

Dinwiddie High School
Army JROTC Department
Dinwiddie, Virginia 23841

Policy Number 8-8

1 September 2012

MERITS/DEMERITS SYSTEM

1. SCOPE: This DHS JROTC policy letter establishes the Merits and Demerits for this JROTC program. This DHS JROTC policy letter will be reviewed yearly.

2. APPLICABILITY: This JROTC policy letter applies to all Cadets assigned to the Dinwiddie High School JROTC program

3. REFERENCES

a. Cadet Command Regulation 145-2

4. Purpose

The merit and demerit system is established to provide a means whereby cadet leaders can discipline cadets who violate policies and procedures, and reward cadets for superior performance of duties.

a. Merits will be awarded to those cadets who excel in any phase of their training or whose adherence to standards of the JROTC far exceed those of the average cadet.

b. Demerits may be assessed for any infraction or violation of existing standards of the JROTC Department and the school. The number of demerits received by a cadet is an indication of his/her effort and interest in the school, Cadet Corps, and himself/herself. Assessed demerits will accumulate during each grading period and can reduce the numerical grade average.

c. Merits cancel out demerits. Cadets may work off demerits prior to the end of each grading period by performing supervised constructive work. Remaining merits and demerits will be used to develop student grades for the nine week period. Merit/demerit records will be closed out each six weeks to permit inclusion in the nine weeks' grades.

5. Responsibilities

a. Cadet officers and NCOs in the rank of Sergeant First Class and above may recommend the awarding/issuing of merits or demerits.

b. The provisions of good leadership and the chain-of-command will be followed in awarding merits and issuing demerits.

c. Failure of cadets to carry out this very important responsibility in the proper spirit and manner is grounds for corrective action.

6. Affect on Alphabetical Grade

Merits/demerits are accrued cumulatively for each nine week grading period and will be added to, or subtracted from, the final nine weeks' grade. The merits/demerits are applied when the nine week academic grade is computed and a tentative numerical grade is assigned. Outstanding merits at the end of the grading period will result in an adjustment of the grade on the basis of one (1) point for each five (5) merits but will not raise the grade more than one letter grade. Demerits will result in an adjustment of the grade on the basis of one (1) point for each five (5) demerits, but will not lower the grade more than one letter grade. Merits/demerits given during the last seven days (including the weekend) of a grade period will be carried forward to the next grading period.

Example #1: Cadet has an average of 93 and 10 merits. His/her final average for the grading period will be calculated as follows:

$$93 + 2 \text{ (gain of 2 points for 10 merits)} = 95 \text{ of "A"}$$

Example #2: Cadet has an average of 95 and 15 demerits. His/her final average for the grading period will be calculated as follows:

$$95 - 3 \text{ (loss of 1 point for the 5 demerits)} = 92 \text{ or "B"}$$

7. Control

- a. All merits and demerits given by a cadet must be reviewed and approved/disapproved by the SAI/AI to ensure they are fair, impartial, and not in excess of the amount authorized. Merit and demerit forms will be routed through the chain-of-command to the cadet BN CDR or cadet XO; review for approval/disapproval by the SAI/AI; forwarded to the S-1 who will record them in the cadet's official record.
- b. Merits and demerits will not be issued without the approval of the SAI/AI.
- c. No cadet may issue merits to himself/herself.
- d. Any cadet who feels that he/she has been unjustly given demerits may appeal, in writing, through the chain-of-command, to the SAI.

8. Accrual of Excessive Demerits

- a. Cadets who accrue an unusually high number of demerits may be considered for disenrollment from JROTC.
- b. At the end of each grading period any cadet having been assessed more demerits than merits will have his or her grade average lowered by one point for each five (5) excess demerits. No grade will be lowered more than one letter grade.
- c. Demerits may be worked off by arrangement with the SAI/AI. The specific number of demerits and the work required will be decided at the time of the arrangement.

d. Cadets who accumulate more than twenty-five (25) demerits, at any one time will not be considered for any favorable personnel action.

9. Merits

Cadets may receive merits for may be awarded in the amounts and for the reasons shown:

<u>REASON</u>	<u>AMOUNT</u>
a. Attending JROTC activity period in the proper uniform and on time	1-5 merits
b. Outstanding demonstration of leadership	1-5 merits
c. Drill Team or Color Guard performance	1-5 merits
d. Drill/Color Guard/Marksmanship/Raider Team members of a winning team in competition	10 merits
e. JROTC work outside normal school hours, lunch (voluntary assistance)	1-2 merits per hour including
f. Being responsible for a new cadet enrolling in JROTC	10 merits
g. Outstanding performance and appearance	1-5 merits
h. Special projects	1-10 merits

5-7 Demerits

Cadets receive demerits for infractions of rules or regulations. A written request for consideration by a Cadet Board of Review must be prepared and submitted to the President of the Cadet Board of Review if the matter requires stronger action. The POB will investigate and determine if a board should be conducted.

a. Listed is the maximum number of demerits for each offense. Lesser number of demerits may be given, depending on the seriousness of the offense.

<u>Offenses</u>	<u>Max # Demerits</u>
1. Malingering (hanging out w/o permission in the supply room, SAI/AI office, or off-limits area)	10 demerits
2. Misuse of Government or JROTC property	10 demerits
3. Unacceptable conduct (Using profane or obscene language while in uniform in the JROTC area)	15 demerits

or during a JROTC activity)

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| 4. Failure to report for an agreed duty or detail | 1-5 demerits |
| 5. Discourtesy or insubordination | 1-15 demerits |
| 6. Improper wear of uniform
(disarray, dirty brass, shoes, clothing,
wearing unauthorized items) | 1 demerit/item |
| 7. Need shave, haircut, or hair not worn to
standard | 1-5 demerits |
| 8. Misconduct in classroom
(sleeping, excessive talking, or horseplay) | 1-5 demerits |
| 9. Chewing gum or talking in formation | 1-5 demerits |
| 10. Unprepared for class | 1-5 demerits |
| 11. Unexcused late to class or formation | 1-5 demerits |
| 12. Not wearing the proper uniform
on the prescribed uniform day | 10 demerits |

B. Serious offenses and misconduct such as, lying, cheating, stealing, hazing (bullying or harassing) subordinates or actions which would bring discredit upon the DHS JROTC Corps, DHS, or the US Army are in direct contradiction to the JROTC Cadet Creed and will not be tolerated. The action taken for such offenses is determined by the cadet's LET level, academic level, and JROTC rank.

1. Officers - 25 demerits and/or board of review and disciplinary action by the school.
2. Noncommissioned Officers - 25 demerits and/or board of review and disciplinary action by the school.
3. Privates - 10 demerits (1st offense), 25 demerits or board of review (2d offense) and disciplinary action by the school.

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