

ST. PAUL LUTHERAN SCHOOL
4715 FREDERICK AVE.
ST. JOSEPH, MO 64506
(816) 279-1118 www.splcc.org

MISSION STATEMENT

The mission of St. Paul Lutheran Church & School is to *prepare* through God's Word, to *declare* God's grace & glory, to *share* Jesus with you, while making disciples of all ages.

PHILOSOPHY

St. Paul Lutheran School and Childcare is part of the largest Protestant parochial school system in the nation. Lutheran schools believe in quality education with an emphasis on God's love in our lives.

St. Paul Lutheran School offers childcare and academic programs from infant through eighth grade. Children are taught to be responsible, loving, and involved. They are prepared by being taught the expectations of God's law and are comforted with wonderful news of forgiveness through Jesus Christ. St. Paul Lutheran School is dedicated to developing, preparing and fostering spiritual, academic, physical and social growth in children and their families so they are enabled to declare God's grace and glory and to share Jesus with the world.

Current curriculum, smaller class sizes, innovative teaching, computer lab, technology opportunities, a quality Christian staff, and field trip experiences are the marks of our program. Students will be well prepared to advance to the next levels of their education and to meet the moral challenges they will face as children of God.

Parents/guardians are encouraged to be involved in a Christian congregation, supportive of their children's education, and concerned about the spiritual welfare of their children.

"Love the Lord your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up."

Deuteronomy 6:5-7

"Train up a child in the way he should go, and when he is old, he will not depart from it."

Proverbs 22:6

VISION STATEMENT

St. Paul Lutheran is dedicated to developing and fostering spiritual, academic, physical and social growth in children and assisting them and their family in becoming productive members of God's Kingdom.

Statement of Belief

Jesus said, "Let the children come to me and do not hinder them, for to such belongs the Kingdom of Heaven." Matthew 19:14 St. Paul Lutheran School and Childcare is a ministry of St. Paul Lutheran Church where we help our children grow in faith and love for Jesus. Our school is known for academic quality and for our ability to aid our students in sound Christian moral development, serving the people of St. Joseph. As a Christian school, our curriculum includes in class daily teaching from God's Holy Word. We integrate our

Christian beliefs into everything we teach. Many parents wonder, “What will they teach my child about religion at St. Paul Lutheran School and Childcare?” Simply stated, St. Paul Lutheran School and Childcare exists to help ground our students in the living Christian faith as taught by our Lord and Savior, Jesus Christ and in accord with the confessions and doctrine of the Lutheran Church Missouri Synod.

We teach about the Bible, faith and salvation. We believe that:

- The Bible is the source and basis for all beliefs (2Tim 3:15-17).
- All people and all faiths are to be shown respect (Matthew 22:39).
- Only through faith in Jesus Christ can people be saved (John 3:16).

We teach about God. We believe that:

- God is the Almighty, loving creator of everything and everyone (Genesis 1:1).
- God is one God, but three equal persons (Triune). He is God the Father, God the Son (Jesus), and God the Holy Spirit – not three gods but one God (Matthew 28:19).
- God is the Judge before whom all people will be given an account for the lives they lead (2 Corinthians 5:10).
- God is Savior (Jesus) who died for our sins and arose from the dead (Acts 4:11-12).
- God is the Author of the Bible who, through the Holy Spirit, inspired men to write what He wanted to communicate to humankind through the work of Jesus Christ (2 Timothy 3:16).
- God is Love. He loves all people perfectly and completely (1 John 4:9-10).

We teach about people. We believe that:

- People are created individually and specially by God (Psalm 139:13-16).
- People are loved always and completely by God (John 3:16).
- People are expected by God to live lives of holiness and perfection (Matthew 5:48).
- People are unable to obey God perfectly (Ecclesiastes 7:20).
- People are forgiven for their sins and given everlasting life in heaven only through faith in the death and resurrection of Jesus Christ (Roman 6:23).
- People are unable to earn God’s favor and forgiveness; rather we receive faith and forgiveness through the gift of God (Ephesians 2:8-9).
- People, sadly, will be condemned to eternal suffering if they do not have faith in Christ (Matthew 13:49-50 and John 14:6).

We teach about relationships. We believe that:

- People should submit first and foremost to God (James 4:7-8a).
- People should submit to one another out of reverence for Christ (Ephesians 5:21).
- People should tell their friends how much the Lord has done for them and how He has had mercy on them (Mark 5:19).

Statement of Belief on Marriage, Gender, and Sexuality:

- We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one’s biological sex is a rejection of the image of God within that person.

- We believe that the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
- We believe that any form of sexual immorality is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

This congregation, St. Paul Lutheran Church, is part of The Lutheran Church—Missouri Synod (LCMS or Synod). The LCMS is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on “the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Eph. 2:20). With the universal Christian Church, The LCMS teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world’s redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God.

LCMS congregations voluntarily choose to belong to the Synod, and, although diverse in many ways, all hold to a shared confession of Jesus Christ as taught in Holy Scripture. We believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, the Synod accepts without reservation the writings contained in the Book of Concord: The Confessions of the Evangelical Lutheran Church.

Believing in the authority of Holy Scripture and that the Lutheran Confessions are a correct interpretation and presentation of biblical doctrine, our congregations agree to conform all their teaching and practice to the Scriptures and the Confessions.

The Synod “is not an ecclesiastical government, exercising legislative or coercive powers” (LCMS Constitution, Article VII) concerning its member congregations and ministers. However, the voluntary association of member congregations and ministers includes their agreement to respect and honor and uphold (Bylaw 1.7.2, 1.8.1) decisions (resolutions) made by the Synod in its national conventions regarding the understanding of the teachings of Scripture and the Lutheran Confessions and practices that are consistent with such teaching. The Synod in convention is the “principle legislative assembly” of the LCMS (Bylaw 3.1.1) and its resolutions and statements are the position of the Synod in matters of doctrine and life. The Constitution and Bylaws of the LCMS provide specific guidance for the implementation and supervision of the teaching and practice of its members (congregations and rostered church workers).

