

Parent Handbook

3 Back to school night 6 First Day of School 22 McTeacher Night	AUGUST '18						
	S	M	T	W	Th	F	S
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	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
19	20	21	22	23	24	25	
26	27	28	29	30	31		

1 Teacher In-Service 4 Registration for current 18 Presidents' Day 25-Mar. 1 Book Fair 28 Open House	FEBRUARY '19						
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	10	11	12	13	14	15	16
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24	25	26	27	28			

3 Labor Day 7 Teacher In-Service 10 Picture Day 13-14 Parent Teacher Conference/ Progress Reports	SEPTEMBER '18						
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1 Teacher In-Service 11 Fourth Quarter Begins 14 Spring Picture Day 18-22 Spring Break	MARCH '19						
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31							

1-5 Book fair 5 Teacher In-Service 8 Columbus Day 9 Fall Break 15 Second Quarter Begins 29 Picture Retakes	OCTOBER '18						
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5 Teacher In-Service 8-12 Assessment Tests 19-22 Easter Holiday	APRIL '19						
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2 Grandparent's Day Teacher In-Service 11 Veterans Day 12 Veterans Day (observed) 21-23 Thanksgiving Break	NOVEMBER '18						
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3 Teacher In-Service 20 Kindergarten Grad. 21 Eighth Grade Grad. 23 Last Day of School 27 Memorial Day 28 Summer school begins	MAY '19						
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7 Teacher In-Service Half Day before Break 24-Jan 4 Christmas Break	DECEMBER '18						
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16 Father's Day	JUNE '19						
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7 Third Quarter Begins Teacher In-Service 21 M.L. King Day	JANUARY '19						
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4 Independence Day	JULY '18						
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28	29	30	31				

Isaiah 40:31



FIRST BAPTIST CHRISTIAN ACADEMY

1447 South 7th Street
Sierra Vista, Arizona 85635

(520) 458-2983
<http://fbc.academy>

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OUR ADMINISTRATIVE TEAM

Jim Carter- FBCA Principal
Diane Seipke -Preschool Director
Rochelle Lewis - Secretary

PRINCIPAL'S MESSAGE

Welcome to First Baptist Christian Academy!

On behalf of the faculty and staff of First Baptist Christian Academy, I am privileged to have the opportunity to welcome you to our school. We recognize the selection of your child's school is one of the most important decisions and investments you will ever make. Since 1984, First Baptist Christian Academy has offered an excellent academic education founded on the truth of God's Word.

Through our foundation statement "Touching the Heart and Training the Mind", it is our goal is that each child would grow spiritually and academically, being used by God to accomplish the plans He has for their lives.

We offer Preschool through eighth grade students an educational program that acknowledges all truth is God's truth by integrating faith with carefully selected curriculum. Our teachers are Christian leaders in their classrooms, each uniquely qualified for the calling God has placed in their life. Teachers utilize God's Word as a framework for helping students understand and evaluate the world around them. Students are encouraged to develop a love for the Bible and the knowledge that comes from learning the truth of His word.

We consider it a blessing to partner with you in educating your children. Please read this handbook carefully. You will find information on many of our day to day procedures here at FBCA. You'll also find guidelines as they pertain to dress codes, discipline, and behavior expectations for our students. It is our belief that school is an extension of the home, and the parents carry the ultimate responsibility for the education of their children. We want to make your child's school experience enjoyable by providing an environment that promotes love, acceptance, structure and spiritual growth. May the Lord bless you!

Blessings,

*Mr. Jim Carter
FBCA Principal*

General Information

HANDBOOK PURPOSE

This handbook contains the purpose, policies, and procedures of First Baptist Christian Academy. Staff, parents, and students may consult this book with any questions regarding school policies. From time to time the Academy may encounter situations that are outside of the scope of this handbook. When this occurs, the principal and/or Academy Board will have the final say regarding any decisions that need to be made. The Academy reserves the right to amend or change this handbook at any time.

VISION

That FBCA students will keep Christ as their central focus, continue to strive for a high standard of academic excellence, build social independence, and grow in spiritual maturity with strong Christian values.

MISSION

To provide a Christian learning environment in which the spiritual, academic, social, emotional, physical, and mental needs of each student are recognized and fulfilled so that children and parents have the opportunity to experience a personal relationship with Jesus Christ as Savior and Lord.

VALUES

We value:

1. God's Truth as revealed in His authoritative and inerrant Word, the Bible
2. Children as unique creations of God
3. Academic excellence

FBCA PHILOSOPHY OF EDUCATION

The First Baptist Christian Academy exists to glorify God, the Father, His Son, Jesus Christ, and the Holy Spirit. Toward this end, we will establish a Christ-centered curriculum. Our philosophy is guided by the truths of Scripture that teach us we were created by God and for God. When a person commits his life to the Lordship of Jesus Christ, he is then a new creation with a spiritual dimension added to his life. 2 Cor. 5:17 Therefore, if anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come.

We are a Christian academy, bound to the First Baptist Church doctrines and beliefs. Our aim is to provide a Christian perspective from which will come a godly understanding of a person's role in life at home, at work, at play, and in worship. 2 Tim. 3:16 - All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness.

This Christian perspective is the foundation for all our classes, and we will promote high academic standards while helping the students achieve skill in creative and critical thinking. Our philosophy dictates that we cooperate closely with parents in every area of the student's development. Our goals are not just for academic excellence in each classroom, but also for spiritual maturity in the lives of our students, teachers, and all who are connected to FCBA.

2 Tim. 2:2 - And what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others

also. FBCA FAMILY AND PERSONAL LIFESTYLE STATEMENTS

We believe that marriage is a sacred institution designed by God, intended between one man and one woman who commit legally to each other through the covenant of marriage.

Genesis 3:21-24; Matthew 19:4-6; Ephesians 5:22-31

We believe that the unique roles of male and female are clearly defined in Scripture, and that homosexuality is a sin. Romans 1:21-27; I Corinthians 6:9-20

GOALS

Our Academy goals are to:

1. Provide a positive, safe, healthy, supportive Christian environment for students and staff.
2. Provide opportunities in which a personal and fulfilling relationship with Jesus Christ can be developed.
3. Develop a Christ-centered, child-oriented curriculum.
4. Develop self-discipline based on a sense of biblical right and wrong.
5. Develop a high standard of academic achievement for lifelong learning.
6. Encourage individual creativity.
7. Promote decision-making and problem-solving skills.
8. Help each child become an integrated whole: academically, socially, physically, emotionally, and spiritually.
9. Build positive school-child-parent relationships.
10. Develop an awareness of and concern for our multicultural world.

SCHOOL AFFILIATION

First Baptist Christian Academy is a ministry of First Baptist Church of Sierra Vista, Arizona. An Academy Board comprised of at least five members of the church mandates Academy policies.

First Baptist Christian Academy is licensed and regulated by the Arizona Department of Health Service, 400 W. Congress, Suite 100, Tucson, AZ 85701-1352, phone 520-628-6540. Inspection reports are available in the Academy office upon request.

ADMINISTRATION OF THE ACADEMY

The Academy is a ministry of First Baptist Church. The Academy Board acts as the legislative body in formulating policy for the conduct of the Academy. The Board approves the hiring of staff, sets policy, adopts textbooks, approves diplomas and certificates, determines use of school property, approves the school calendar, and develops and approves the budget for the school.

The Academy principal is responsible for the academic operation of the Academy. The principal works under the supervision of the Academy Board and in accordance with the philosophy and policies adopted by the Board to ensure academic excellence.

The preschool director is responsible for the operation and staffing of the preschool division of the Academy. The preschool director works under the supervision of the principal and in accordance with the philosophy and policies adopted by the Academy Board.

