frame they will lose their eligibility for Title IV programs, if applicable, but they will be able to complete the program on a cash pay basis. Whether a student pays out of pocket or receives Title IV Financial aid all hours attempted and completes are considered part of the Satisfactory Academic Progress calculation. For students with a disability that appeal, the student's disability will be considered as a factor towards maintaining Satisfactory Academic Progress.

### **INTERRUPTIONS, COURSE INCOMPLETES, AND WITHDRAWALS**

If the student needs to take off more time than allotted in the contract or more than 14 consecutive calendar days, he/she must take a leave of absence or withdraw and reenroll when ready to return. If a student needs more than 14 consecutive calendar days of time off due to pregnancy/new mother, and/or military duty then the student should take a leave of absence. Students who withdraw prior to completing the course of study and who wish to reenter will reenter at the same progress status as applicable at the time of withdrawal.

### **NONCREDIT, REMEDIAL COURSE, AND REPETITIONS**

Course incompletes, repetitions, and noncredit remedial courses do not apply to this institution. Therefore, these items have no effect upon the school's satisfactory academic progress standards.

### **MAJORS, DEGREES, SECOND DEGREE, OR SUMMER TERMS**

Majors, degrees, second degrees, or summer terms does not apply to Paul Mitchell The School Boise.



## LEAVE OF ABSENCE

A Leave of Absence (LOA) is a temporary interruption in a Student's program of study. LOA refers to the specific time period during an ongoing program when a Student is not in academic attendance. Leaves of Absence can be granted in cases of emergency or medical problems with doctor notification, which cause attendance to be impossible or impractical. Leaves of Absence will be granted in the case of pregnancy or new mothers. A leave of absence will be permitted with a letter from the student's doctor. If a student is called into active duty for the military the school will grant a leave of absence. These are the only times leave of absences are granted.

**In order to be placed on Leave of Absence, the Student must:**

- ❶ Complete and sign the school's Leave of Absence Request Form in advance, unless unforeseen circumstances prevent the student from doing so.
- ❷ Must state the reason for the Leave of Absence (LOA) request
- ❸ Be approved by the Financial Aid Office, Future Professional Advisor, and School Director
- ❹ Leaves must be a minimum of 14 days and must not exceed a total of 180 days in a 12-month period.

A student on a leave of absence date of withdrawal determination shall be the earlier of the scheduled date of return from the leave of absence or the date the student notifies the school that the student will not be returning. A leave of absence will extend the student's contract period and maximum time frame by the same number of days taken in the leave of absence. Student's may not arbitrarily decide to "take" a leave of absence.

There will be no additional charges for a LOA. If the student fails to return or contact the School Financial Aid Leader on the documented return date, the withdrawal date for the purpose of calculating a refund is always student's last day of attendance. The withdrawal date for the purpose of calculating a refund is always the student's last day of attendance.

For federal aid recipients, the Student's payment period is suspended during the LOA and no federal financial aid will be disbursed to Student while on a Leave of Absence. Upon the Student's return, the Student will resume the same payment period and coursework and will not be eligible for additional Title IV aid until the payment period has been completed. If the Student is a Title IV loan recipient, the Student will be informed of the effects that the student's failure to return from a leave may have on the Student's loan repayment terms, including the expiration of the Student's grace period. A contract addendum will be completed upon return from the LOA to extend the contract end date by the applicable number of days.

In special circumstances, the school may grant a leave of absence to a student in the case of an emergency, such as a car accident or other medical issue that would prevent the student from requesting the leave of absence prior to the incident occurring. In these cases, the school will document the reason for the granting of the leave after the incident has occurred. The beginning date of the leave of absence will be based on the first date it has been determined that the student cannot come to class due to the accident or medical situation.

In order to grant a Leave of Absence there must be the expectation that the student will be returning to school.

A student who is granted a LOA that meets these criteria is not considered to have withdrawn and no refund calculation is required at that time.

Changes to the contract period on the enrollment agreement must be initialed by all parties or an addendum must be signed and dated by all parties to reflect the new contract end date.

## EVALUATION PROCEDURES AND REQUIRED LEVEL OF ACHIEVEMENT

Formal Satisfactory Progress Evaluations in both attendance and academics will occur when students reach:

Program Name	1st SAP Evaluation	2nd SAP Evaluation	3rd SAP Evaluation
<b>Cosmetology</b>	450 actual hours	900 actual hours	1250 actual hours
<b>Barber Stylist</b>	450 actual hours	900 actual hours	1200 actual hours
<b>Barber</b>	450 actual hours		
<b>Esthetics</b>	300 actual hours		
<b>Nail Technology</b>	300 actual hours		
<b>Makeup Academy</b>	50 actual hours		
<b>Student Instructor (1000 hours)</b>	450 actual hours	900 actual hours	
<b>Student Instructor (500 hours)</b>	250 actual hours		

The first evaluation will occur no later than the midpoint of the academic year. The SAP evaluations are printed within 7 days of the student reaching the evaluation points.

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 Satisfactory Academic Progress will reflect if the student evaluation will impact the student's eligibility for Financial Aid. The student may request to review their financial aid file from the Financial Aid Leader or Director.

**A = 90 – 100%      B = 80 – 89%      C = 70 – 79%      Failing = Below 70%**

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.

*\*The school uses a 900-hour academic year for Title IV purposes.*

## TRANSFER HOURS

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 scheduled contracted hours at the institution. For transfer students attending less than a full academic year, an evaluation will be done at the midpoint of the actual hours.

## 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.

## **WARNING**

Students failing to meet minimum requirements for attendance and/or academic progress will be placed on Financial Aid Warning and considered to be making satisfactory academic progress during the warning period which is until the next evaluation period. The student will be advised in writing on the actions required to attain satisfactory academic progress by the next evaluation. During the Financial Aid Warning period, students are eligible, if applicable, to receive financial aid funds. If at the end of the warning period, the student has still not met both academic and/or attendance requirements, he/she may be placed on probation and, if applicable, the student may be deemed ineligible to receive Title IV funds.

## **PROBATION**

Students who fail to meet the minimum requirements for attendance and academic progress after the Warning period, the student may be placed on probation and considered to be making satisfactory academic progress while during the probationary period, if the student appeals the decision, and prevails upon appeal. Probation status can only be attained after the student files a written appeal. If the appeal is not successful, the student cannot be placed on probation.

Additionally, only students who have the ability to meet satisfactory academic progress policy standards by the end of the evaluation period may be placed on probation. Students placed on an academic plan must be able to meet requirements set forth in the academic plan by the end of the next evaluation period or the institution develops an academic plan for the student that, if followed, will ensure that the student is able to meet the institution's satisfactory academic progress requirements by a specific point within the maximum timeframe established for the individual student. Students who are progressing according to their specific academic plan will be considered making satisfactory academic progress. The student will be advised in writing of the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the probationary period, the student has still not met both the attendance and academic requirements required for satisfactory academic progress or set forth by the academic plan, the student will be determined as NOT making satisfactory academic progress, and if applicable, the student will not be deemed eligible to receive Title IV funds.