Congregations of the LCMS, while upholding teachings and practices that are consistent with Scripture and the Lutheran Confessions and while honoring Synod convention resolutions, are self-governed and establish policies based on local circumstance and expediency. An LCMS congregation or ministry operates according to its own constitution and bylaws – which are required by the Synod Bylaws to be reviewed by the District through which the congregation holds membership in the Synod – and therein establishes an orderly way of making decisions and determines which individuals or entities in the congregation (e.g., the pastor, church council, board of elders) will have authority to act on behalf of the congregation in specific circumstances.

“For God so loved the world that He gave His only Son, that whoever believes in Him shall not perish but have eternal life.” John 3:16

BRIEF HISTORY OF ST. PAUL LUTHERAN SCHOOL

In the fall of 1987, St. Paul Lutheran Pre-school opened for its initial year. The opening year offered a program for three year-olds on Tuesday and Thursday mornings and a program for four year-olds on Monday, Wednesday, and Friday mornings. St. Paul Pre-school soon achieved an outstanding reputation in the community. It was decided to add a full-fledged childcare program in 1993, a 15,000 square foot classroom addition and Multi-purpose center was added to the facility for the childcare program.

In 1995, our kindergarten was added to the program. St. Paul Lutheran School officially opened in 1996 when a first grade class began. At least one grade level was added each year until the school reached the eighth grade. In 1997 a house was purchased next to the existing church property and work began to renovate it for classrooms. This work continued for about five years until the building reached its present size of 10 classrooms with offices and support facilities.

In 2010, The Youth Ministry Center (YMC) was constructed. The building was only partly finished in the beginning. Occupancy began with the 2011-2012 school year. At that time the YMC housed 2 youth ministry rooms and 3 classrooms. Presently the YMC is home to 2 youth ministry rooms, classrooms for grades 3-8, a music and band classroom, a computer lab, a state of the art science lab, an industrial arts classroom, and a 3D printing/laser printing lab. Phase 2 was finished in May 2016. This added a wood floor to our gym, bleachers, basketball goals, score board, and concession area. We are very blessed to have this addition. To God alone be the glory!

ACCREDITATION

St. Paul Lutheran is fully accredited with two accrediting agencies. In April 2022, upon completion of a year-long self-study, St. Paul Lutheran met the accreditation standards of the National Lutheran School Accreditation Agency and the Missouri Chapter of the National Federation of Non-public School State Accrediting Associations.

These agencies require that standards be maintained and also expect improvements to be made, making accreditation an ongoing process. Annual reports must be submitted to maintain our accreditation. St. Paul Lutheran will complete this self-study again during the 2026-2027.

CURRICULUM

The curriculum and courses of study at St. Paul Lutheran comply with the standards of the state of Missouri. Curriculum summaries are available for each grade level (K -8) at St. Paul. These can be requested through the school office.

Our curriculum consists of:

Religion: Bible study, practical experiences in Christian Living and Memory Work are included in our religion curriculum. Religious memory selections are an important part of the curriculum. Besides providing a solid foundation of Christian doctrine, religious memory selections serve Christians as a comfort in sorrow and reassurance in times of danger.

Language Arts: Reading, writing, spelling, phonics, written and oral communication

Mathematics: Arithmetic, algebra, geometry, and related areas

Social Studies: Geography, history, civics, current events, consumer economics

Science: Concepts in physical science, biological science, earth science, health and safety using an inquiry based STEM (Science, Technology, Engineering, and Math) curriculum

Physical Education: Body strength, coordination skills, rhythm, recreation, and team sports

Music: Singing, music appreciation and theory, recorders, and band.

Art: Basic principles of art through exploring various media, history and art appreciation

Technology: computer classes & keyboard basics, computer lab

Lockers: Students in grades 4-8 may have the privilege of an assigned locker for school use. Lockers are to be unlocked and may be accessed by teachers, staff or administrators at any time. Lockers should be able to fully close. It is the student's responsibility to keep lockers tidy. Food and beverage may not be stored overnight in lockers.

Grading Scale:

96-100 = A 90-95=A- 87-89=B+ 83-86=B 80-82=B- 77-79=C+
73-76=C 70-72=C- 67-69=D+ 63-66=D 60-62=D- 59-below=F

HOMEWORK POLICY

Homework Defined:

Homework is defined as any school-related work that must be accomplished after school hours, be it **specifically assigned** for after school hours **or simply completed** at that time.

The **OBJECTIVES OF HOMEWORK** include:

- A. To stimulate voluntary effort, initiative, independence, responsibility, and self-direction.
- B. To encourage a carry-over of worthwhile school activities into permanent life skills and leisure interests.
- C. To enrich the school experience through related home activities.
- D. To reinforce school learning by providing necessary practice, integration, and application.

HOMEWORK GUIDELINES

Homework will be **age-appropriate** and assigned in **reasonable amounts**.

It is strongly recommended that students spend a ***minimum of 10 minutes per night per grade level*** engaged in educational activities.

In cases where children give the appearance of having an excessive amount of home assignments, it is

recommended that the parents/guardians arrange for a consultation with the teacher in order to determine the reason and arrive at a possible solution.

Religious memory selections are assigned weekly to students in grades K-8. These selections encourage Christians in times of joy or need, provide Bible support during witnessing opportunities, and can be utilized throughout the remainder of the student's life. Parents/guardians can assist children in this process by asking what is being studied, showing real interest in hearing the selection assigned, and encouraging and helping the child to understand the full value of memory work.