SERVICES

We provide education and childcare for children 3 years of age through eighth grade. Class time is 8:30 a.m. until 12:00 noon for morning preschoolers, 8:30 a.m. until 3:00 p.m. for all-day preschoolers, and 8:00 a.m. until 3:00 p.m. for Kindergarten through 8th grade. Extended care is available for our students from 6:30 a.m. until 5:30 p.m. The Academy office hours are from 8:00 a.m. to 4:00 p.m.

All students in extended day care have a nutritious afternoon snack. Information about our hot lunch program is available in the Academy office.

We have a summer program that includes Bible stories, academics, recreation, music, and arts, crafts and academics. It is open to all students, preschool through fifth grade, whether or not they are enrolled in the Academy during the school year.

The Academy library offers a wide selection of books and materials.

Our computer lab facilitates technology instruction and enables students to participate in a wide variety of learning experiences and research. Acade- my teachers and staff take precautions to prevent student access to inappropriate information.

FBCA may offer a for-pay tutoring program after school, with priority enrollment for Academy students. Tutors will be K-8 Academy

teachers. We encourage parents to view the Academy website at <http://fbc.academy> and use RenWeb.

INSURANCE

The Academy carries insurance as required by the State of Arizona.

SCHOOL SPIRIT

We are the First Baptist Christian Academy Eagles. The official school colors are blue and

white. At FBCA, we encourage school spirit by offering many activities to promote school

spirit.

Policies and Procedures

ACADEMICS AND CURRICULUM

Our curriculum is child-oriented. The child’s needs in all areas (mental, social, emotional, physical, and spiritual) determine the activities that teachers prepare.

God’s truth is integrated into all parts of the program. Teachers include prayer, singing, Bible stories, Bible verses, and object (values) lessons in their daily plans.

In our preschool program, children become acquainted with letter sounds and numbers. They expand their vocabulary and learn how to express themselves verbally and artistically. They learn how to interact with their peers and adults as they work and play together. They learn fundamental truths about God’s love through age-appropriate Bible stories.

The A Beka, Bob Jones, and ACSI curriculum are the foundation of our academic planning. In the elementary classes, teachers prepare and teach a full curriculum that includes grammar, literature, writing, reading, history, geography, spelling, art, music, physical education, health, science, Spanish, and computer applications.

In grades 1-8, students usually have homework three nights a week. There will be limited homework on Wednesdays. Occasionally, homework may be given on Fridays. Teachers may also assign larger projects that may require some help from parents.

All students in grades 3 through 8 will take an assessment test at the Academy during the month of April. Test results will be available for pickup in the school office.

Only parents, legal guardians, and school officials have access to students’ cumulative records. All other persons and agencies desiring records must submit a Request for School Record form, signed by at least one of the parents or a legal guardian.

Film Viewing Policy

Academy staff will show only G-rated movies to students without signed parent permission. Teachers will preview a movie before showing it. Teach- ers and/or staff may show a PG-rated movie for educational purposes as long as teachers obtain signed parent permission from every student. The Academy will not show films rated other than G (no parent permission required) or PG (parent permission required) at any time to students, nor will students go on field trips to see movies rated other than G or PG.

ADMISSIONS

FBCA admits students of any race, gender, creed, national, and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, or national or ethnic origin in administration of its educational policies, admission policies, athletic, or other school-administered programs. The Academy reserves the right to refuse admittance to any applicant or withdraw any student on any other basis. The Academy does not enroll non-resident alien students or those who cannot provide the proper citizenship documentation.

Admission and Enrollment

Admission information can be found through our website- <http://fbc.academy>. There is a \$25 application fee and \$100 enrollment fee for new parents. There is a \$75 enrollment fee for current parents. These fees are non-refundable. Application paperwork includes birth certificate, immunization record, and current report card (if applicable). Process cannot move forward until these documents are provided. Enrollment will commence after successful completion of application and meeting with Principal or Pre-school director and any appropriate testing. Current students will re-enroll using RenWeb’s re-enrollment process.

Transfers

Students in grades K-8 who apply to transfer to the Academy from other schools must be approved for enrollment before they attend class. The process is the same for students who desire to transfer at the beginning of the school year and those who want to enter during the school year. Transferring students must follow these steps:

1. Complete the online application, including the birth certificate, immunization record, and transcripts (if applicable).
2. Parents and student meet with the principal or pre-school director. The teacher for the grade may also be asked to attend the conference to discuss expectations of the class or curriculum.
3. Take a readiness or placement test if deemed necessary by the principal. This testing is administered by the Academy staff.
4. The principal or pre-school director will notify the parent about their admissions status with the academy.
5. If accepted, the parent will complete the Online Enrollment documentation via RenWeb.

6. The principal may admit students on a provisional basis, pending behavior or grade probation for a given number of weeks.

7. If a student is not admitted for enrollment, the \$25 application fee is not refunded.

Readiness/Placement Tests for K-8 Students

Students entering kindergarten through 8th grade will take readiness/placement tests when the principal deems it necessary. The Academy may administer tests to students who are applying for transfer as well as any Academy student who has been referred for testing by his or her Academy teacher. The principal will consider the score a student earns on the readiness/placement test in conjunction with other factors when determining acceptance of the student applicant.

With permission from the principal, a kindergarten applicant whose fifth birthday falls between September 1 and November 29 may take the Academy’s kindergarten placement test, administered by a teacher or staff member. (This parallels the same 90-day age waiver period adopted by the Arizona Department of Education for public schools.)

Program Age Requirements

Kindergarten

To start kindergarten, students must be five years old on or before August 31 of the year in which they are enrolling. An exception may be given if testing of the student meets the standard. Each kindergartener is enrolled on a probationary basis for his or her first quarter in the Academy. This requirement applies to all students, whether or not they attend the Academy for preschool.

1st-8th grade

Successful completion of the previous school year is required. Admission is based on testing and interview with the principal.

Extended Care Program Age

An extended care program is open to Academy students, preschool through eighth grade.

Preschool Age

A preschool program is offered two, three, or five days a week. A student must be three years old and completely potty trained before enrollment. To start in the 4-year-old class, students must be four years old on or before August 31 of the year in which they are enrolling.

Waiting Lists

Once a maximum number of students is enrolled for a class, the Academy office starts a waiting list. If the waiting list for a class exceeds the minimum requirements prescribed by the Academy Board, the principal may work with the church pastoral staff to authorize the establishment of a new class, if space is available.

Finder’s Fee and Recruiter’s Incentive

Any Academy family who recruits a new student from another (non-Academy) family will receive a finder’s fee to be applied to their own tuition payment. The finder’s fee will be a one-time \$250 incentive available once per school year per recruiting family. The non-Academy family must list the recruiting family on their application form for the recruiting family to be eligible for the \$250 incentive. The new family must be in attendance at the academy for three months before the incentive is applied. Withdraw before the three months will forfeit the incentive. [amended 2/18/2016 by F.B.C.A. school board].

ATTENDANCE

Signing In and Out

Students up through third grade must be signed in and out for regular school hours by the parent or a person designated by the parent. Parents and guardians must sign tneir first and last names on the sign-in sheet. The person signing out the student must be over 15 and on the approved pick up list or provide a yellow card to the staff. All signatures must be legible. Children in fourth grade or above are signed in and out only if they are here before 7:45 a.m. or stay after 3:15 p.m. They may sign themselves in and out if the parents have notified the office in writing that they want their child to do so. The Academy is not responsible for the child once he/she is signed out. When parents bring or pick up their child, they must make sure that the teacher acknowledges the child’s presence before they leave and is aware that they are picking up their child. If the staff member does not recognize the person picking up a child, he or she will ask for a completed yellow card and photo identification before releasing the child to the adult. All students will be picked up in their classrooms at 3:00 pm. If there are any students remaining at 3:15 pm, they will be transferred to the designated aftercare room.