## **REINSTATEMENT OF FINANCIAL AID *for those who qualify***

Students may re-establish satisfactory academic progress and Title IV funding, as applicable, by meeting the minimum attendance and academic requirements by the end of the warning or probationary period.

## APPEAL PROCEDURE

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 academic 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 academic progress determination. The student must submit a written appeal to the school's financial aid office on the designated schools Appeal Form describing why they failed to meet satisfactory academic progress standards, along with supporting documentation of the reasons why the determination should be reversed. This information should include what has changed about the student's situation that will allow them to achieve satisfactory academic progress by the next evaluation point.

The reasons for which a student may appeal a negative progress determination include death of a relative, an injury or illness of the student, a student's disability, or any other allowable special or mitigating circumstances.

The Appeal documents will be reviewed and a decision will be made and reported to the student within 30 calendar days. The appeal and decision documents will be retained in the student's file. If the student prevails upon appeal, the satisfactory academic progress determination will be reversed and federal financial aid will be reinstated, if applicable.

If the appeal is granted the student will be placed on Financial Aid Probation for one evaluation period. If the student has not met academic and/or attendance requirements for two (2) consecutive evaluation periods, for example 450 to 900 actual hours evaluations; 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 USDE requirements the terminology financial aid warning or financial aid probation will be used for both Title IV and non-Title IV students.

## TERMINATION APPEAL PROCEDURE

If a student is terminated due to receiving the maximum amount of coaching sessions, or due to the reasons outlined under termination on the Student Advisory Form, the student may appeal the termination decision. A student has five (5) calendar days from the date of termination to appeal the decision. The student must submit a written appeal to the school's Future Professional Advisor on the school's Termination Appeal Form describing why they were terminated, along with supporting documentation of the reasons why the determination should be reversed. This information should include what has changed about the student's situation that will allow them to continue through the program without incident.

If a student is terminated due to the Institutional Attendance Policy, the student may appeal the termination decision. A student has five (5) calendar days from the date of termination to appeal the decision. The student must submit a written appeal to the school's Future Professional Advisor on the school's Termination Appeal Form describing why they were terminated, along with supporting documentation of the reasons why the determination should be reversed. This information should include what has changed about the student's situation that will allow them to continue through the program without incident.

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, the 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.

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:

- 1 Review their education records,
- 2 Seek to amend inaccurate information in their records, and
- 3 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 30 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:

- 1 State the purpose of the disclosure,
- 2 Specify the records that may be disclosed,
- 3 Identify the party or class of parties to whom the disclosure may be made, and
- 4 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, without the student's consent.

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 Boise 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 Boise 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.

A parent or eligible student may file a written complaint with the Family Policy Compliance Office regarding an alleged violation under the Family Educational Rights and Privacy Act. The Office's address is: Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW., Washington, DC 20202.

## PERFORMANCE STATISTICS/JOB OUTLOOK

Paul Mitchell The School Boise is accredited by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and recognized by the U.S. Department of Education. Each agency requires schools to provide important information regarding outcome rates in the areas of completion, placement, and licensure; however, each agency requires that we provide outcome rates differently. NACCAS requires schools to list the outcome rates for the main campus and all additional campuses as a whole. In this case, Paul Mitchell The School Boise is a Main campus, the outcome rates provided are for all schools under this structure. The U.S. Department of Education, requires outcome rates be provided based upon this individual location which is listed below. Outcome rates have also been provided for the individual school you are interested in attending. If you have any questions regarding our outcome rates, please see our Admissions Team for assistance.

Paul Mitchell The School Boise and Nampa performance statistics for the calendar year 2017:

Graduation	Placement	Licensure
65.63%	75.60%	99.35%

Paul Mitchell The School Boise performance statistics for the calendar year 2017:

Graduation	Placement	Licensure
67.20%	71.20%	99.11%

NACCAS' 2017 Annual Report is derived from a single cohort of students – those scheduled to graduate in 2017. NACCAS' graduation, placement and licensure definitions are described below:

**Graduation:** Based on all students scheduled to graduate from the program in 2017. The scheduled graduation date is a student's most recent contract end date (i.e., the contract end date after all leaves of absence, schedule changes and re-enrollments have been accounted for). A student may count as a graduate if they have completed all applicable graduation requirements at the institution.

**Licensure:** Based on graduates from the graduation cohort who sat for all parts of their required licensure exam prior to November 30, 2018. A student in the licensure cohort may count as a "pass" if they pass all required portions of the examination prior to November 30, 2018.

**Placement:** Based on graduates from the graduation cohort who are eligible for placement. A student may count as placed if they are employed in a field for which their training prepared them prior to November 30, 2018. Students may be excluded from the calculation if they fall into one of the categories listed. In 2017, the school excluded the following number of students\* based on each of the following categories:

- ❶ The graduate is deceased 0
- ❷ The graduate is permanently disabled 0
- ❸ The graduate is deployed for military service/duty 0
- ❹ The graduate studied under a student visa and is ineligible for employment in the U.S. 0
- ❺ The graduate continued his/her education at an institution under the same ownership (e.g., a graduate of your cosmetology program subsequently enrolled in the instructor program of an institution under the same ownership) 0

**Total Excluded 0**

\*If fewer than ten students were excluded for any one category, the disclosure will only include the total of all excluded students if that total is at least ten. If the calculation excluded fewer than a total of ten students the institution will state that it excluded students on the basis of each condition, and note that the number of total exclusions were fewer than 10 and therefore cannot be disclosed.

## STUDENTS RIGHT-TO-KNOW - COMBINED DEPARTMENT OF EDUCATION RATES (IPEDS)

Graduation
63%

Paul Mitchell The School Boise must prepare the completion and graduation rate of its certificate- or degree-seeking, first-time, full-time undergraduate students each year. 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.

## PROGRAM INTEGRITY

Paul Mitchell The School Boise 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 3-day full time, 4-day full time, 5-day full time **cosmetology** program:

Placement rate	On-time graduation rate	Median Loan Debt
72%	N/A	2013–2014 N/A 2014–2015 N/A 2015–2016 N/A

For the most recent annual reporting period, the school shows the following data for the part time without Saturday, part time with one Saturday, part time with two Saturdays **cosmetology** program:

Placement rate	On-time graduation rate	Median Loan Debt
72%	N/A	2013–2014 N/A 2014–2015 N/A 2015–2016 N/A

For the most recent annual reporting period, the school shows the following data for the 3-day full time, 4-day full time **barber stylist** program:

Placement rate	On-time graduation rate	Median Loan Debt
100%	N/A	2013–2014 N/A 2014–2015 N/A 2015–2016 N/A

For the most recent annual reporting period, the school shows the following data for the 3-day full time, 4-day full time **barbering** program:

Placement rate	On-time graduation rate	Median Loan Debt
75%	N/A	2013–2014 N/A 2014–2015 N/A 2015–2016 N/A