Homework Policy Guidelines for Students

- Always do your best in class
- Make sure you understand the assignments
- Bring home all the materials needed to complete assignments
- Turn in completed homework on time
- If you are having difficulty with your work, talk to your parents/guardians and teachers

The Parent's/Guardian's Responsibilities Include:

- To arrange a quiet, comfortable place for the child to work.
- To schedule time for the child to complete his or her homework.
- To ensure that the assignment is complete.
- To set aside an appropriate study and/or reading time each evening.
- To encourage and support the child through the homework process. The parent/guardian should **at no time do the assigned work** for the child.
- To stay current with the child's grades (1st – 8th) on Sycamore.
- To provide necessary materials for students to complete assigned homework. School printers and copiers are not for student use.

Assignment Make-up Work

1. Students will be given the opportunity to make up missed work due to excused absence or tardiness. The "rule of thumb" is **one day of make-up time for each day of absence**.
2. It is the student's responsibility to collect, complete, and turn in work if classes are missed for any reason.
3. In the event of a planned absence, parents/guardians are encouraged to notify the teacher in writing or email of the absence. Teachers may be able to send home some or all of the assignments that will be missed ahead of the planned absence. If students receive their work in advance, it is expected to be completed upon their return. Work that is not sent home before the planned absence will be given to the student upon their return. The student will then have the number of days missed to complete the assignments.
4. Students who are absent from class due to misbehavior or suspension are responsible for completing all assignments given during this absence. Students may or may not receive credit for this work depending on the specific circumstances surrounding the suspension. Determination will be made by the teachers involved and the principal.

ELECTRONIC DEVICES AND INTERNET USE

What is possible?

Access to e-mail and the Internet will enable students to explore thousands of libraries, databases, museums, and other repositories of information and to exchange personal communication with other Internet users

around the world. Families should be aware that some material accessible via the Internet might contain items that are illegal, defamatory, inaccurate, or potentially offensive. While the purposes of the school are to use Internet resources for constructive educational goals, students may find ways to access other materials. We believe that the benefits to students from access to the Internet in the form of information resources and opportunities for collaboration exceed the disadvantages. But ultimately, parents and guardians of minors are responsible for setting and conveying the standards that their children should follow when using media and information sources. Therefore, we support and respect each family's right to decide whether or not to apply for access.

What is expected?

Students are responsible for appropriate behavior on the school's computer network just as they are in a classroom or on a school playground. Communications on the network are often public in nature. General school rules for behavior and communications apply. It is expected that users will comply with the specific rules set forth below. The use of the network is a privilege, not a right, and may be revoked if abused. The user is personally responsible for his/her actions in accessing and utilizing the school's computer resources. The students are advised never to access, keep, or send anything they would not want their parents or teachers to see.

What are the rules?

Privacy – Network storage areas may be treated like school lockers. Network administrators may review communications to maintain system integrity and to insure students are using the system responsibly.

Illegal Copying – Students should never download or install any commercial software, shareware, or freeware onto network drives or devices, unless they have written permission from the Network Administrator. Nor should students copy other people's work or intrude into other people's files.

Inappropriate Materials or Language – No profane, abusive or impolite language should be used to communicate nor should materials be accessed which are not in line with the rules of school behavior. A good rule to follow is never view, send, or access materials, which you would not want your teachers or parents to see. Should students encounter such material by accident, they should report it to their teacher immediately.

Succinct Advice – These are guidelines to follow to prevent the loss of network privileges at school.

1. Do not use a computer to harm other people or their work.
2. Do not damage the computer or the network in any way.
3. Do not interfere with the operation of the network by installing illegal software, shareware, or freeware.
4. Do not violate copyright laws.
5. Do not view, send, or display offensive messages or pictures.
6. Do not share your password with another person.
7. Do not waste resources such as paper, ink cartridges, etc.
8. Do not trespass in another's folders, work, or files.
9. Do notify an adult immediately, if by accident, you encounter materials, which violate appropriate use.
10. You will be held accountable for your actions and the loss of privileges if the Rules of Appropriate Use is violated.

STANDARDIZED ACHIEVEMENT TESTS

Standardized achievement tests are administered twice a year to determine pupil, class, and curriculum strengths and weaknesses. To obtain this information, St. Paul uses the Northwest Evaluation Assessment. These tests give the teachers, parents, and students information on how well the pupil has mastered the basic skills compared to thousands of other pupils who have taken these tests.

CHAPEL SERVICES

Weekly Chapel services are held on Wednesday mornings in the sanctuary. All students will be included in the services. Family and friends are welcome to attend chapel with their child(ren). Monetary or other offerings may be collected, and given to a charity chosen for that quarter. A note home will let each family know where their offering will go.

SCHOOL PERFORMANCES

The members of St. Paul Lutheran Church do many things for the school without expecting reimbursement. One way for us to say “thank you” is sharing our children’s gifts at special worship services. The children (grades K-8) of our school are required to attend these performances. If you choose not to attend, this will lower your child’s quarterly music grade by one letter. You will be notified in advance of the dates and times.

EXTRA-CURRICULAR ACTIVITIES

Sports: Girls volleyball grades 5-8 if numbers permit. Track is offered for grades 5-8. The students participate in two or three track meets each spring. Fourth graders are able to participate in all practices allowing them to try the different events offered in the sport. Students in fourth grade are also able to participate in one meet that is offered to fourth grade students. Boys and girls basketball may be offered if numbers permit. Grades 5-8. The student is required to keep a 73% or above in all classes to be eligible to participate in all extra-curricular activities.

Academic Teams: Students in grades 5 and 6 are welcome to participate in Scholar Bowl. Students participating in Scholar Bowl compete with other small schools in the areas of history, geography, current events, science, and the arts. Similarly, students in grades 7 and 8 are welcome to participate in Academic Bowl. They, too, will compete in the areas of history, geography, current events, science, and the arts.

Math Teams: Mathletics is a competition for students in grades 4-8. Students participating in Mathletics will have several practices before each of two competitions. St. Paul will host a fall and spring competition and will invite other area Christian schools. Students in grades 6-8 may also compete in the regional Math Counts meet in February.

