Paul Mitchell The School Cincinnati & Toledo

ATTENDANCE AND DOCUMENTATION OF TIME

1. The school records attendance in clock hours and gives appropriately earned attendance credit for all hours attended and does not add or deduct attendance hours as a penalty. Attendance is calculated using an attendance tracking app called MyPortico. It is the responsibility of the Future Professional to record their hours by checking in and out through the app. If a Future Professional fails to clock in or out for their schedule, the Future Professional will not receive hours.
   It is the responsibility of the Future Professional to ensure that they are properly clocking in and out as required. If a Future Professional fails to clock in or out for their schedule on the Future Professional time-clock, the Future Professional will not receive hours for the time with missed time punches.
   To ensure proper credit for clock hours, all Future Professionals are required to clock in and out at the following times:
   - When they arrive at school,
   - If a Future Professional leaves the premises for any reason, and
   - When they leave at the end of the day.

   Additionally, full-time Future Professionals are required to clock in and out at the following times:
   - When they leave for lunch,
   - When they return from lunch, and
   - If they take a break over 15 minutes.

   If the Future Professional wishes to dispute any hours they feel earned, the Future Professional must provide documentation to verify attendance on the missing time form. The documentation could include the Future Professional sign in sheet, the specialty class attendance role, and/or the guest service summary.
   If a Future Professional is experiencing timeclock challenges and are unable to clock in or out, they must report the challenge to any member of the management team or the Learning Leader in their class or designated area of the school within 24 hours.
2. Paul Mitchell The School Cincinnati school is open from 9:00 AM to 4:30 PM for day Future Professionals and 5:00 PM to 10:00 PM for night Future Professionals.
   Paul Mitchell The School Toledo school is open from 9:00 AM to 4:30 PM for day Future Professionals and 5:00 PM to 10:00 PM for night Future Professionals.
3. The Future Professional must attend school according to the schedule in the Future Professional's enrollment agreement. All programs require continuous attendance.
4. The following are mandatory attendance days: Mondays (night) and Saturdays (day). Failure to attend mandatory days may result in an advisory. If a Future Professional is unable to attend a mandatory day they may find a substitute and submit the Substitution Request Form to the Future Professional Advisor for approval.
5. Future Professionals must be on time, as tardiness inhibits the learning process. Future Professionals who are late for any class must be accompanied into the classroom by a Learning Leader. Future Professionals are never excused from mandatory theory classes to work in the clinic classroom.
6. Attendance Expectation Generally: Future Professionals must maintain a 100% attendance average each month in order to complete the program by the expected/calculated completion date. The school attendance policy requires 90% to maintain satisfactory progress. Falling below this number means that the Future Professional may receive a coaching on the advisory form for their attendance.

7. CORE/Protege Attendance Expectation: Cosmetology and Esthetics students attend Core for the first 210 hours of enrollment. The student must maintain 90% attendance during the first 30 days. At the conclusion of the first 30 days, if the student's attendance is not 90%, the student may be dropped from the program and asked to re-enroll on the next class start date.
   Manicure students attend Core for the first 2 weeks of enrollment. The student must maintain 90% attendance during the first 14 days. At the conclusion of the first 14 days, if the student's attendance is not 90%, the student may be dropped from the program and asked to re-enroll on the next class start date.
8. Future Professionals are required to be in attendance and actively participating in their education. When a Future Professional is scheduled for attendance but not present, these will be reflected as absent hours. If a Future Professional does not clock in or out properly resulting in the hours not being counted, these will be reflected in the absent hours unless the missing time form and necessary documentation is provided as outlined in the catalog.
   If a Future Professional is absent refer to the school make-up hour policy on how to make-up those hours. Please keep in mind make-up hours and policies are optional for the school to provide and may be changed. Future Professionals will receive clock hours during the times they fully participate in their learning experience.
9. Vacation and Planned Time Away (e.g. medical appointments, outside commitments): Future Professionals must request planned time off from school from the Future Professional Advisor and the Financial Services Leader. The approval of any request does not mean that the Future Professional will continue to meet the attendance requirements.
10. Unplanned Absences or Tardies: Future Professionals who are late or cannot attend school must contact the school and talk directly to the Future Professional Advisor. Day Future Professionals must call in by 9:00 AM; Night Future Professionals must call in by 1:30 PM.
11. Lunches and breaks are scheduled for all Future Professional. All full-time Future Professional are required to take a 30-minute lunch break between 11:30 AM and 1:30 PM. Future Professional should communicate with their Learning Leader if they have not had lunch by 1:30 PM. Part-time Future Professional will take a 20-minute break as scheduled by school administration.
    Observe the appropriate breaks for your school schedule. Breaks are as follows:

Future Professional Schedule	Breaks	Lunch
7 1/2 hr/day	15 min. in the morning & 15 min. in the afternoon	30 min.
5 hr/day	20 min. at mid-point of schedule	n/a

12. Documentation of time: Future Professionals may not leave the school premises during regular hours without a Learning Leader’s permission.
    - Future Professionals who leave the school premises for more than 10 minutes or those who leave early must document their time by clocking out on the time clock, signing the sign-out sheet, and having a Learning Leader book them out.
    - Future Professionals who leave the school premises for less than 10 minutes must sign the sign-out break sheet.
    - Day Future Professionals must clock out on the time clock for lunch for 30 minutes every day. Future Professionals will not receive credit for the hour if they fail to clock in/out for lunch.
13. Future Professionals can not clock in or out for another Future Professional.
14. Future Professionals can not ask others to clock them in or out.
15. Future Professionals must keep a record of all services performed each day digitally via the MyPortico app.