For the most recent annual reporting period, the school shows the following data for the 3-day full time, 4-day full time **esthetics** program:

Placement rate	On-time graduation rate	Median Loan Debt
88.89%	N/A	2013–2014 N/A 2014–2015 N/A 2015–2016 N/A

For the most recent annual reporting period, the school shows the following data for the 3-day full time, 4-day full time **nail technology** program:

Placement rate	On-time graduation rate	Median Loan Debt
57.14%	N/A	2013–2014 N/A 2014–2015 N/A 2015–2016 N/A

For the most recent annual reporting period, the school shows the following data for the full time **student instructor training (1000 hour)** program:

Placement rate	On-time graduation rate	Median Loan Debt
100%	N/A	2013–2014 N/A 2014–2015 N/A 2015–2016 N/A

For the most recent annual reporting period, the school shows the following data for the part time **student instructor training (1000 hr.)** program:

Placement rate	On-time graduation rate	Median Loan Debt
100%	N/A	2013–2014 N/A 2014–2015 N/A 2015–2016 N/A

***\* N/A Fewer than 10 students complete the program within normal time.***

On-time completion is deemed by the U.S. Department of Education is the amount of time necessary for a student to complete all requirements for a degree or certificate according to the institution's catalog within the normal completion time. When a student completes their graduation requirements, including all theory and practical assignments, and the required number of clock hours contracted outside of the normal time to complete the program, that student is considered to have graduated on-time. If a student delays their graduation for any reason—such as family responsibilities, day care issues, and other life events—and that causes them to graduate after their outside of the normal time to complete the program, they are not considered an on-time graduate. Please note that our graduation rates that are provided in the school catalog are based on how many students started the program and how many completed within the reporting period.

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our Web site at: <http://paulmitchell.edu/boise>.



## STUDENT PROFESSIONAL DEVELOPMENT GUIDELINES

All students must commit to and follow the Student Professional Development Guidelines during their enrollment at Paul Mitchell The School Boise. 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 a computerized time clock and does not round hours. In order to ensure proper clock hours are credited, full-time students are required to clock in/out 4 times a day: when they arrive to school, when they leave for lunch, when they return from lunch, and when they leave at the end of the day. Part time students are required to clock in/out 2 times a day: when they arrive to school and when they leave at the end of the day. If a student fails to clock in or out for their schedule on the student timeclock, the student will not receive hours. If the student wishes to dispute any hours they feel earned, the student must provide documentation to verify attendance on the missing time form. The documentation would include the student sign in sheet, the specialty class attendance role, and/or the guest service summary.
- ❷ The school is open from 9:00 AM to 9:00 PM, Monday through Friday and Saturday 8:30 AM to 5:30 PM.
- ❸ All courses require continuous attendance.
- ❹ The prescribed attendance schedule must be maintained each week.
- ❺ Cosmetology students may not miss Saturday and Barber and Barber Stylist may not miss a Tuesday, and Nail Technology and esthetics students may not miss Fridays..
- ❻ Students that fall below a 90% attendance in Core will be dropped from the program.
- ❼ Students must be on time, as tardiness inhibits the learning process. Students who are late more than two times in any month may be subject to an advisory. Students who are late for theory class may not enter the classroom and will not receive theory credit. Night and night with Saturday students may "clock in" and will be assigned special projects or assignments pertaining to their course of study. Students who are late for a specialty class or a guest artist class may attend the class, but must be accompanied into the classroom by an instructor. Students are never excused from mandatory theory class to work in the clinic.
- ❽ Students who are late or cannot attend school must contact the school and talk to the school service desk immediately. Cosmetology, Barber Stylist, Barber, Esthetics, and Nail technology must call in by 8:30 AM.
- ❾ Students must request time off from school from the Future Professional Advisor.  
Holidays such as Thanksgiving, Christmas, and New Year's Day will be set according to the calendar each year. Students cannot bank hours, please refer to the school makeup hour policy. hours.
- ❿ Lunches and breaks are scheduled for all students. Students will take 30 minutes for lunch between 12:00 noon and 1:30 PM, if possible, on days in which they are scheduled over 7 ½ hours, according to their appointments or schedules and will be allowed two 10 minute breaks. Students should communicate with their instructor if they have not had lunch.



Observe the appropriate breaks for your school schedule. Breaks are as follows:

Student Schedule	Breaks	Lunch
9-10 hr day	10 min. in the morning & 10 min in the afternoon	30 min.
7-6 hr/day	10 min. in the morning & 10 min in the afternoon	30 min.
5 hr/day	10 min at mid-point of schedule	n/a

- 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 (other than scheduled lunch or breaks) or those who leave early must document their time by clocking out on the time clock, 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. Students lunch will automatically be deducted each day for 30 minutes every day.
- ⑫ Students may not clock in or out for another student.
- ⑬ Students are required to keep their timecards in the designated area at Paul Mitchell The School Boise. Lost or misplaced timecards will require a \$3.00 replacement fee.
- ⑭ 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:** All Future Professionals must adhere to the following professional dress code while in attendance:

- ① Future Professionals may wear black or gray in any combination.
- ② Phase Two Future Professionals may wear black , gray, or white in any combination.
- ③ A minimal print in clothing is acceptable if it is a black and white print.
- ④ Clothing should be professional and clean.
- ⑤ Shoes should be black, professional, practical, and comfortable.
- ⑥ Hair should be styled prior to arriving at the school.
- ⑦ Any cosmetics should be applied prior to arriving at the school.
- ⑧ The following is a list of acceptable dress:
  - a. Jeans or clothing made of jean material if they are black or gray in color. Any rips or tears must fall below the fingertips, when standing up.
  - b. Sleeveless tops.
  - c. Sweatshirts, printed T-shirts, hooded sweatshirts and/or jackets with the Paul Mitchell logo or the school logo may be worn.
  - d. Stylish hats, scarves, and stylish head wraps.
  - e. Shorts and/or skirts may not be higher than 4 inches above the knee.
- ⑨ Tights or leggings should be worn with skirts or dresses that fall above the knees for all Future Professionals.
- ⑩ Name tag — as provided by the school. All Future Professionals are required to wear a name tag while in attendance. Replacement name tags will be \$3.00.

**All barbering Future Professionals must adhere to the following professional dress code while in attendance:**

- ① Barbering Future Professionals may wear all black or gray, to include a button-down shirt.
- ② A straight tie or bow tie may be worn in any color.
- ③ Accessories may be worn in any color, which include: a belt, arm-garter, suspenders, jewelry, and/or shoes.
- ④ A barbering Future Professional may wear a smock, in black only.
- ⑤ Sweatshirts, printed T-shirts, hooded sweatshirts and/or jackets with the Paul Mitchell logo or the school logo may be worn.
- ⑥ Fedoras, flat hats, or ascot caps may be worn.