Spelling Bee: Students in grades 5-8 may participate in the school spelling bee, with the first place winner in each grade advancing to the county spelling bee.

Field Trips: Field Trips are planned throughout the year. You should have already signed the one-time consent form for the year when you returned your registration. This will serve as your child’s permission slip in the event of a school wide field trip. For a class specific field trip, a permission slip will be sent home each time. We will keep you informed of upcoming trips. If for any reason your child cannot go on a field trip, please inform the school office. Parents/guardians are welcome on most field trips. **It is a nice way to share a special outing with your child, therefore siblings and children not in the class will not be allowed to go on the field trip.**

TUITION

Early Registration: January 4, 2022 – March 31, 2022

Kindergarten \$160.00

Grades 1-8 \$185.00

Registration: April 1, 2022 – May 31, 2022

Kindergarten \$260.00

Grades 1-8 \$285.00

Registration: June 1, 2022 and Later

Kindergarten \$360.00

Grades 1-8 \$385.00

Tuition:

Kindergarten Member	\$2,600.00 per year	\$260.00 per month	Aug.-May
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Kindergarten Community	\$3,000.00 per year	\$300.00 per month	Aug.-May
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Grades 1-8 Member	\$4,250.00 per year	\$425.00 per month	Aug.-May
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Grades 1-8 Community	\$4,550.00 per year	\$455.00 per month	Aug.-May
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Technology fee:	Grades K-2	\$50.00	
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Technology fee:	Grades 3-5	\$80.00	
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Science/Technology fee:	Grades 6-8	\$100.00	
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Kindergarten students that need day care only on occasion will be charged \$25.00 per school day.

Kindergarten students that need full time care will be charged \$150.00 per month and will need to purchase a lunch or bring a lunch from home.

Grades 1-8 will be charged \$17.00 for child care for an early dismissal and \$25.00 for all day. Before and after school care is available at a cost of \$5.00 per day for St. Paul Lutheran School students.

Before care provided from 6:30-8:20a.m.

After care provided from 3:30-6p.m.

There is a \$20.00 PTL fee charged to every St. Paul Lutheran family that is due at registration.

We charge a \$30.00 returned check fee for all non-sufficient funds checks.

Note: All tuition and fees including lunches must be paid, library books returned or paid for if lost, before final grade cards will be issued.

TUITION PAYMENT POLICY

Tuition

Childcare tuition is due weekly on Mondays. School tuition is due the first day of the month August through May. Preschool monthly tuition is due the first day of the month September through May. Tuition payments may be made in person at the school or childcare offices or in the Office Manager's office. Tuition payments may be paid online by going to the school website (www.splcc.org) and following the directions from the "Make a payment" tab. We accept cash, check, ACH, or credit card* payments. *Credit cards payments include a 2% convenience fee.

If you set up recurring weekly or monthly ACH payments, you may choose your day of the week or month. Any concerns regarding payment should be directed to the Office Manager.

Payment Policy

All accounts will be emailed a statement on the first working day of each month and once weekly. We require a zero balance on the last working day of every month.

If accounts do not have a zero balance at the end of the month, your child(ren) will be unable to attend until there is a zero balance or until you have proposed a written payment plan to the School Board. If you choose to pay your balance due at the end of the month, you will need to bring cash. If you choose not to return, you will have 60 days to pay your back balance before we start collection procedures.

In the event of an unpaid account balance or failure to propose a written payment plan before the first day of the next month, services will be suspended. If you bring your child(ren) to school and have a delinquent account, we will call you to come pick them up and they will sit in the office until you arrive.

If your family has an unexpected financial hardship; you will put in writing the hardship, the time frame, and the payment plan that you can propose. You will address it to the School Board and be sure that you sign it. The board will look at the proposed plan and make a determination to accept your plan or make adjustments that work for both parties. If the payment plan is not followed, services will be suspended.

SCHOLARSHIP GUIDELINES

1. All families wishing to receive a scholarship must first be enrolled at St. Paul Lutheran School.
2. The following factors are considered to receive a scholarship: family financial need as determined by FACTS, the number of children from the family attending St. Paul Lutheran School, and any other scholarships received by the family.
3. Families must prove financial need by filling out the online form for Missouri District scholarships. This also makes them eligible to receive more financial assistance.
4. St. Paul scholarships are given independently from Missouri District scholarships. In other words, if a family is denied by Missouri District they may still receive a St. Paul scholarship.
5. No family will receive more than 50% of the tuition they owe for students in 1st – 8th grades or 25% for Kindergarten students.
6. Only students in Kindergarten-8th grade will be considered for scholarships.
7. All fees (registration, technology, science, etc.), lunches, field trips are the responsibility of the family.
- 8. The tuition payment policy, as stated in this student handbook, is expected to be followed. Failure to remain current in scheduled monthly payments (without previous notification to the Office Manager) will result in a forfeiture of your scholarship for the time your account is past due. Your scholarship may resume once your account is current.**

SCHOOL ATTENDANCE

School is in session as follows:

Preschool 3 & 4 year olds: Monday-Friday 8:30 a.m. -11:30 a.m.

Preschool 3 & 4 year olds: Monday, Wednesday, Friday 8:30a.m. -11:30 a.m.

Preschool 4 year olds: Monday-Friday 12:30 p.m. -3:30 p.m.

Kindergarten: 8:30 a.m. -11:30 a.m.

Grades 1 - 8: 8:30: a.m. - 3:30 p.m.

Children should arrive no earlier than 8:20 a.m. for grades a.m. preschool – 8th grade. Students in p.m. preschool should arrive no earlier than 12:20 p.m. This allows the teacher to be prepared for the day. If it is necessary to drop your child off before 8:20 a.m. (12:20 p.m.), please take them to before care.

Since it is very important to start on time, we ask that parents are out of the classrooms by 8:30 a.m. unless you have made prior arrangements with the teacher. School begins promptly at 8:30 a.m. If your child is not picked up by 3:40 p.m. he/she will be taken to after care.