Absences

An absence is defined as any day a student misses half a day or more of class. **Any time a student misses school is detrimental to academic progress.** In the case of excessive absences, the principal may determine that a student should be withdrawn from the Academy. Each absence is considered excused or unexcused.

Excused absences- An excused absence is an absence due to a personal illness, serious illness in the family, death in the family, family trips, school-approved trips, medical or dental appointments, court appearances, or absences due to providential hindrance. Parents will contact the school office as early as possible on each day of their child's absence to inform the school staff of the absence. Absences of three days or more require a physician's note, detailing the cause for the absence and, if the disease is communicable, stating a date when the child is cleared to return to school.

Unexcused absences- Absences other than for the reasons above will be considered unexcused absences. Upon a sixth unexcused absence, the student could be expelled from First Baptist Christian Academy. Per ARS 15-901, anyone with 10 consecutive unexcused absences will be mandatorily withdrawn from school. Tuition payment will be due for the 10 unexcused days plus 10 days after in accordance with our withdraw policy.

Pre-arranged absences- When a student will be out of school due to a family vacation or for another reason, and the time of the absence is known ahead of time, it is the parents' responsibility to contact the principal and teachers, and secure the class assignments for that period of time. For pre-arranged absences, all course work and homework assignments are due on the day of return to class. If work is not turned in, no credit will be given. The teacher must schedule any make-up exams within three school days after the student returns. If the teacher decides not to give homework prior to the absence, then the student must complete all work within seven days after he returns to class. Failure to meet these requirements will result in an unexcused absence for each day missed.

Truancy

Truancy is an absence without the knowledge and consent of parents and/or school staff. This includes leaving school without permission before the end of the school day, or staying out of scheduled class or an activity without permission. The Academy does not tolerate such action. First truancy: Student will be suspended from school for two days. Second truancy: Student will be expelled from school.

Excessive Absences

Students who miss more than 10% of required school days (approximately 18 days) in a calendar year may be considered to have excessive absences. These students may be required to provide medical documentation to remain in class and excuse further absences. Failure to provide documentation can result in your student being retained in their grade or being withdrawn from school.

Make-Up Work

Students with excused absences (other than pre-arranged absences) are allowed to make up work within a reasonable length of time (one to five class days, depending on circumstances). Students should not expect teachers to delay tests or allow them extra time simply because they missed a day of school just before the test. Teachers will give consideration to students missing several days in a row or those obviously too ill to prepare for school. For normal two- to three-day illnesses, all work must be made up within five class days after returning to school. If the student receives an incomplete on his/her report card due to an extended absence, make-up work must be completed within five class days after returning to school.

Teachers will assist students in making up work. However, it is the student's responsibility to determine what work has been missed and to complete it. When a student has obviously delayed or put off work, the teacher is no longer obligated to assist the student in making up the work and will administer a failing grade. Students are not permitted to miss regularly-scheduled classes in order to make up work.

Students with unexcused absences must do the work they miss and the grade may be dropped one letter grade below that earned.

Suspended students will take home all assignments that they will miss while suspended. However, the grade that a student receives for each make-up assignment will be only 75% of what he or she would normally earn for the same work. Tests will be made up with no penalty.

Tardiness – K-8 Students

A student is considered tardy when he or she arrives in class at 8:10 a.m. or later. When a student is tardy, the teacher, office staff, or principal will notify and/or counsel the parents, depending on the tardy frequency for that student. Other than for pre-arranged late arrivals, such as after a dentist appointment, all late arrivals will count as tardy. The only time that a tardy will be considered a discipline infraction will be if the student transports himself or herself to school late or if he or she is at school on time, but, due to his or her dawdling, is not in class by 8:10. All student arriving after 8:10 am must be signed in to the office by a parent or guardian prior to checking in to their classroom. Parents should not accompany their child to the classroom after 8:10, the child will be given a tardy slip in the office or accompanied to their class with the Principal or office secretary.

Excessive Late Morning Arrival

5 Free (per qtr): Letter from Principal

6th Tardy (per qtr): Lunch Detention

7th Tardy (per qtr): 45 Minute After School Detention

8th Tardy (per qtr): 1 hr. lunch detention

9th Tardy (per qtr): In-House suspension

10th Tardy or more (per qtr): Principal to set discipline after conference with parent

Co-Curricular Attendance Eligibility

If a student is absent from school, s/he will not be allowed to participate in any school-related activity scheduled for that day (e.g. athletics, drama, social, etc.) Students must be present for ½ of their class time any particular day for co-curricular attendance purposes. At times, students will need to leave school early in order to travel to an out-of-town athletic competition or school related event. These are considered excused absences. It is the student's responsibility in each case to make arrangements for any school work missed.

Keep in mind that a student may be repeatedly absent (especially from the same class period) due to the schedule pattern of the particular activity (i.e., sport schedule). If missed class work begins to build, the teacher reserves the right to have the student miss the next available practices, rehearsal or other activities to make up the work.

School Closures

During inclement weather, parents will be notified by local radio station or TV Broadcasts. The principal will coordinate staff notification. Parents are encouraged to listen to radio or TV broadcasts. FBCA reserves the right to close school even when the public school decides not to.

Medical Appointments

Medical appointments should be made for non-school time, if at all possible. If it is absolutely necessary for a student to leave early for a medical appointment, the parent must send a written request to the child's teacher in advance. No student will be released to anyone other than those authorized in writing by the parent. If a student needs to leave during class time, they need to be signed out in the office.

CHAPEL

Students meet for worship in chapel service every week during the school year. It is an extension of their Christian training, but not the extent of it. The principal, a pastor, teacher, or a designated individual conducts chapel services. A spirit of reverence is encouraged in all chapel services. Students should observe attentive, courteous conduct that honors the Lord at all assemblies.

CONDUCT

General Policy

The Academy seeks to assist the student in developing a Christ-like spirit in regard to self-discipline and insists on strict adherence to standards of conduct. The Academy uses an assertive discipline program. This is a positive approach, which praises and rewards children for their acceptable behavior. The staff teaches rules and correct behavior to students through discussions and modeling of correct behavior. The Academy provides consequences when a student chooses not to use good behavior.

All faculty and staff members follow the discipline code as outlined in the Academy's Staff Procedure Handbook. Classroom teachers document behavioral problems, disciplinary measures, and resulting parent/ teacher communications on forms provided by the Academy for discipline referrals and parent contacts. When a staff member observes student misbehavior during recess, extended care, a specials class, or elsewhere, that staff member submits information, in writing if needed, to the classroom teacher for documentation. Threatening, harmful, or dangerous misbehavior will result in immediate referral to the principal or preschool director. When a student is referred to the principal, preschool director, or other designated personnel, parents are contacted and documentation is placed in the student's file for the remainder of the school year.

Each teacher develops his or her own classroom rules, aligned with the Academy's discipline code outlined in the Procedure Handbook. These rules are posted in the classroom, and teachers distribute copies to parents at the beginning of the school year. Procedures for addressing students' tardy and their first five unexcused absences will be included in each teacher's policies.

Students may not have toys or food on the playground during their P.E. class; water bottles are permitted.

Inherently dangerous items or materials may not be brought onto school/church property. These include, but are not limited to: pistols or rifles (real or toy); explosives (powder, hand grenades or caps); knives (pocket or sheath regardless of size); bows and arrows (real or toy); flammable substances or items (cigarette or log lighters, lighter fluids, gas or other flammable liquids); chemicals (mercury, acid, etc.); poisons; and poisonous plants, animals, or snakes. This does not apply to supervised, school-sponsored programs for entertainment or instructional purposes.