**The following is a list of unacceptable dress for all Future Professionals in attendance:**

- a. Gym workout shoes, foot thongs, or beach sandals.
- b. Tank tops, spaghetti string tops, or belly shirts.
- c. Sweatpants.
- d. Sweatshirts, hooded sweatshirts, jackets and printed T-shirts other than those with the Paul Mitchell logo or the school logo.
- e. Shorts and/or skirts may not be higher than 4 inches above the knee.
- f. Baseball hats, visors, bandanas, caps, or beanies.
- g. Spandex or biking shorts.
- h. Sunglasses.

**Future Professionals who fail to comply with the Future Professional dress code may be coached and may receive an advisory.**

### **Sanitation and Personal Services**

- ❶ Future Professionals must keep workstations and classroom areas clean, sanitary, and clutter free at all times.
- ❷ Future Professionals must clean their stations in the clinic classroom, including the floor, after each service.
- ❸ Hair must be swept up immediately after a service is completed, before blow drying.
- ❹ Clinic stations must be cleaned at the end of the day, prior to clocking out for the day.
- ❺ Future Professionals may have their hair or other services done Wednesday or Thursday, on the 2nd, 3rd or 4th week of the month. To receive a service, students must do the following prior to starting the service:
  - a. Notify a Learning Leader.
  - 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. Personal services are considered rewards and scheduled for Future Professionals who are up to date with all practicals, exams, and clinic practical worksheets. School assignments and successful learning are the priority.

### **Communication Guidelines and Professional Conduct**

- ❶ Visitors are allowed in the service reception area only. Visitors are not allowed in the classrooms, student lounge, or clinic classroom area.
- ❷ Only emergency calls are permitted on the business phone.
- ❸ Cell phones are to be used in designated area and at designated times.
- ❹ Future Professionals may not visit with another Future Professionals who is servicing a client.
- ❺ Future Professionals may not gather around the service desk, service reception area, or offices.
- ❻ Food and drinks are allowed only in the lunchroom, however spill proof water bottles are allowed in the classroom.
- ❼ Paul Mitchell The School Boise is a smoke-free campus, including any electronic smoking devices.
- ❽ Stealing or taking school or another's personal property is unacceptable and grounds for termination.
- ❾ School administration has the right to access and inspect a Future Professionals locker at any time, refer to the locker policy.

## Learning Participation Guidelines

- ❶ Peer teaching and tutoring are encouraged. Taking credit for another's work or cheating during exams is unacceptable and grounds to termination.
- ❷ Future Professionals will be expected to maintain an average of 70% on all theory tests and assignments.
- ❸ Future Professionals may not be released from required theory class to take a client.
- ❹ Only service desk personnel may schedule or change client service appointments.
- ❺ All services must be checked and the service ticket initialed by an instructor.
- ❻ Future Professionals are expected to be continuously working on school-related projects, assignments, clinic practical worksheets, reading theory, or test preparation during school hours.
- ❼ Future Professionals will receive clock hours during the times they fully participate in their learning experience.
- ❽ When Future Professionals 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 clinic practical worksheets
  - b. Completion of theory review worksheets
  - c. Performing a service on another Future Professionals
  - d. Listening to or reading school resource center materials, including educational videos, audiotapes, and books
- ❾ Future Professionals must comply with school personnel and Learning Leader's assignments and requests as required by the curriculum and Future Professional guidelines and rules.
- ❿ Future Professionals may not perform hair, skin, barber, or nail services outside of school unless authorized to do so by school administration. Conducting unauthorized hair, skin, barber, or nail services outside of school will be reported to the state board and may result in your inability to receive a professional license.
- ⓫ Future Professionals are responsible for their own equipment and may use a clinic station drawer only while working at that clinic station. All kit, equipment, tools, and personal items must be secured in the Future Professionals locker. Paul Mitchell The School Boise is not responsible for any lost or stolen articles.
- ⓬ Parking is allowed in assigned parking areas only or cars may be towed at the owner's expense.
- ⓭ All clinic practical worksheets are due at the end of the student's last scheduled day for the month.
- ⓮ If a Future Professional fails to complete a worksheet 100%, the student will be placed on the Back on Track list and will remain on the list until the following month.
- ⓯ Milady Theory Class: Future Professionals will not be allowed in Theory class once the Theory Leader has closed the door and started instruction. The Future Professionals will not receive theory credit if they are not in theory class attendance. If a Future Professional chooses to leave Theory class for any reason he/she will not be allowed to return to Theory. If there's a transition period during Theory, a Future Professional will be allowed to enter to receive credit for the remaining scheduled time in Theory. The school requires Future Professionals to complete all theory hours as part of their graduation requirements. Refer to the graduation requirements.

## LOCKER POLICY

**Purpose** — Paul Mitchell The School Boise makes lockers available to students to facilitate the daily storage of their learning materials and items related to their studies. Paul Mitchell The School manages lockers to ensure responsible use of property and for the health and safety of individuals.

**Agreement** — Paul Mitchell The School Boise establishes rules, guidelines and procedures to ensure responsible use and to control the contents of its lockers. By utilizing Paul Mitchell The School Boise lockers, students acknowledge and agree that locker use is a privilege and subject to immediate termination without notice and to such rules, guidelines and procedures established by Paul Mitchell The School Boise from time to time, at its discretion.

### Guidelines

- ❶ Lockers will be issued to all students during Core. A locker number will be provided during Core. Assigned lockers may not be traded or changed unless approved by the school's administration.
- ❷ Locker assignments are valid from the beginning of enrollment until the day of graduation or withdrawal. At that time, all locker contents must be removed. After that time, any lockers that have not yet been vacated will be emptied, and the contents stored for 60 days, at which time they become the property of the school.
- ❸ Lockers are for individual use only and are not to be shared. Locker content is the sole responsibility of the registered occupant of the locker. To reduce the risk of theft, students are encouraged to keep their lockers locked. Students should not store money, wallets, jewelry, credit or debit cards, or any other personal item of high value.
- ❹ Paul Mitchell The School Boise is not in any way responsible for a locker's contents or liable for the loss of or damage to items stored in lockers. Students are required to maintain their locker's interior and exterior in a clean, neat and undamaged condition. Marking, defacing or graffiti on lockers is not acceptable.
- ❺ No person shall store in a locker: weapons of any kind, explosives, prohibited drugs, illegal or illicit items or substances or other items deemed by Paul Mitchell The School Boise to be harmful, offensive or inappropriate.
- ❻ Paul Mitchell The School Boise may in its sole discretion carry out or authorize searches/inspections for any reason. The following is a partial listing of examples of when Paul Mitchell The School Boise will exercise its discretion without notice:
  - a. Locker abandonment.
  - b. Suspected contents that may be illegal, illicit or deemed by the school to be harmful, offensive or inappropriate.
  - c. At the request of or generally in cooperation with law enforcement authorities.
  - d. Investigative purposes related to suspected or alleged criminal, illegal, or inappropriate activities.
  - e. Risk to the general good of the school.
  - f. Risk to the general good of the student or student population.
  - g. Unregistered locker.
  - h. Physical damage to or defacing of the locker.
  - i. Odors (spoiled/rancid food, garbage or smelly contents).
  - j. Locker maintenance.
- ❼ Paul Mitchell The School Boise works with the local law enforcement authorities and maintains the right in the school's sole discretion to allow law enforcement to carry out specific and random searches/inspections of locker contents. Such searches/inspections may be carried out with or without notice to or in the presence of the locker's occupant. Such police activity may include but is not limited to: random drug or weapon searches of lockers, backpacks, book bags, brief cases, containers, jackets and winter coats.