Tardiness: A student (K-8) is considered tardy if he/she is not in the classroom by 8:30 a.m.. The principal will consult with the parent or the guardian following five tardies occurring in a given quarter.

Planned Absences/Appointments: In the event of a planned absence or doctor/dental appointment, teachers should be notified in writing ahead of time so that the students can receive their work to be completed while absent from the classroom.

Absences: If your child is absent because of illness, please notify the school by phone before 8:20 a.m. on the day of the illness. If your child is absent three or more consecutive days because of illness, a doctor's note is required. This note must be received no later than seven days upon return to school in order for the absence to be excused.

Excessive Absences: Regular attendance is essential for your child's academic progress to be maintained. School is in session for 174 days per year in grades 1-8. If your child has a total of twenty (20) absences or more during the school year, a conference will be held between the guardians, teacher, and principal to determine if promotion to the next grade will be granted.

ILLNESS OR ACCIDENTS

In the event of an illness, your child must be fever free and have not thrown up for 24 hours before returning to school. If your child becomes ill or is involved in any kind of accident where health care, other than minor first aid is needed, we will contact you. If we are unable to reach anyone, the school will take responsibility for getting medical attention for the child. If it is necessary for the child to go to the hospital, public transportation (i.e. an ambulance) will be used to transport your child. Expenses incurred due to the accident or injury will initially be the responsibility of the parents/guardians or their insurance company. Each accident or injury will be documented, explaining what happened, action taken, and witnessed and signed by attending school workers.

CONTAGION

When we become aware of a contagion (head lice, impetigo, ringworm, pink eye, etc.), the parents/guardians will be notified immediately to retrieve their child and will also be informed of treatment for the contagion. The child must be doctor medicated and treatment documented before the child will be allowed to return to school. In the case of head lice, the child must be nit free.

SNOW DAYS & EMERGENCY DISMISSAL

The school and pre-school will be following the same basic calendar. If there are adverse weather conditions, you may watch for St. Paul Lutheran School to be listed on KQTV (channel 10), go to stjoechannel.com, or you will receive a text alert. You may also visit the homepage of the school website splcc.org.

If for any reason, school must be dismissed early (power outage, flooding, weather, etc.) parent/guardians will be notified as soon as possible. You may tune in to KQTV, visit the homepage of the school website

splcc.org, or you will receive a text alert.

AUTHORIZATION TO PICK UP CHILD

We must have written permission from the parent/guardian for any person other than the parent/guardian to pick up your child. This includes carpooling. Please bring and pick up your preschool – 2nd grade students at the front door on the west side of the Silas building. Students in 3rd – 8th grade may be dropped off at the southwest door of the Youth Ministry building. Children must be picked up PROMPTLY at dismissal time. Students not picked up 10 minutes after dismissal will be taken to childcare unless otherwise directed.

SAFETY AT ARRIVAL AND DISMISSAL

For the safety of our students, certain rules should be followed when delivering and picking up students before and after school.

Arrival

1. The school parking lot should always be entered by way of Safari Street.
2. Yield at crosswalks for pedestrians.
3. Use the west parking lot to drop off and pick up your child. If you need to stop for a period of time or leave your car to come into the school, please park in a space in the West lot. Keep to the right as the west lot is a “one way” drive.
4. Consistent flow of traffic in the driveway is imperative. Driveways are a “drop-off” area, not a parking or standing area.
5. If dropping students off at the YMC building, pull up to the crosswalk at the west YMC doors and let students out. Children should leave the vehicle from the **passenger side only**.
6. Drivers do not pass cars unloading students at the crosswalk. Please stay in the car line.
7. Approach and leave the parking lot at a slow speed. This is a school zone.
8. Please be courteous to other drivers at all times.
9. Pedestrians are to use crosswalks to get from the parking lot to the buildings.

Dismissal

1. If you arrive early, please park in a space in the west parking lot.
2. Congestion is greater after school than before. Use special care when leaving the parking lot.
3. Students are not allowed to play on the playground unless they are directly supervised by a parent. Teachers do not supervise the playground after school as they must supervise the loading of children. **No playing is allowed until after all cars have left.** (3:45p.m.)
4. Parents/guardians of students in Preschool – 2nd grade must come to the sidewalk of the Silas Center to pick up their child when school is dismissed.
5. Cars should not stop in the drive north of the Silas building to load and unload their children. This causes traffic to back up in the driveway.
6. Students in grades 3-8 may be picked up at the west YMC crosswalk.
7. Pedestrians are to use crosswalks to get from the parking lot to the buildings.

ENROLLMENT PROCEDURES

Age Requirements: To be enrolled in preschool, students must have reached the age (3 or 4 years) before August 1st. Students in kindergarten must be five years old before August 1st. Those entering 1st grade must be six years old before August 1st. **A copy of the student’s birth certificate is required with application.**

Enrollment Packets: All Enrollment forms must be turned in with the registration fee for a student to be considered formally enrolled. Kindergarten students must submit a copy of their Parents as Teachers

Kindergarten screening in order for their enrollment to be complete. The Registration fee covers enrollment and materials/books. Students may not register for the next school year until their tuition balance is current.

Immunizations/Health Records: Each child must have a current immunization form on file upon enrollment. If the child is exempt from any immunization, there must be a letter on file from the child's doctor stating why the child cannot be immunized.

All families must complete a family medical history, indicating allergies, medications, prolonged illnesses, etc. We will administer no medication without proper authorization by a physician and the parent or guardian. A medication authorization form must be completed before any medication will be administered.

Before playing any school sport, a physical must be on file.

The safety and well being of your child is of the utmost importance. We are required by law to report any neglect or abuse that is observed or suspected.

Non-Discrimination Policy: St. Paul Lutheran School admits students of any race, color, national or 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, sex and national or ethnic origin in administration of its educational policies, admission policies, and other school-administered programs.