Student use of personal, non-academic, non-medical, electronic devices is prohibited at all times. These devices include, but are not limited to: hand-held games (such as Nintendo DS or PSP); all types of music players with or without headphones; and cellular telephones. All cell phones must be turned off and stored in student's backpack and can used for emergencies only. This includes during before and after school care.

After a student's fifth discipline referral to the office, the principal or preschool director will schedule a conference with the student's parent(s), the classroom teacher, specials teachers (if needed), the student (if allowed by parents to attend), and the principal or preschool director. The purpose of the conference is to discuss the student's behavior so that the principal and/or preschool director can make an appropriate determination regarding the student's retention at the Academy.

Meals

All students will have an assigned lunch period each day. The students are to bring a lunch from home or order lunch from our hot lunch program. Hot lunch ordering will be available through RenWeb, usually at the end of each month for the next month.

Additionally, all age groups are given a snack time during the morning. For preschool, the snack (food item and beverage) is provided. K-8 students will need to bring a snack from home, as snack is not provided to this age group. Students participating in the extended care program will be provided a snack between 3:30 and 4:00.

Drinks are only provided to students purchasing a hot lunch. Soda should not be packed in a student's lunch. Additionally, the soda machine is not to be used by students at any time. This machine is operated by First Baptist Church and for adult use only.

Cheating

Cheating is a serious offense: it involves taking information from another source and presenting it as one's own information. Thus, it involves both stealing and lying. Students must come to understand the seriousness of cheating, since it violates God's commands in Scripture. Cheating is defined as: copying homework; handing in another's work; plagiarism in research papers and compositions; unauthorized assistance on tests or quizzes; collusion in incorrectly grading another student's paper; and giving answers to or receiving answers from another student.

Public Display of Affection

FBCA is dedicated to a Christ-centered learning environment where students feel safe. Wholesome and God-pleasing relationships among our students are encouraged. However, students should refrain from inappropriate public display of affection (PDA) at all times when on campus. Some example of this type of PDA include kissing, excessive or extended hugging or hand-holding, sitting on laps, and so forth. If an Academy staff member observes an occurrence of inappropriate PDA, the students initially receive a warning. Subsequent incidents will result in a report of the behavior to the students' classroom teachers, who will address the PDA as a discipline infraction, in accordance with the teacher's classroom discipline rules. For guidance regarding occurrences of sexual harassment, see Section XIII, "Harassment of Employees and Students," in this student policy.

Corporal Punishment

Corporal punishment or punitive measures, which are detrimental to the physical or emotional welfare of the child, are not used at the Academy.

Severe Misbehavior

Severe misbehavior or dangerous behavior will result in an immediate suspension. The principal will determine the length of the suspension and whether the student will be allowed to continue on a probation status or be dismissed. A meeting with the parents will be held before the child returns to class. Acts such as hitting a teacher, assaulting another student, destroying school property, or similar evidence of uncontrolled anger or rage fall into this category. The clinical status of such behavior will not be discussed; the subjective judgment of the principal is final. Bullying another student physically, verbally or cyber, will be suspended or dismissed from school. It will not be tolerated.

Withdrawal and/or Expulsion of a Student

Preschool through 8th- Parents will be asked to withdraw their child, regardless of age, if his/her attitude, conduct, or lack of potty training has been judged by the principal or preschool director to be inconsistent with the goals, beliefs, and rules of the school.

Preschool- Toilet training determinations will be based on the following: Upon the first two incidents, the student's teacher or aide will contact his or her parents. Upon the third and fourth incidents, the preschool director will contact the student's parents to inform them of possible outcomes. After the fifth incident, the preschool director will set up a conference with the parents to determine possible intervention. The sixth occurrence will result in the dismissal of the student from the Academy, with the option of the child's returning to the Academy after eight weeks without paying the registration fee again, as long as there is still an opening in the class.

Moral Misconduct Off-Campus

In all cases of public-knowledge misconduct, the Academy Board will take appropriate action, including expulsion of the parties involved.

When the misconduct is limited-knowledge, the Academy Board may decide to allow the student to remain in school, provided the following conditions are met.

1. The misconduct ceases.
2. Parents and student submit to church counseling (Matthew 5, 6, 13).
3. The circumstances that allowed or assisted the actions are eliminated or modified.
4. The student shows evidence of sorrow that leads to repentance and the misconduct remains private.
5. All privileges and leadership positions are removed.
6. The Academy Board may establish any other condition as required for the individual case.

Abuse, Selling, or Distribution of Drugs

The Academy fully investigates any incident suggesting drug involvement on the part of students, faculty, or staff. The Academy will report suspicion of drug involvement to the appropriate legal authorities, including parents of students. Confirmation of drug involvement will subject the individual(s) involved to immediate dismissal from the Academy. Since it is against the law for a minor to buy cigarettes, the Academy regards a student's smoking or possession of a cigarette as drug abuse. Any Academy student who smokes or possesses cigarettes is subject to immediate expulsion. There are no exceptions to this policy.

DRESS CODE POLICY / UNIFORM STANDARDS

Students in kindergarten through eighth grade must wear uniforms that have been laundered and present a neat appearance at all times. All items, such as white chapel shirts, skirts, pants, shorts, skorts (K-2 only), and so forth, may be purchased from any "school uniform" section of a retail store, such as Sears, Target, Walmart, Old Navy, etc.

Uniform Descriptions – Chapel (Monday or Tuesday after a Monday holiday)

Boys --

- Navy blue shorts or navy blue pants
- Blue or White oxford shirt tucked in.
- Navy or black belt (if pants are loose)
- Hats must be removed from heads.
- Shirts must be tucked in.

Girls --

- Navy blue skirt, navy blue jumper, or navy blue pants
- Blue or white Peter Pan or oxford shirt (short or long sleeves, tucked in)
- Navy or black belt (if pants are loose)
- Hats must be removed from heads.

Each teacher will check his or her students' uniforms before chapel services to ensure compliance with dress rules. Students may untuck their shirts when they return to their classrooms for the remainder of the day if the teacher's classroom rules allow it. Each teacher will include in his or her classroom rules the consequences for students who do not follow chapel uniform rules.

Uniform Descriptions – Non-Chapel Days

Boys—

Pants/Slacks:

- Khaki or navy blue
- Hemmed so they do not drag or touch the floor
- Pants must fit at the waist or be belted if they fit loosely.
- Cannot have cargo pockets

Shirts:

- Long or short sleeve 3 button polo shirts in black, red, hunter green, or navy blue
- Shirts hanging below hips must be tucked in.

Shorts:

- Navy or khaki
- Must extend to the lower one-third of thigh
- Must be hemmed and fitted or belted at the waist

Girls—

Pants/Slacks/ Capris:

- Khaki or navy blue
- Hemmed so they do not drag or touch the floor
- Pants must fit at the waist or be belted if they fit loosely.
- Cannot have cargo pockets

Blouses/Shirts:

- Long or short sleeve 3 button polo shirts in black, red, green, or navy blue
- Shirts hanging below hips must be tucked in.

Skirts/Jumpers/Dresses:

- Plaid or navy jumpers or skirts that come to the top of the knees
- Must be worn with shorts or leggings when on the playground

Shorts:

- Navy or khaki
- Must extend to the lower one-third of thigh
- Must be hemmed and fitted or belted at the waist

Skorts (Kindergarten through grade 2 only):

- Navy or khaki
- Must extend to the lower one-third of thigh
- Must conform to one of the two styles from the uniform supplier

P.E. Uniform (Boys and Girls Grades 6-8)

- Navy Blue or White Crew Neck T-shirt (loose fitting)
- Athletic Sneakers
- Black bottoms (pants, shorts, capris (girls only)). Must be loose fitting, and conform regular school guidelines for length.