## COACHING AND CORRECTIVE ACTION

Part of the Future Professionals your learning experience includes fine-tuning and mastering the skills and behaviors of a salon professional. The school team will coach all Future Professionals to correct noncompliant or inappropriate 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. Future Professionals 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. Future Professionals may be coached and receive an advisory 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. Future Professionals may be coached and receive an advisory 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 Future Professionals 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 Future Professionals to act as "future salon professionals" and committed learners. Positive behavior is required to create a mutually beneficial learning environment for all Future Professionals. Future Professionals 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 Future Professional has received five (5) coaching sessions, the student may be suspended from school for five (5) days. Suspended Future Professionals may only be readmitted to school upon paying the administrative termination fee. If a Future Professional receives two (2) more coaching sessions after readmission from a five (5) day suspension, the Future Professionals' attendance may be permanently terminated. A Future Professional may be terminated without prior coaching sessions for improper and/or immoral conduct. Refer to the school Future Professional Advisory.

*When monitoring Future Professionals for unofficial withdrawals the school will count 14 consecutive days of non-attendance, starting with first day the Future Professional was required to return from suspension.*

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

- ① **Accommodation Procedures for Students with Disabilities**
- ② **Grievance Procedures for Students who have Complaints on the Basis of Disability**

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### ① **Accommodation Procedures for Students with Disabilities**

**Non-Discrimination Policy** — It is the policy of Paul Mitchell The School Boise 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 Boise 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 Boise. This applies to all students and applicants for admission to The School. Paul Mitchell The School Boise 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 Boise Campus is: Gail Comer; ADA Compliance Coordinator; 1270 South Vinnell W., Boise, ID 83709; (208) 375-0190; [gailc@boise.paulmitchell.edu](mailto:gailc@boise.paulmitchell.edu).

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. The documentation submitted must be within the last 12 months, if older than 12 months the student must provide current documentation from the appropriate professional.

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 Lou Starita IV; Owner; 1270 South Vinnell W., Boise ID 83709; (208) 375-0190; [lou@boise.paulmitchell.edu](mailto:lou@boise.paulmitchell.edu). 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 Lou Starita IV; Owner; 1270 South Vinnell W., Boise ID 83709; (208) 375-0190; [lou@boise.paulmitchell.edu](mailto:lou@boise.paulmitchell.edu).

**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 Lou Starita IV; Owner; 1270 South Vinnell W., Boise ID 83709; (208) 375-0190; [lou@boise.paulmitchell.edu](mailto:lou@boise.paulmitchell.edu), 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](mailto: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 available to any enrolled or prospective student who request such information.

This section compiled by the Financial Aid office staff attempts to meet the requirements.

The school is approved for and participates in Federal PELL Grants, Subsidized Direct loans, Unsubsidized Direct Loans, and Parent PLUS loans. 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 need and non-need loans.

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.

## STUDENT AND EMPLOYEE ANTI-HARASSMENT AND DISCRIMINATION POLICY

Paul Mitchell The School Boise is committed to providing a work and school environment free of unlawful harassment or discrimination. In furtherance of this commitment, all students are required to take our mandatory Sexual Harassment and Prevention Training upon starting in school. Employees are required to take the training on an annual basis. School policy prohibits harassment or discrimination based on race, religion, creed, color, national origin, ancestry, sex (including pregnancy, childbirth or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information or any other basis protected by the federal, state or local law. Additionally, in accordance with Title IX of the Education Amendments of 1972, Paul Mitchell The School Boise prohibits discrimination based on sex, which includes sexual harassment and sexual violence, and Paul Mitchell The School Boise has jurisdiction over Title IX complaints.

Paul Mitchell The School Boise's anti-harassment policy applies to all persons involved in the operation of Paul Mitchell The School Boise, and prohibits unlawful harassment by any employee of Paul Mitchell The School Boise, as well as students, customers, third parties, vendors or anyone who does business with Paul Mitchell The School Boise. It further extends to prohibit unlawful harassment by or against students. Any employee, student or contract worker who violates this policy will be subject to disciplinary action. To the extent a customer, vendor or other person with whom Paul Mitchell The School Boise does business engages in unlawful harassment or discrimination, Paul Mitchell The School Boise will take appropriate corrective action. The grievance procedure will provide that complaints may be filed about discrimination in any academic, educational, extracurricular, athletic or other programs operated or sponsored by, or related to, Paul Mitchell The School Boise, whether the programs take place on the campus of a school, during a school-sponsored field trip, or other off-campus events.

As part of Paul Mitchell The School Boise's commitment to providing a harassment-free working and learning environment, this policy shall be disseminated to Paul Mitchell The School Boise community through publications, Paul Mitchell The School Boise website, new employee orientations, student orientations, and other appropriate channels of communication. Paul Mitchell The School Boise will provide training to key staff members to enable Paul Mitchell The School Boise to handle any allegations of discrimination and harassment, including sexual harassment or sexual violence, promptly and effectively. Paul Mitchell The School Boise will respond quickly to all reports, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy.

### Definitions

Sex Discrimination is defined as treating individuals differently on the basis of sex with regard to any aspect of services, benefits, or opportunities Paul Mitchell The School Boise provides such as:

- ① Treat a person differently in determining whether he or she satisfies any requirement or condition for the provision of an aid, benefit, or service;
- ② Provide different aid, benefits, or services or provide aid, benefits, or services in a different manner;
- ③ Deny any person an aid, benefit, or service
- ④ Subject any person to separate or different rules of behavior, sanctions, or other treatment in providing an aid, benefit, or service
- ⑤ Aid or perpetuate discrimination against any person by providing significant assistance to any agency, organization, or person which discriminates on the basis of sex in providing any aid, benefit or service to students or employees;
- ⑥ Otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity.

Sexual Harassment is defined as unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment is conduct that explicitly or implicitly affects a person's employment or education or interferes with a person's work or educational performance or creates an environment such that a reasonable person would find the conduct intimidating, hostile or offensive.

Sexual Violence is defined as physical sexual acts engaged in without the consent of the other person or when the other person is unable to consent to the activity. Sexual violence includes sexual assault, rape, battery, and sexual coercion; domestic violence; dating violence; and stalking.

Domestic Violence is defined as abuse committed against an adult or a minor who is a spouse or former spouse, cohabitant or former cohabitant, or someone with whom the abuser has a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship.