Transfer/New Students: St. Paul Lutheran School is open to all students, although St. Paul Lutheran School may not be able to make accommodations for those who have specific learning difficulties. Students wishing to enter Grades 1-8 must present records from the last school they attended. All transfer students will be required to show that immunizations are up to date and a release form must be signed for records from the previous school.

School Supplies: Supply lists will be sent home in late summer for all children. The children need to bring those items listed on the supply list to school on the authorized drop off day. Each child should have a backpack, which should be checked by the parents daily for any information and papers that are sent home. Please be sure to label any of the items that may get mixed in with others.

DRESS CODE

Students of St. Paul Lutheran School are expected to dress in a manner that is modest, safe, and non disruptive to the school day. If the principal or principal's designee believes a student's appearance or dress disrupts the educational process, constitutes a threat to health or safety, or is otherwise contrary to the school's Christian environment, the student may be asked to make modifications and parents/guardians may be notified.

Examples of prohibited dress or appearance include, but are not limited to:

- Clothing exposing undergarments
- Midriff, backless, and see-through shirts
- Spaghetti strap and strapless tank tops
- Attire with offensive messages or illustrations
- Attire promoting drugs or alcohol
- Excessively tight, torn, or saggy clothing
- Attire exposing cleavage, belly, or bottom
- Excessively short skirts and shorts
- Facial piercings

PE – All Grades: Athletic shoes are **required** however PE clothing is optional.

PARENT-TEACHER CONFERENCES

Conferences will be held in the fall and spring to discuss your child's progress. Parental/guardian attendance at the fall conferences is required. If a question or concern arises at a different time, teachers will be willing to meet upon request. Parents/guardians are welcome in the classrooms with prior notification at the office.

SPECIAL SERVICES

Lunch: Our hot lunch program is available for K-8th graders at the cost of \$3.00 for lunch and \$.50 for milk per day. Lunch menus will be sent home monthly and are posted on the school website and on Sycamore. Student's who wish to pack a cold lunch may purchase a milk if they would like. We also request that if your child packs a lunch for the day, that it is not a meal from a fast food restaurant. We will make exceptions only for special occasions.

Library: Beginning the first full week of school, children will be able to check out books from the school library. Any book that a child checks out in the library is the responsibility of that child. The books may be checked out for one week. You and your child will be responsible for the replacement cost for lost or damaged books. The librarian will notify you that the book will need to be replaced if it is more than four weeks overdue.

BIRTHDAYS

Children in 1st-8th may bring snacks on the date closest to his/her birthday. Please let the classroom teacher know of your plans and ask if there are any food allergies in your child's class. If your child has a summer birthday, you may choose another day such as a half-birthday. No birthday invitations may be given out on school property unless they are given to the entire class or all boys/girls.

PTL

Parents are encouraged to become involved in the **Parent Teacher League** organization. Meetings are led by the PTL officers. Dues for PTL are \$20.00 per year for each family. Dues are paid with registration for the school year. The PTL leads our fundraising efforts by helping with a fundraiser in the fall and organizing the School Carnival in the spring.

The main goal of PTL is to foster a close relationship between the home and school through cooperation between parents and teachers. Parents are encouraged to join committees and become officers in the organization.

HOLIDAY PARTIES DURING THE SCHOOL YEAR

Christmas, Valentine's Day, and Easter are the three days that teachers are able to have parties in their classroom. Teachers will have signup sheets for parents to help bring supplies and food.

WAYS TO SUPPORT OUR SCHOOL

Scrip: This program not only helps St. Paul Lutheran School, it also helps individual families. The school purchases gift cards and resells them. There are MANY businesses on the list (some local, some nationwide).

When you purchase Scrip, a portion of the amount goes directly to the school and a portion goes into a family account that may be used toward your child's tuition. You may purchase Scrip in the school office throughout the week.

Box Tops for Education: Each year our school participates in the Box Tops for Education program. These Box Tops can be found on some grocery items. Families can download the app on their phone and scan their receipt to earn money for our school. Box Tops on packaging can also be clipped and brought to school.

QUESTIONS AND PROBLEMS

St. Paul Lutheran School anticipates a positive relationship with each family. If you have any questions about activities at school, please ask the child's teacher first. If a problem is not resolved, you may then contact the principal to discuss it.

CHILD ABUSE/NEGLECT

Missouri Law mandates that teachers, extended care personnel, counselors, and administrators report suspected cases of abuse or neglect of students in their care. The personnel on staff at SPLCCS will abide by this law. Any faculty or staff member of SPLCCS who has knowledge of or reason to suspect abuse or neglect shall report the suspected abuse to the administration and the proper authorities.

DISCIPLINE

Philosophy:

A primary task of the school is to create a stimulating, safe, and nurturing learning climate for all students. The responsibility for maintaining such an environment belongs to all members of the school community: administrators, teachers, parents, students, pastors, and the School Board.

Discipline includes methods and techniques for establishing and maintaining order. These are designed to develop, in each individual, a sense of Christian responsibility, a sense of direction, self-discipline, and a means of self-determination, which accommodates the needs and rights of others and demonstrates Christian love for others. In a healthy school, students feel comfortable, are usually happy, achieve at satisfactory level, and meet behavioral expectations willingly.

Good self-discipline begins when the home remains the primary mold of each child (I Timothy 5:4). St. Paul Lutheran School is an extension of the home and does the task of parenting while children are in school. Hebrews 12:11 talks of the need for application of Law and Gospel: "For the moment all discipline seems painful rather than pleasant: later it yields the peaceful fruit of righteousness to those who have been trained by it."

St. Paul School recognizes the important relationship between Christian discipleship and school discipline. Even as disciples of Jesus followed Him, so young disciples at St. Paul are urged to follow Christ, to live in Him, and serve Him. Discipline policies and procedures, therefore, are based on Scriptural understandings of discipleship.