Friday Spirit Uniform

- Current or previous year Spirit Shirt
- Regular school Bottoms, khaki or navy, shorts, pants, etc.
- Students who choose not to wear spirit shirts should wear regular polo shirts

Standards of Dress

Headwear: Bandanas and sweatbands are not allowed at any time. Hats, caps, and sunglasses are only allowed outside.

Makeup: Nail polish must be tasteful and natural looking. Facial makeup, while discouraged, is allowed only in the 7th and 8th grades and should be tasteful, minimal, and natural looking.

Hair: All students must keep their hair clean and well groomed. Boys' hair must not cover the eyebrow or extend below the bottom of the shirt collar. Unconventional styles (such as mohawks, initialed, and spiked) or hair dyed unnatural colors or multiple colors are not allowed. If there is some question about a particular hairstyle, parents should check with the principal before it is done.

Jewelry: Jewelry is discouraged for safety reasons. When it is worn, it should be simple. Body piercing is not acceptable except for pierced ears. Only one earring per ear may be worn, and the style of earrings should not distract from the educational process or cause potential injury during physical activity. Spiked bracelets, spiked necklaces, or similar adornment will not be worn.

Tattoos: Whether temporary or permanent, tattoos are not acceptable for boys or girls. A pre-existing tattoo should be covered, if practicable.

Coats: May display school, church, university, team, club, or manufacturer logos or other designs, in good taste.

Footwear: Tennis shoes, hiking boots, or any other enclosed shoes are allowed. Sandals, clogs, or any other open shoes are not allowed on the playground. Shoes with spikes or cleats are not permitted, except during school-sponsored athletic events. Students will wear socks or tights at all times.

Winter clothing: Lightweight, moisture-resistant, with zippered or buttoned front. Personal outerwear without a logo is allowed outdoors and indoors. If a student wears a wrap to chapel, it must look neat and the student's head may not be covered by a hood or hat. Hoodies will not be worn in class. All coats, sweaters, and caps should be marked with the child's name.

Spirit Days: Spirit days may be sponsored by the student council or other school organizations. On these days, the following rules will apply: Sleeveless shirts may not be worn. Tops must completely cover the midriff. Clothes should not be skin-tight. Pants must fit properly, not too baggy or too tight. Shorts, skirts, and skorts must extend to the lower one-third of the thigh. Full, military-style camouflage outfits may not be worn. However, preschoolers (on any day) and K-8 students (on casual days) may wear shirts, shorts, or pants that are camouflaged print of various colors, as long as they are in accordance with the general Academy dress code. Hats and caps may be worn outside only. Preschoolers' clothes should allow them to go to the bathroom by themselves. Hair may not be colored with temporary or permanent dye for spirit days.

Exceptions to Standards

If the standard school uniform is inappropriate for a field trip or other activity, the principal may allow exceptions to this dress code. All casual day, spirit day, or class reward day exceptions also require approval from the principal. Student Council spirit days usually held monthly are approved by the principal and must adhere to the academy dress code.

Dress Code Violations

Teachers will contact parents as needed when students break the dress code. If the infraction reflects defiance on the part of the student, the teacher will treat the infraction as any other discipline problem, in accordance with the teachers' classroom rules. If a student still refuses to follow the dress code, the teacher will refer the student to the principal, following the discipline code for defiance procedures. Areas of subjectivity are left to the discretion of the teachers and principal.

FIELD TRIPS AND MISSION PROJECT TRIPS

Faculty/Staff Responsibilities

For all trips, the required adult/student ratio must be followed. At least one school staff member must be present on all field trips. A student who does not attend a field trip may not be on school premises during the field trip and will be counted absent. If for some reason, such as discipline or academic intervention, a decision is initiated by the principal that the student may not go on a field trip, arrangements may be made for the student to stay on campus. In accordance with Arizona law, all children aged eight and under must be restrained properly in a car seat. When going on field trips, teachers carry with them a first aid kit and all students' information cards. Teachers are responsible for making sure that parents and drivers have submitted all of the required paperwork. The coordinating teacher and/or the principal select parents or other adults who will serve as trip sponsors (the final decision is left to the principal). Using their best discretion, teachers should follow Academy procedures for administering disciplinary measures when necessary. On athletic trips, the Academy office must be informed of the names of parents and/or coaches who are accompanying the students.

Driver Responsibilities

Volunteer drivers on any Academy-sponsored trip must provide the Academy office staff with their driver's license, vehicle registration, and insurance documentation so that copies may be made and kept by the Academy. Drivers also must sign a "Driver's Agreement" form in which they confirm that they have a good driving record and that they will remain in a caravan with other cars. Any fees associated with a field trip should be paid by students' parents or otherwise funded so that the monies do not come from the school budget. Drivers for any Academy-sponsored trip must agree to take two or more students in their vehicle, not just their own child. In addition, parents may not bring younger children with them on a field trip because, as chaperones, their attention needs to be on the students for whom they are responsible.

Student/Parent Responsibilities

In order for students to attend a field trip, parents must submit a completed and signed parental permission form to the teacher. For all field and mission project trips, students are to follow all discipline rules of the Academy. If any student misbehaves on a field trip to the extent that a teacher determines that child should be removed from the group, the parents are responsible for picking up the child.

Preschool Field Trips

All drivers for preschool or summer program field trips must have Arizona drivers' licenses, and their vehicles must be registered in this state. NOTE: This is in accordance with Arizona regulations: Title 9 Health Services, Chapter 5 Child Care Facilities, section R9-5-517 ("Transportation") and R9-5- 518 ("Field Trips"). Academy preschool personnel and drivers will also follow all other requirements as specified in these state regulations.

FUNDRAISING

General Fundraisers

All Academy staff members, parents, or any other individual or organization, including the Student Council, must have approval from the principal before announcing or beginning the process for any Academy-related fundraiser. Anyone wishing to organize a fundraiser must submit to the principal a completed Request for Organizing a Fundraiser form, available in the school office. Student participation in fundraisers is always voluntary and never required.

P.T.O. Fundraisers

Before scheduling and/or announcing a major fundraiser, a PTO representative must receive approval from the principal.

GRADES / REPORT CARDS

Grading Standards

1. Teachers issue report cards for grades K-8 every quarter. Report card grades are based on daily work, quizzes, tests, and special projects, as directed by the curriculum guide.
2. For grades K-8, the final yearly grade for each subject is computed by averaging the four quarter grades.
3. All middle school (grades 6-8) academic and specialty class grades will be computed on the "A,B, C..." scale of grading. For kindergarten through 5th grade, teachers may give "E, S, N, U" grades or "A,B, C..." grades based on the curriculum guide. All specialty classes (Art, Music, Computer, P.E., and Spanish) will use "E, S, N, U" for grading kindergarten-5th grade.

E= Excellent
S= Satisfactory
N=Needs Improvement

<u>Letter Grade</u>	<u>Percentage Range</u>	<u>Numerical Equivalent</u>
A	90-100	4.00
B	80-89	3.00
C	70-79	2.00
D	60-69	1.00
F	0-59	0.00

4. Incomplete Grades

The teacher gives an "Incomplete" grade only when he or she feels there are justifiable reasons for the work to be late. This grade changes to an "F" if the student does not complete the work within a period agreed upon between parent and teacher.

5. Conduct Marks for K-8th grade are given as "E, S, N, U" grades on report cards.

6. Students that participate in sports or other school activities must have a 2.0 in each subject, have good behavior and all work must be caught up.

Promotion

Students are promoted to the next grade at the end of each year unless their lack of achievement or progress warrants retention.

RenWeb Grading

During Registration, parents will create a login and password for RenWeb. This will be the program used to check a student's progress throughout the school year. It is set up to send you a notice if your child scores below a 70% on any assignment, quiz or test or if your child has missing or incomplete work. It will also send a weekly progress report to your email on Sunday's. Parents can contact their teachers through RenWeb.