Dating Violence is defined as abuse committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

Sexual Assault occurs when a physical sexual activity is engaged in without the consent of the other person or when the other person is unable to consent to the activity. The activity or conduct may include physical force, violence, threat, or intimidation, ignoring the objections of the other person, causing the other person's intoxication or incapacitation through the use of drugs or alcohol, and taking advantage of the other person's incapacitation (including voluntary intoxication).

Stalking is behavior in which a person repeatedly engages in conduct directed at a specific person that places that person in reasonable fear of his or her safety or the safety of others.

Consent is informed, voluntary and revocable. Consent is an affirmative, unambiguous, and conscious decision by each participant to engage in mutually agreed-upon sexual activity. It must be given without coercion, force, threats or intimidation. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent is withdrawn, the sexual activity must stop immediately.

## **Prohibited Conduct**

This policy strictly prohibits sexual or other unlawful harassment or discrimination as well as sexual violence, as defined above. Sexual or other unlawful harassment or discrimination includes any verbal, physical or visual conduct based on sex, race, age, national origin, disability, color or any other legally protected basis if:

- ① submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment;
- ② submission to or rejection of such conduct by an individual is used as a basis for decisions concerning that individual's education or employment; or
- ③ it creates a hostile or offensive environment, which means the alleged conduct is sufficiently serious to limit or deny a student's or ability to participate or benefit from the student's education program.

Unlawful harassment or discrimination may include racial epithets, slurs and derogatory remarks, stereotypes, jokes, posters or cartoons based on race, national origin, age, disability, marital status, sex or other legally protected categories.

Sexual harassment is conduct based on sex, whether directed towards a person of the opposite or same sex, and may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", practical jokes, jokes about or displays of obscene printed or visual material, questions about sexual fantasies, preferences or history, and physical contact such as patting, pinching, or intentionally brushing against another person's body.

Gender-based harassment, including acts of verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping are strictly prohibited, even if those acts do not involve conduct of a sexual nature.

## Complaint/Grievance Procedure

The following grievance procedures shall be used to address sex discrimination complaints filed by students/employees or complaints filed on their behalf against employees, other students, or third parties.

If you believe that you have experienced or witnessed harassment or sexual violence, notify your Learning Leader, supervisor, Paul Mitchell The School Boise Owner, or the Title IX Coordinator as soon as possible after the incident. Do not allow an inappropriate situation to continue by not reporting it, regardless of who is creating the situation. No employee, contract worker, student, vendor or other person who does business with Paul Mitchell The School Boise is exempt from the prohibitions in this policy. Supervisors will refer all harassment complaints to the Title IX Coordinator for student-related complaints and to Paul Mitchell The School Boise Owner if the complaint involves an employee. In order to facilitate the investigation, your complaint should include details of the incident or incidents, names of the individuals involved and names of any witnesses. A sex discrimination complaint should be filed within 180 days from the date of the alleged discriminatory incident. Upon receiving any report of discrimination, including harassment, regardless of the filing date or when the school receives notice, the school will take steps to prevent recurrence of discrimination and correct its discriminatory effects on the student, and on others, if appropriate. All documentation pertaining to the complaint/grievance will be confidential. The complaint/grievance once received will be maintained in the student's and/or employee's permanent file, which has limited staff access, this includes verbal complaints.

All complaints involving a student will be referred to the campus's Title IX Coordinator. The Title IX Coordinator is listed below and has the responsibility of overseeing all Title IX complaints and identifying and addressing any patterns or systemic problems that arise during the review of such complaints.

The Grievant/Complainant may use the Title IX Grievance Form, but it is not required, to file a Title IX discrimination complaint.

<b>Title IX Coordinator:</b> Jenn Harding- Nail Education Leader 1270 S. Vinnell Way Boise, ID 83709 jennh@boise.paulmitchell.edu 208-375-0190	<b>School Owner: <i>(for complaints involving employees)</i></b> Lou Starita 1270 S. Vinnell Way Boise, ID 83709 lou@boise.paulmitchell.edu 208-375-0190
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Paul Mitchell The School Boise ensures that its employee(s) designated to serve as Title IX Coordinator(s) have adequate training on what constitutes sexual harassment, including sexual violence, and that they understand how Paul Mitchell The School Boise's grievance procedures operate. Because complaints can also be filed with the School Owner, these employees also receive training on Paul Mitchell The School Boise's grievance procedures.

## Investigation of Complaints

In response to all complaints, Paul Mitchell The School Boise promises prompt and equitable resolution through a reliable and impartial investigation of complaints, including the opportunity for both parties to present witnesses or other evidence. The time necessary to conduct an investigation will vary based on complexity but will generally be completed within sixty (60) days of receipt of the complaint. If a complainant requests confidentiality, Paul Mitchell The School Boise will take all reasonable steps to investigate and respond to the complaint consistent with the request. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, Paul Mitchell The School Boise will inform the complainant that its ability to respond may be limited.

The preponderance of the evidence standard will apply to investigations, meaning Paul Mitchell The School Boise will evaluate whether it is more likely than not that the alleged conduct occurred. Both parties will receive written notice of the outcome of the complaint within 60 days of receipt of complaint. Written notice will include:

- ① Whether Paul Mitchell The School Boise found that the alleged conduct occurred, and whether it constituted discrimination.
- ② Any individual remedies offered or provided to the complainant or any sanctions imposed on the respondent that directly relate to the complainant. The respondent's version will not include individual remedies offered or provided to the complainant unless the remedy directly involves the respondent.
- ③ Any other steps Paul Mitchell The School Boise took to eliminate the hostile environment, if Paul Mitchell The School Boise found one to exist, and prevent recurrence.

During the investigation, Paul Mitchell The School Boise will provide interim measures, as necessary, to protect the safety and wellbeing of students and/or employees involved. Examples of temporary and permanent measures to protect the complainant as necessary are:

- ① No contact order
- ② Change academic situations as appropriate with minimum burden on the complainant
- ③ Counseling
- ④ Health and mental services
- ⑤ Escort services
- ⑥ Academic support
- ⑦ Retake a program or withdraw without penalty

If Paul Mitchell The School Boise determines that unlawful harassment or sexual violence has occurred, immediate appropriate corrective action will be taken in accordance with the circumstances involved, and Paul Mitchell The School Boise will take steps to prevent the recurrence of any harassment or discrimination. Any employee determined by Paul Mitchell The School Boise to be responsible for unlawful harassment or discrimination will be subject to appropriate disciplinary action, up to and including termination.

Remedies for student-related claims may include, but are not limited to, an order to stay away, suspension or expulsion.

To initiate a criminal investigation, reports of sexual violence should be made to "911" or local law enforcement. The criminal process is separate from Paul Mitchell The School Boise's disciplinary process. To the extent that an employee or contract worker is not satisfied with Paul Mitchell The School Boise's handling of a harassment or discrimination complaint, he or she may also contact the appropriate state or federal enforcement agency for legal relief.