St. Paul School also recognizes the importance of knowing children – their physical, emotional, social and spiritual needs, their behavioral patterns, and their age level characteristics. Discipline policies and procedures are, therefore, also based on reliable research and studies regarding human development and personality. In addition, each child will be viewed as a special child of God who is worthy of unique

consideration.

Discipline procedures and penalties depend on the seriousness of the conduct according to three categories: 1) misbehavior, 2) misconduct, and 3) serious infraction.

Discipline options include: 1) student conference, 2) parent conference, 3) denying privileges, 4) research/writing assignment designed to help student better understand the details/consequences/options pertinent to the particular situation, 5) letter sent to the home, 6) forfeiting a field trip, 7) detention, 8) suspension (in or out of school) for 1-4 days, 9) out of school suspension for 5 or more days, 10) probation, or 11) dismissal from enrollment. These options do not imply a sequence but are applied to appropriate situations. The goal of disciplinary procedures is to help children have the courage to accept responsibility, to accept forgiveness, and to restore damaged relationships.

All School Discipline Plan:

Respect God
Respect Others
Respect Yourself

Each teacher will develop an individual set of classroom rules and expectations using the all school discipline plan as a foundational guide. The teacher may utilize reprimands, denial of privileges, detentions, or other appropriate consequences when students do not adhere to classroom expectations.

MISBEHAVIOR

Misbehavior is defined as choices made by a student which disrupt the classroom environment or routines. Each teacher will respond to misbehavior with steps listed in the individual classroom management plan which is formulated at the beginning of each school year.

MISCONDUCT

Students may be issued a detention for any of the following infractions. Upon the 4th infraction of this type, an in-school suspension will be issued. Additional infractions will result in an out-of-school suspension and possible expulsion. Upon receiving any detention, participation in any extracurricular activities will be affected. Field trips and special activities may also be affected.

1. Hitting or scuffling
2. Use of profanity, name calling, or obscene gestures
3. Abuse of property belonging to the school or to another person
4. Disrespect to adults or others
5. Disruptive behavior
6. Misuse of electronic devices (cell phones, music players, computers, games, etc.)
7. Lying
8. Forgery and cheating
9. Plagiarism

(Special note about plagiarism – With the influx of electronic information available to students, teachers are especially conscientious about checking student work for plagiarism. When students are asked to provide research for projects, posters, papers, edits, or presentations, the information they print or verbalize should be in their own words. Students may not copy and paste, lift phrases or longer writing segments from other authors including other students, or in any way present information that they do not

understand or have not rewritten to reflect their own understanding and style. In addition to the detention for misconduct, students may receive a zero on any assignment on which they plagiarize.)

SERIOUS INFRACTION

If any of the following serious infractions occur, the principal will use the following as a guide for his/her decisions. Depending on the severity and number of the infractions, the student could receive any of the following consequences:

- 1st serious infraction – detention or in-school suspension**
- 2nd serious infraction – out-of-school suspension**
- 3rd serious infraction – possible expulsion**

The infractions do not have to be the same type of offense for the above procedures to be applied. The police may be called.

1. Bullying
2. The use and/or possession of tobacco in any form.
3. Possession, use or distribution of controlled substances including alcohol.
4. Use of inhalants
5. Unauthorized possession of medications
6. Excessive absences (10 or more days per semester unless excused with a doctor’s note).
7. Truancy
8. Vandalism
9. Leaving campus without permission of a teacher or principal during the school day
10. Use, possession, or distribution of fireworks
11. Falsifying an emergency situation (fire alarm, calling 911, etc.)
12. Possession of a weapon
13. Fighting, assault
14. Stealing/Theft
15. Harassment, threats, sexual harassment, possession of sexually explicit material or pornography
15. Gang activities
16. Arson

Any problems that arise that are not covered here and are prejudicial to good order, safety and discipline in the school shall be dealt with by a principal as equitably as he/she sees fit according to the severity of the offense. This includes the principal’s authority to recommend additional disciplinary action to the Board depending on the severity of the offense. Any offense which is considered to be a serious infraction will be documented in the student discipline record.

DISCIPLINARY OPTIONS

Teachers, principals, and the School Board shall fully utilize all practical ways and means of helping students with behavior problems before extreme measures are taken. Sound professional judgment shall be used in determining whether formal disciplinary proceedings are necessary in each individual case.

The following are disciplinary options available to teachers (T), principals (P), and School Board (B).

Disciplinary Option	Authority to Use	Procedures	Appeal
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Student conference	T, P		
Parent conference	T, P		
Deny privileges	T, P		
Written assignment related to offense	T, P		
Letter sent home	T, P		
Detention	T, P	Written detention notice is issued following a conference with the student. The detention must be signed by the parent and returned to the principal.	
1-4 day suspension (in school or out of school)	P	Notice, informal hearing with student, parent(s), and principal	
1 month to 6 months probation	P	Notice, informal hearing with student and parent(s), and principal, conditions of the probation in writing and signed by principal, student and parent(s)	A 1- month to 6 months probation may be appealed to the Board. The grievance should first be taken up at the level at which it was instituted (principal). Notice of appeal to the Board must be in writing.
5 or more day suspension out of school	P	(may follow 1-4 day suspension) Written notice, informal hearing with student, parent(s), and principal.	A 5 or more day suspension may be appealed to the Board. The grievance should first be taken up at the level at which it was instituted (principal). Notice of appeal to the Board must be in writing.
Dismissal from enrollment	B	Written notice, formal hearing, student, parent(s)/guardian(s), principal, Board	The Board may be asked to reconsider its original action. Notice of appeal shall be in writing.

Detention Procedures

A detention may be issued by either the classroom teacher or the principal.