Academic Probation

Academic probation is invoked when a student has a serious academic problem. The goal of probation is that the student will improve his deficiency to a satisfactory or passing level. A mutual effort from both school and home is essential for the success of the student. If the student has not made satisfactory progress after the probation, the principal will decide if the student will be able to remain at the Academy.

At the conclusion of a grading period a student will be placed on academic probation for the following grading period if he or she has earned two or more “F”s in a classroom subject (math, language, science, history, or Bible). The teacher(s) and the principal will hold a joint conference with the parent(s) and the student to give notification and explanation of the probation. The notification will include a written statement explaining the probation, with suggestions for parental action during the probation.

The teacher(s) and principal will review the academic progress of the student at the middle of the next grading period and decide if the student will remain in school. If the student on probation receives no failing (F) or unsatisfactory (U) grade at the end of the next grading period, the principal will remove the probation.

Following removal or withdrawal from the school for academic reasons, students may apply to be re-enrolled on academic probation if all of the following conditions are fulfilled:

- a. The student has attended another school for one full semester.
- b. The student has completed a full academic load for the semester.
- c. The student received no grade lower than a “C” in any subject.

Retention in Grade

a. Grades one through eight

A student in grades one through eight will be recommended for retention if he or she has earned annual scores of two or more “F”s in classroom subjects.

b. Kindergarten

Kindergarten retention is based on the developmental maturity of the child. If a student has difficulty paying attention, following directions, or completing assignments, and the teacher feels that it is due to emotional, social, behavioral, or academic immaturity, the academy will recommend retention and will not accept the student into our first grade program.

Procedures for Retention

A student may not be retained more than once while enrolled at the Academy. The Staff Procedures Handbook details the procedures for student retention. Teachers seek to help students avoid retention, but in some cases, retention is necessary. After following the procedures outlined in the handbook, the principal will make the final recommendation regarding a student’s retention, based on parent consent. If the principal and the parents cannot reach an agreement, the student may not re-enroll in the Academy.

Academic Recognition

1. Fruit of the Spirit (grades K-8)

Each month the teacher will select one boy or girl to receive the award. This award will be based on Galatians 5:22.

2. Honor Roll Recognition (grades 3-8) Based on grades in the core subjects such as, Bible, Math, Language Arts, Science and History, Students who average 89%-94% will be on Honor Roll

Students who average 95%-100% for the annual average will be on Principal’s Honor Roll

3. Honors Awards Program

Students will be honored with Honor Roll Each Quarter if they average between 89%-100% in the core subjects.

Parent/Teacher Communication

FBCA believes it is very important for school and home to work together. In order to promote effective communication and understanding, parents are asked to cooperate with the following guidelines: Parents are encouraged to talk with their child’s teacher early in each academic year to discuss parent and teacher expectations. This is most important for students new to the Academy. Parents and teacher conferences will be available after the first 5 weeks and if requested. Teachers also use letters, phone calls, RenWeb and regular progress reports as needed to communicate with the parents.

It is important that parents schedule a conference with the teacher whenever a need or concern is evident. Many needs can be met through a conference between the parent and the teacher. Concerns need to be shared first between the parent and teacher. The principal is interested in all areas concerning students and the school and will be available for parent-teacher conferences.

While our goal is always to maintain good positive communication, we realize that in all relationships there is the potential for individuals to disagree. Though some of that can just be chalked up to a difference of opinion, we don’t want to take for granted the fact that differences may arise and need to be worked through. All parties should feel the freedom to express concerns and differences with reasonable expectation for a resolution. WE therefore endeavor to apply what has been called the Matthew 18 principle from the new testament. “If another person wrongs you, go and show him his fault between you and him privately. If he listens to you, you have won back your brother. But if he does not listen, take along with you one or two others, so that every word may be confirmed and upheld by the testimony of two or three witnesses.

In applying this principle among our relationships at FBCA, we as that you take your questions, concerns, or differences directly to the person involved. If the situation involves a staff member, that person should have the opportunity to work through the situation privately with the person who specifically has the concern or question. Most situations can be resolved at this level.

If the person bringing the concern feels that the situation was not resolved, then it should be taken to the next level in an effort to resolve the concern with the parties involved. This would mean the principal or preschool director. If the person bringing the concern feels that the situation was not resolved, the next and final level would be an appeal to the school board with all of the appropriate parties in attendance. The school board has the final authority in determining the potential resolution and final outcome of any concern or situation in relation to the school or anyone involved with the school. After the school board has made their decision, all parties are encouraged to accept the outcome.

All are encouraged to extend extreme levels of grace when working through any concerns or differences, as we all fall short of the glory of God, and therefore, no one is perfect. Galatians 6:1 gives instruction on how to approach someone whom you feel may have erred in some manner, “Brethren, if a man is overtaken in a fault, you who are spiritual restore such a one in a spirit of gentleness, considering yourself, lest you also be tempted.” The goal should always be to restore understanding and right relationships.

We realize that God is our final authority and that is why we desire to apply, as best as we can, this and other Biblical principles as His word directs us.

MEDICAL POLICIES

Illnesses and Injuries

The Academy has no provisions or facilities for the care of sick children. A sick child cannot remain in the classroom to expose classmates, and must be picked up immediately upon notification. Parents are encouraged to observe their child before bringing him/her to school in the morning.

Your child should remain home if...

- There is a fever of 100 degrees or greater. Children should remain home until they are fever free for 24 hours without medication.
- They are experiencing symptoms of gastroenteritis (nauseas, vomiting, and/or diarrhea).
- Diagnosis of Step Throat: the child must be on antibiotics for a full 24 hours before returning to school.
- Child has head lice. A child must remain home until they are treated and are “nit free” meaning no eggs or live specimens are found. Child must be cleared by the First Aid Specialist before returning to class.
- Child has an eye condition that involves redness and puss-like or crusty drainage. Child will be readmitted to school when a doctor has provided written documentation that it is safe to return to school after 24 hours of antibiotics and free from drainage.
- Child has an undiagnosed rash. Do not send a child with a rash to school until a doctor has provided written documentation that it is safe to send your child back to school.

If your child should experience any of the above symptoms while they are at school, they will be sent home at the discretion of the First Aid Specialist. If your student misses 3 or more days due to illness, they should have a doctor’s note to return.

If your child has been diagnosed with Strep Throat, Chicken Pox, Pink Eye, Fifth Disease, or any other communicable disease, please call the First Aid Specialist directly within 24 hours of the diagnosis. A physician’s note will be required for re-admittance of your child to the Academy.

For life-threatening emergencies, we will call 911 and then notify the parents. The parents will pay any expenses incurred for emergency or medical services. For emergencies that are not life threatening, we will call the parents. If parents cannot be reached, we will contact an adult named on the emergency card. If your child is under the care of a physician for an acute injury or long term illness, please provide the school with a copy of physician’s orders.

Physical Education Class and Recess Participation

If a child is well enough to come to school, he/she is well enough to go outside with his/her classmates if they are outside. Parents who do not want their children to go outside should keep the children home that day. If a student in unable to participate in P.E. class for more than 3 days, he/she must submit a physician’s note to the P.E. teacher. The P.E. teacher will give the student a written assignment to make up for the lost participation. All students in grades K-8 must attend P.E. class, even if they cannot physically participate because of injury or other medical conditions.

Immunizations

It is required for parents/guardians to provide current immunization records prior to attendance according to Arizona State law ARS 15-871-874 and AAC R9-6-701-708. The law offers no grace period. A student may be conditionally enrolled provided that necessary immunizations have been initiated and a schedule has been established for completion of the required immunizations and provided to the First Aid Specialist. Exemptions to this policy, because of religious or personal beliefs, are covered by special regulations.