Paul Mitchell The School Boise should make appropriate referrals to law enforcement. Paul Mitchell The School Boise will also notify complainants of the right to proceed with a criminal investigation and a Title IX complaint simultaneously.

Paul Mitchell The School Boise will not wait for the criminal investigation or criminal proceeding to be concluded before beginning its own investigation.

### **Retaliation Prohibited**

Paul Mitchell The School Boise prohibits any form of retaliation, intimidation or harassment against any individual who filed or otherwise participated in the filing or investigation of a complaint of discrimination. Any individual who believes he/she has been subjected to retaliation may file a separate complaint under this procedure.

## **Reporting Requirements**

Victims of sexual misconduct should be aware that School administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to other members of the campus community. Paul Mitchell The School Boise will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. Paul Mitchell The School Boise reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

## **Additional Information**

Paul Mitchell The School Boise does not allow conflicts of interest (real or perceived) by those handling the procedures. The school does maintain all documentation of any proceeding. The school will inform the students at regular intervals of the status of the investigation. The school will disallow evidence of past relationships.

Employees should contact Paul Mitchell The School Boise Director for more information or any questions related to this policy. Students may contact the Title IX Coordinator with any questions related to this policy. In addition, the U.S.

Department of Education Office for Civil Rights ("OCR") investigates complaints of discrimination, including harassment of students in educational programs or activities. This agency may serve as a neutral fact finder and will attempt to facilitate the voluntary resolution of disputes with the parties. For more information, visit the OCR website at: <http://www.hhs.gov/ocr/>.



## SEXUAL HARASSMENT POLICY

Paul Mitchell The School Boise 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:

- ① 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;
- ② 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
- ③ 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:

- ① Verbal harassment or abuse of a sexual nature
- ② Subtle pressure for sexual activity
- ③ Inappropriate or unwelcome touching, patting, or pinching of a sexual nature
- ④ Intentional brushing against a student's or an employee's body
- ⑤ Demanding sexual favors accompanied by implied or overt threats concerning an individual's employment or educational status
- ⑥ Demanding sexual favors accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status
- ⑦ Use of sexually or gender-degrading words or comments, verbal or written (e.g., graffiti)
- ⑧ Display in the school, on school grounds, or at school-sponsored events of sexually suggestive pictures
- ⑨ Leering of a sexual nature
- ⑩ 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 Boise 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](http://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 Boise. 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 Boise 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, newsgroups, 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.

## **ALCOHOL AND DRUG-FREE EDUCATIONAL FACILITY POLICY**

The School is concerned about the use of alcohol and drugs in the educational facility. This concern is based upon the effect that those substances have on a person's judgment, performance, safety, and health.

The School prohibits the possession, use, or being under the influence of alcohol or an illegal substance on School premises or at a School activity.

This prohibition includes drugs which (a) are not legally obtainable or (b) are legally obtainable but have not been legally obtained. The prohibition also includes prescribed drugs not legally obtained and prescribed drugs not being used for the prescribed purposes.

In order to enforce this policy, the School reserves the right to search all School premises, including classrooms, administrative offices, corridors, storage rooms, and parking lots. The School also reserves the right to search all employee and student property on School premises or at School activities, including but not limited to backpacks, purses, handbags, lockers, and vehicles parked on School property. The School also reserves the right to implement other measures necessary to deter abuse of this policy. Failure or refusal to cooperate may be grounds for disciplinary action, including expulsion from the School or termination for employees.

The School also will not object to law enforcement seeking to search School premises or employees and students, and employee and student property on School property or at School activities.

## REGULATORY AND ACCREDITATION AGENCIES

The following institutions license and regulate our institution:

### **State of Idaho**

#### **Idaho Bureau of Occupational Licenses**

700 West State Street  
Boise, Idaho 83702-5642  
(208) 334-3233

#### **Idaho State Board of Cosmetology**

1109 Main Street, Suite 220  
Boise, ID 83702-5642  
(208) 334-3233

#### **National Accrediting Commission of Career Arts & Sciences (NACCAS)**

3015 Colvin Street  
Alexandria, VA 22314  
(703) 600-7600

Nationally accredited by National Accrediting Commissions of Career Arts & Sciences (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.

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, or a copy may be reviewed on the school website.

## 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 School Director, the Education Leader, the Admissions Leader, the Operations Leader, the Financial Aid Leader and the Night School Education Leader. The team will receive and attempt to resolve each complaint or concern within 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. The school will maintain records of the complaint and response in accordance with the published record retention policy. Students will not be subject to adverse actions by any school official as a result of initiating a complaint.

Students should follow the above process; however, the student may, at any time, file a complaint with the school's accrediting agency, or the U.S. Department of Education.

### **State of Idaho**

#### **Idaho Bureau of Occupational Licenses**

700 West State Street  
Boise, Idaho 83702-5642  
(208) 334-3233

#### **Idaho State Board of Cosmetology**

1109 Main Street, Suite 220  
Boise, ID 83702-5642  
(208) 334-3233

Students will not be subject to retribution upon filing a complaint.



## SCHOOL ADMINISTRATION AS OF DECEMBER 2018

**Ownership:** Travstar, LLC.

**Owner:** Lou Starita IV

**Director:** Gail Comer

**Bookkeeper:** Stephanie Caruso

**Marketing Leader:** Brittany Workland

**Admissions Leader:** Paul Starita and Cassidy Cardon

**Financial Aid Leader:** Amber Callister and Sara Sapp

**Future Professional Advisor:** Martha Amador

### Staff Faculty

#### COSMETOLOGY EDUCATION TEAM:

**Amy Roberson:** Education Leader- full time

Cosmetology Instructor

License #- CI-261411

Amy is the Education leader for Paul Mitchell the school Boise. She creates the education calendar for the school. She teaches Professional Development classes and teaches in the Clinic Classroom when needed.

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**Amanda (Edwards) Turney:** Learning Leader- full time

Cosmetology Instructor

License #- CI-234959

Amanda is the Texture, Final Phase, and Protege specialist. She teaches texture specialty and state board prep classes within the Cosmetology program.

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**Phil Wood:** Learning Leader- full time

Cosmetology Instructor

License #- CI-230783

Phil is a national color educator for Paul Mitchell Schools. He teaches theory and color specialty within the Cosmetology program.

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**Amy Every Smith:** Learning Leader- full time

Cosmetology Instructor

License #- CI-265255

Amy is a Clinic Classroom Leader. She supervises services performed in the Clinic Classroom. She is the Cosmetology Nail Specialist and teaches nail classes within the Cosmetology program.

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**Charles Campbell:** Learning Leader- full time

Cosmetology instructor.

License #'s- (Cos) CI-226062

Charles is a Nail Salon owner. He is the mens groom specialist Learning Leader on the Clinic Classroom.

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**Brooke Dill:** Learning Leader- full time  
Cosmetology instructor.  
License #'s- (Cos) CI-270929  
Brooke is a Clinic Classroom Learning Leader.

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**Eva Larson:** Learning Leader- full time  
Cosmetology Instructor  
License #- CI255423  
Eva is a national makeup educator for Paul Mitchell Schools. She is our Core learning leader and instructs the students during their first 6 weeks of school.

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**Lacie Luker:** Learning Leader- full time  
Cosmetology Instructor  
License #- CI-244924  
Lacie is an Education Leader. She creates the education calendar for the school. She oversees the The Thursday through Saturday cosemtology and esthetics programs.

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**Silvia Manthey:** Learning Leader - Part Time  
Cosmetology Instructor  
License # CI-266515  
Silvia is a Clinic Classroom Learning Leader.

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**Elizabeth (Lizzy) Larson:** Learning Leader - Full Time  
Cosmetology Instructor  
License # CI-269106  
Lizzy is a Clinic Classroom Learning Leader and Makeup Learning Leader.

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**Jessica Newton:** Learning Leader - Full Time  
Cosmetology Instructor  
License # CI-269354  
Jessica is Core Learning Leader and is with the Future Professional for the first portion of school.

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**Dana Hone:** Learning Leader - Full Time  
Cosmetology Instructor  
License # CI-269518  
Dana is a Clinic Classroom Learning Leader and helps with Theory.

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**Chris Garza:** Educaiton Leader - Full Time  
Cosmetology Instructor  
License # CI-2253533  
Chris is an Education Leader, is on the Clinic Classroom and teaches classess and within the cosmetology program. Chris oversees the Monsay through Wednesday Barber, Nail and Cosmetology programs.

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**BARBER EDUCATION TEAM:**

**Charles Campbell:** Lead Learning Leader- full time

Barber Stylist instructor.

License #- (Barber Stylist) BRI-239874

Charles is a Nail Salon owner. He is the mens groom specialist and is the lead instructor of our Barbering program.

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**Amanda (Edwards) Turney:** Learning Leader- full time

Barber Stylist Instructor

License #- BRI-240351

Amanda is the Texture, Final Phase, and Protege specialist. She teaches texture specialty and state board prep classes within the Cosmetology program.

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**Benny Hone:** Learning Leader - Full Time

Barber Stylist Instructor

License # BRI-240428

Benny teaches Barber Core and is on the Clinic Classroom.

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**Nail Education Leader:**

**Jennifer Harding:** Learning Leader- full time

Nail technician instructor

License #-NTI-256327

Jenn is a nail salon owner and Nail specialist. She is the lead instructor at Paul Mitchell the School Boise.

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**ESTHETICS EDUCATION TEAM:**

**Melissa Lopez:** Learning Leader - Full Time

Esthetics Instructor

License # ESI-265921

Melissa is a Learning Leader for the Esthetics program. She teaches specialty and is on the Clinic Classroom.

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**Kelsi Jo Baker:** Learning Leader- full time

Esthetics instructor

License #-ESI-270219

Kelsi is a Learning Leader for the Esthetics program. She teaches Core and is on the clinic classroom.

**SUBSTITUTE LEARNING LEADERS:**

**Stephanie Riley:** Learning Leader - Full Time  
Cosmetology Instructor  
License # CI-248074  
Stephanie is a Clinic Classroom Learning Leader.

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**Brenda Morgan-Arausa:** Learning Leader - Full Time  
Cosmetology Instructor  
License # CI-223858  
Brenda is a Clinic Classroom Learning Leader.

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## PAUL MITCHELL THE SCHOOL BOISE -Addendum for Students Receiving VA Benefits

The programs at Paul Mitchell The School Boise are approved by the Idaho State Approving Agency for Veterans Education (SAA) for eligible students to receive veterans' education benefits. Students who enroll to receive these benefits are not only required to abide by the policies and rules of this school, but also by the rules and regulations of the Department of Veterans Affairs and the SAA. Students are also required to maintain all standards of conduct and satisfactory progress as stated in the official school listing.

Please read this Addendum carefully and sign and date the bottom of this form. Your signature indicates that you understand that in order to maintain eligibility for veterans' benefits, you must adhere to the following policies.

**Satisfactory Progress:** You must make satisfactory progress toward completion of the program in which you are enrolled to continue receiving veterans' benefits. A student receiving veterans' benefits is considered to be making satisfactory progress when she/he continues to demonstrate that she/he is completing his/her training at a rate that will allow him/her to graduate within the approved length of the program. Your progress will be monitored by your instructors and will be verified by the school's VA Certifying Official.

The VA will only pay for standard hours in the approved program of study. In order for a veteran to complete his training within the standard time, his/her progress should be measured at a level prescribed by the school for such program completion. Since training is accomplished in modules (weeks, hours, etc.) at Paul Mitchell The School Boise, your progress will be monitored on a (daily, weekly, monthly, etc.) basis. If your progress is not satisfactory during any measurement period, you will be notified and placed on probation during the following measurement period, at which time your progress will again be evaluated. If satisfactory improvement is not made by the end of this probationary period, VA educational benefits will be terminated (although you might be able to continue your training in accordance with school policy). Once you have completed the standard hours in this program, the VA will not pay for additional hours completed. This is true regardless of your remaining educational benefit entitlement. To use the remaining entitlement, you would have to enroll in a new program.

**Barbers:** After their initial 450 hour SAP Review, we will continue to meet with the students every 30 days until graduation after 450 SAP review, as well as they will be terminated if failing to maintain SAP after 450 hours.

**Nails:** After their initial 300 hour SAP Review, we will continue to meet with the students every 30 days until graduation after 300 SAP review, as well as they will be terminated if failing to maintain SAP after 300 hours.

**Leaves of Absence:** A student receiving VA educational benefits may take a school approved Leave of Absence, but this will interrupt VA educational benefits for the student during the leave. The leave of absence will be reported to the VA as a termination. When the student returns from the leave, the school may again certify the student for VA educational benefits, giving the student credit for all hours completed prior to the leave.

***Credit for Previous Training:*** The educational institution maintains a written record of the previous education and training of the eligible person or veteran that clearly indicates that appropriate credit has been given by the educational institution for previous education and training, with the training period shortened proportionately. Paul Mitchell The School Boise will evaluate each case individually. Military equivalency transcripts for Army, Marines, Navy and Coast Guard can be found at: <https://jst.doded.mil/smart/signIn.do>. Air Force Veterans can provide their Community College of the Air Force at <http://www.au.af.mil/au/barnes/ccaf/transcripts.asp>.

**Program Completion.** Your VA educational benefits expire on the earliest of either the date you reach the total hours approved for your program, or on the date you complete or terminate your enrollment in the program. When you complete your program, please notify the school's VA Certifying Official as soon as possible so that the VA can be informed within 30 days.

I have read this Enrollment Application Addendum and understand that I am required to comply with all the policies and rules of the school, as well as the U.S. Department of Veterans Affairs and the SAA.

Student Signature \_\_\_\_\_ Date \_\_\_\_\_

School Representative \_\_\_\_\_ Date \_\_\_\_\_