Allergies

Many children have allergies to certain foods or food additives, insect allergies, and/or sensitivities to seasonal airborne allergens. It is always important for your child’s teacher and the First Aid Specialist to be alerted to any and all allergies and to be in possession of your child’s required medication for the allergy. Only with complete disclosure can we make adequate preparations to keep your child safe.

Please update your child’s health information with the Health Office to ensure the best care if able to be given to your child. Please provide current emergency contact information to ensure that we are able to reach you regarding your child.

Medications

Any student requiring medication during the school day MUST have the medication delivered to school by a parent. The medication MUST be in the pharmacy labeled container if it is a prescription or in the original container if an over-the-counter medication. NO medications will be administered by the First Aid Specialist unless accompanied by a Medication Consent Form signed by a parent.

DO NOT send medications of any kind in with your child. It will be confiscated by the First Aid Specialist, and parents will be asked to pick it up if they want it returned.

The ONLY time students are allowed to carry medications in their possession is if a physician has written and signed an order, and that order is on file with the First Aid Specialist stating the student may carry and self-administer an inhaler or Epi-pen. The student's parent MUST also give written permission for the student to carry medication.

MISSIONS REQUIREMENTS

It is the Academy Board's intent that all K-8 students participate in school-wide missions projects. This includes at least one annual hands-on missions trip and/or project for all students in seventh and eighth grades.

Individual students and their parents who request an exemption from missions involvement or a specific hands-on missions trip or project will work with the principal to agree on a missions involvement alternative for that individual student.

PARENT INVOLVEMENT

Parent/Teacher Fellowship

We want to foster a positive school-parent-child relationship here at the Academy. To this end, we encourage parents to be involved in their child's education and activities. All parents are invited to participate in the Parent/Teacher Fellowship. This group meets several times a year and supports the Academy through prayer, ideas, encouragement, and help with special events. Parents should watch the P.T.F.

Guidelines for Parent Volunteers

The teacher will select prospective parent volunteers and helpers. These helpers will be caring, dependable, and effective with children. They must be willing to work cooperatively with a teacher and under a teacher's supervision. Teachers provide these individuals with clear information regarding the classroom management program, curriculum, and his or her teaching style. Volunteers are asked to limit their time to one hour a week or less, unless prior approval is given by the Principal or Preschool director.

Students cannot be left alone with volunteers unless they have a fingerprint clearance card and 6 months experience working with children.

Per state regulations, volunteers may come for special occasions (class parties) without having fingerprint clearance. Regularly scheduled volunteers (more than one hour per week) will need to obtain a fingerprint clearance card at an out of pocket cost to the volunteer.

Anyone volunteering at the Academy or visiting the school must check in at the school office upon arrival and obtain a visitor's or volunteer's badge. The badge must be worn in a prominent location on the outer clothing while on campus. Volunteers who are willing to assist while under the direction and supervision of the teacher may:

- Drill students in math, phonics, etc., as modeled by the teacher

- Read to students or help them find or check out library books

- Type materials for teachers

- Decorate bulletin boards

- Help in the computer lab or in specials classes

- Help on special days such as Walk-A-thon, etc.

PARKING

Parents must use extreme caution when driving in the church/academy parking lot. Drive slowly (no more than 10 m.p.h) and always watch for children and other cars. Handicap spots are to be reserved for drivers with a Handicap license or hangtag. When backing out, please pull out slowly and watch for children, parents, and other cars. No one should drive behind the modular building at any time.

PARTY INVITATIONS

When a student is planning a private party, such as a birthday celebration, he or she may distribute invitations at school as long as every student in the class is invited. If only select students are invited, the invitations must be distributed by mail or in another setting.

PLAYGROUND

If the temperature is 40° or higher, students should be outside except in the cases of rain, lightning, or other severe weather. When the temperature outside is 100° or higher, students will be outside for no longer than fifteen minutes at a time, and teacher and aides will verify that students drink water frequently and stay in the shade if needed. If it is cold, each child should bring appropriate outerwear for the playground. It is the student's responsibility to dress for the weather. If a student is well enough to be at school, he or she is well enough to go outdoors with the class.

LOST AND FOUND

If your child leaves any of his clothing or lunch bags, please check the basket across from the computer lab. It is also recommended that you put your child's name inside of any items you send to school with them.

PRAYER

Prayer is a vital ingredient in our program of Christian training. Students are encouraged to establish consistent daily prayer life. Teachers lead the students to understand how God is central to all of life and that continual communication with Him is essential to consistent Christian living.

SAFETY, SECURITY, AND ANIMALS

Security Procedures

All students and staff participate in monthly fire drills so that procedures are clearly understood. The Academy also follows a detailed Emergency/ Disaster Plan for which all personnel are trained. This plan covers appropriate responses in the case of natural disasters and violent attacks from inside or outside the school.

The Academy provides child pick-up cards that parents may distribute to those adults approved to pick up their children from the Academy. Any adult not recognized by Academy staff is asked to show the pick-up card and a photo I.D. before a child is released to their care.

Parents and students should always enter and exit through the unlocked doors at the south entrance. They should not open any unlocked doors for anyone to enter.

Harassment

It has always been the policy of First Baptist Church and the First Baptist Christian Academy to provide a non-coercive environment in which to work and study. This policy recognizes that harassment of any kind directed at a person associated with the school, including harassment of a sexual nature, is improper and will not be tolerated. Anyone guilty of engaging in such harassment will be subject to appropriate discipline, up to and including discharge, or expulsion from the Academy.

Our policy prohibits unwelcome advances, propositions, requests for favors, verbal abuse of a sexual nature, offensive sexual flirtations, explicit or degrading verbal comments about another individual on his or her appearance or body, display of sexually suggestive pictures or objects, any offensive or abusive physical conduct, sexually explicit language, jokes, and the like, as well as unwelcome touches, pats, or other physical contact, whether on school/church property or in connection with our school in any way.

Any type of conduct that interferes with an employee's or student's work performance or creates an intimidating, hostile, or offensive environment also violates our policy. An employee's or student's agreement or refusal to submit to that type of conduct cannot be used as a basis for an adverse decision affecting that person.

Any employee or student who feels that he or she has been subjected to this type of harassment is asked to notify his or her supervisor or teacher immediately to assure that appropriate actions are taken to prevent such conduct. If the direct supervisor or teacher is the harasser, the employee/ student should notify that individual's supervisor of the complaint.

Internal complaints will be investigated promptly and corrective action will be taken when allegations are verified. The administrative personnel involved will make every reasonable effort to respect the confidentiality of this matter. No employee or student will suffer retaliation or intimidation as a result of informing a higher supervisor or staff member of harassment.

Animals, Insects, Fish, and Birds in the School

Animals, insects, fish, and birds are not allowed in the school. The state regulations mandate that we cannot have any reptiles, and we have expanded that restriction to all animals. This rule addresses concerns for children's allergies. In addition, we cannot control what might happen with or to the animals at nighttime or on weekends. At infrequent times, specific classroom teachers may bring completely contained science projects with bugs or other animals that may not be touched by students. These short-term projects will have a definite beginning and ending date and will need prior approval from the principal. To supplement student learning about God's creation, we encourage playground nature walks and field trips to parks, museums, and the zoo.

Anti-Bullying Policy and Guidelines

In John 15:12, there is a Biblical illustration of how we are to treat each other "My command is this: Love each other as I have loved you." However, from time to time, conflict may occur. In realizing that bullying may occur, it is never acceptable. We seek to implement a clear framework for dealing with bullying incidents in order to protect our students and help the bully to learn how to relate in a way that is in line with Biblical standards.

Definition of Bullying: Bullying occurs when a person or group is intentionally intimidated, frightened, excluded, or hurt by a pattern of behaviors directed at them by others. (Greg Griffiths, "Bullying in Schools- the hidden curriculum, (2003)).

Bullying (con't)

The following actions may be considered forms of bullying:

- Physical aggression- including hitting, punching, or kicking
- Teasing or verbal abuse, including insults, name calling, taunting, racial/sexual remarks
- Intentional exclusion from activities or friendship groups
- Setting up humiliating experiences
- Damaging a person's property/possessions or taking them without permission
- Threatening gestures, actions, or words
- Written/verbal/electronic messages that contain threats, putdowns, gossip, or slander
- Cyber bullying through social media

The bully is typically unprovoked, finds evident enjoyment in their action, repeats the behavior over time, and desires to hurt or humiliate their victim.

Conduct not normally considered bullying would include teasing in a one time incident, "trash talk" during a specific game, trading insults, not liking someone, being excluded from a game because of the nature of the game (only 6 people can sit on the swings, and you make 7), accidentally bumping into someone. FBCA recognizes that not all behaviors should be considered bullying or willful violation of this policy.

Behaviors will be assessed by the teacher and/or administration and addressed according to the procedure below:

1. Students and parents should be encouraged to report any bullying to a staff member, usually the classroom teacher. This can be a verbal report, or submitted by a parent via written communication.
2. The informed staff member should ensure that all incidents are to be documented and written reports will be kept on the behavior in RenWeb. (All staff has access to this information.)
3. Administration will acknowledge the allegation of bullying and an assessment of student safety must take place within 1 day of report. Investigations into bullying allegations must be undertaken in a timely manner and should be carried out in a way to minimize the risk of escalation.
4. Parents are encouraged to understand that the whole story may be quite complex. If, as a result of the investigation, it is determined that a bullying incident has taken place, the process will continue. If it is determined that bullying has not occurred, students and parents should be encouraged to resolve the situation, and employ forgiveness and encourage change.
5. Parents of victim and bully will be informed throughout the process and may be invited to be present in discussions. In some cases, this may apply to parents of bystanders as well.
6. Bullying incidents will be followed up and students monitored to ensure the incident is resolved satisfactorily. The school will take serious disciplinary action in cases of retaliation. Discipline will be handled according to the discipline policy, and results of that discipline is between the principal and the family of the bully.

CHILD PROTECTION POLICY

If anyone knows of or suspects abuse or neglect of a child attending the Academy, the staff member or responsible adult has a duty to report their knowledge or suspicion to the state Child Protective Services. CPS can be contacted at: 1-888-767-2445. This is the case whether the suspected abuse or neglect occurs on or off the school premises. If it is considered a life-threatening situation, call 911 immediately.

SCHOOL SUPPLIES

A list of needed school supplies for the upcoming school year are distributed in a parent letter which is mailed out each summer or it is posted on our website. Parents may need to provide additional supplies based on need.

TUITION

Tuition payments are due on their scheduled day in FACTS management (as arranged at the time of enrollment). Payments should be made to Facts, not in the school office. \$30.00 late fees are assessed by FACTS if you do not initiate payment by the due date. Tuition is the same in all months, regardless of time off by the school (see Tuition and Fees sheet for more details). No tuition credit is given for days missed due to illness or vacations. If payments are past due, you may receive phone calls or letters from FACTS. After 30 days past due, your student may be asked to leave the academy due to non-payment, and the balance of your bill may be sent to a collection agency. If you need a special arrangement for payment, see the principal.

Tuition Increases

Due to the rising cost of providing the high-quality education for which the Academy is well-known, parents should expect an annual increase in tuition. The Board will work diligently to keep these annual tuition hikes as low as possible.

SCHOLARSHIPS

Our school offers many type of scholarships, all run by outside organizations. For Preschool, we offer the income-based Quality First Scholarship, run by the Easter Seals Blake Foundation. For K-8 students, there are many other options via tax credit scholarships and the Empowerment Scholarship. All scholarship organizations have their own rules for awarding and applying.

If you would like more information about how to make a contribution to or apply for tuition assistance through any of these or other tax credit organizations, please contact the Academy office. You also may see the complete list of organizations online at www.revenue.state.as.us. Donation and tuition assistance application forms are available in the office.

WITHDRAWAL FROM THE ACADEMY

If a parent chooses to withdraw his child from the Academy, he must notify the Academy office in writing at least ten calendar days prior to withdrawal. Simply ending class attendance does not constitute withdrawal, nor does it end financial responsibility. If parents fail to give written notice of withdrawal at least ten days in advance, they will pay tuition for ten days following the last day of their child's attendance at the Academy (if no notice was given) OR for ten days following the day that they did give notice. The daily charge is computed on a 20-day month.

If a parent chooses to remove their child from the academy after May 30th and has already paid the traditional book fee, you will not be refunded the book fee. Only consumable books (i.e. workbooks) will be given at the time of withdrawal, and only at a parent's request. Application and registration fees are always non-refundable.

YEARLY EVANGELISTIC AND SCRIPTURAL EMPHASIS

The Academy accepts students from non-Christian families, providing the families agree with the purpose and practices of the Academy. Each teacher will give a clear presentation of the Gospel to each student during the course of each year, and it will be presented in chapel, as well, several times throughout the year. The Academy desires that each student have a personal relationship with Christ.

Each student memorizes Bible verses during the academic year. Each student should learn at least one assigned Bible passage per week. These verses will follow the Bible guide for each grade.

ATHLETICS

We offer middle school sports such as volleyball, basketball and others that will be announced on a yearly basis. There is a charge for registering which will be decided at the time of registration.

PRESCHOOL ADDENDUM

Curriculum

First Baptist Christian Academy Preschool uses the A-Beka curriculum. It is shared with parents throughout the school year in the following ways:

Weekly Lesson Plans: Posted outside of each preschool classroom and sent home weekly in their cubbies.

Parent Teacher Conferences: offered once a year or by individual request.

Assessment (Statement of Services)

Children's growth and development is assessed in the following areas: Social, Emotional, Cognitive, Gross Motor & Fine Motor Skills. These assessments are done at least twice per year and ongoing based on teacher's daily observations. **Developmental Check Lists** are kept in the children's portfolios and available to parents at any time.

Charges, fees, payment requirements

Tuition Rates and fee requirements are displayed on the Bulletin outside the school office and on our website <http://fbc.academy>.

Age Appropriate Discipline

The emphasis of our discipline policy is to assist a child in learning to develop inner control of his/her own behavior. In order to achieve this we use the following guidelines:

Make the child aware of the behavioral expectations. Our staff is trained and spends a lot of time teaching the children proper and acceptable behaviors. They talk to children about best behavior responses and choices. Staff role models positive behavior.

We allow the child to accept the consequences of his/her own behavior. This is done through positive reinforcement and discussion. Occasionally, time outs are used. The use of corporal punishment, restraining, or denial of food is never used as a means of discipline.

Transportation procedures

We do not have transportation available for students. Parents (or approved person) must drop off and pick up their own child at designated times.

Description of activities and programs

Children will learn the developmental tasks of separating from home, sharing, and transitions. Knowledge acquisition is obtained through activities involving the five senses. In addition to curriculum, activities provide opportunities for exploration through dramatic play, role playing, toys, blocks, and games, which will extend their learning throughout the year. Preschool numbers always stay within the staff-to-child ratios mandated by state regulations, adopted effective October 17, 1997: for 3-year-olds: 1 to 13; for 4-year-olds: 1 to 15.

Pesticide application procedure

Pesticides are used on school premises once a month by a local exterminator. A scheduled day and time are posted outside of the school office.

Parental access to premise

The academy welcomes parents in our classrooms. Please see "Parent volunteers" regarding requirements and procedures. All visitors must check in to the office