1. The student will phone the parent to notify the parent/guardian that he/she will be serving a detention and to tell the parent the reason for the detention. If the assigning teacher is available, the detention will be the afternoon of the infraction. If no teacher is available to cover the detention on that day, the detention will be served on the first day when the assigning teacher is available. The student will serve the detention for one hour after school from 3:30-4:30 p.m.
2. If contact was not made with the parent(s)/guardian(s), a written detention notice will be sent home with the student at the close of the school day informing the parents of the student's misconduct. The note will be returned to the principal, signed by the parent, before school the following morning. If the signed note is not returned, the parents will be called by the principal.
3. The number of detentions given in a day will be the number of days a student must stay until 4:30

p.m. (If 2 different teachers each give a student a detention the student must stay after school 2 different days).

If, during the detention time, the student misbehaves, the student will be given an additional detention to be served the following day. Detentions will be supervised by a teacher or the principal.

4. Upon receiving the third detention in a semester, a conference will be scheduled with the parents, teacher(s), and principal. Subsequent detentions are considered serious infractions. The principal has the authority to require subsequent detentions to be served on Saturday mornings.
5. All detentions are “working detentions” – cleaning or providing some other service for the school.

Suspension Procedures (1-4 days)

1. Informal Hearing:
The student will be given an opportunity to admit or deny the accusation, and to give his/her version of the events. The principal will conduct an investigation.
2. Notice: The principal will provide the student or parent/guardian notice of the contemplated action. Such notice may be oral or in writing.
Content of Notice:
The notice will contain the following information: a. a statement of charges against the student, b. a statement of the basis of the allegation. Specific names may be withheld.
The information may not be formal, but should sufficiently inform the student and his parent/guardian of the basis for the contemplated action.
3. Timing:
The notice and informal hearing should precede removal of the student from school. There need be no delay between the time notice is given and the time of the hearing.
If the presence of the student is a continuing danger to persons or property or threatens disruption of the academic process, notice of an informal hearing need not be given prior to removal from school.
4. Appeal:
The principal may be asked to reconsider his/her decision.
5. Students under suspension are not allowed to participate in or attend any extracurricular activities sponsored by the school until they have attended classes on the first day after the suspension.
6. Absence:
A student may make up all work missed during an in school or out of school suspension.
Re-admittance Conference:
Students will be readmitted to classes only after a conference has been held. The student, parent/guardian, principal, and, in some cases, the teacher should attend the conference.

Probation Procedures (1-6 months)

1. Informal Hearing:
The student will be given an opportunity to admit or deny the accusation, and to give his/her version of the events. The principal will conduct an investigation.
2. Notice:
The principal will provide the student or parent notice of the contemplated action. Such notice may be oral or in writing.
Content of Notice:
The notice will contain the following information: a.) a statement of charges against the student, b.) a statement of the basis of the allegation. Specific names may be withheld if necessary to shield a witness. The information may not be formal, but should sufficiently inform the student and his parent/guardian of the basis for the contemplated action.

3. Conditions of the Probation:

The principal may impose certain conditions to the probation. The conditions of the probation will be in writing and signed by the principal, student, and parents/guardians. Conditions may include academic standards, requirements for conduct, testing for substance abuse (paid for by the parents at the principal's direction), and/or community service. Students on probation (as spelled out in the probation agreement) may be prohibited from participating in or attending any extracurricular activities sponsored by the school without specific permission from the principal. The final condition of probation will read "The agreement of probation will be considered violated if, during the probationary period, the student breaks any condition of the probation or is involved in any disciplinary situation that results in a suspension from school. It is agreed that in such a circumstance, upon the request of St. Paul Lutheran School, the parents will transfer the student to another school."

4. Appeal:

Probation of one to six months may be appealed to the Board. The grievance should first be taken up at the level at which it was instituted (principal). Notice of appeal to the Board must be in writing.

Suspension Procedures (5 or more days)

1. Informal Hearing:

The student will be given an opportunity to admit or deny the accusation, and to give his/her version of the events. The principal will conduct an investigation.

2. Notice:

The principal will provide the student or parent/guardian notice of the contemplated action. Such notice will be in writing and may be delivered in person or by US mail.

Content of Notice:

The notice will contain the following information: a. a statement of charges against the student, b. a statement of the basis of the allegation. Specific names may be withheld if necessary to shield a witness.

The information may not be formal, but should sufficiently inform the student and his/her parent/guardian of the basis for the contemplated action.

3. Timing:

The notice and informal hearing should precede removal of the student from school. There need be no delay between the time notice is given and the time of the hearing.

If the presence of the student is a continuing danger to persons or property or threatens disruption of the academic process, notice of an informal hearing need not be given prior to removal from school.

4. Appeal:

Suspensions of 5 or more days may be appealed to the Board. The grievance should first be taken up at the level at which it was instituted (principal). Notice of appeal to the Board must be in writing.

5. Participation in School Activities:

Students under suspension are not allowed to participate in or attend any extracurricular activities sponsored by the school until they have attended classes on the first day after the suspension.

6. Absence:

A student may make up all work missed during a 5 or more day school suspension.

7. Re-admittance Conference:

Students will be readmitted to classes only after a conference has been held. The student, parent/guardian, principal, and, in some cases, the teacher should attend the conference.

Dismissal Procedures

1. Only the School Board has the authority to dismiss a student from enrollment. If a student consistently refuses to conform to school policies and regulations, or is responsible for behavior that

endangers other students or substantially disrupts the education process, the principal may recommend to the School Board, through the board's director, to dismiss a student from enrollment.

2. Notice:

The Board will notify the parent/guardian of the student of the contemplated action. The notice will contain the following information: a. a statement of charges against the student; b. a statement of the basis of the allegation; c. a date for a formal hearing.

3. Hearing:

The board will conduct a formal hearing. The Board will expect the principal to present oral and written reports and statements regarding the student's conduct. The parents/guardians and/or student will also present oral and written reports related to the conduct in question. The number of previous disciplinary penalties may be a major factor in the Board's decision to dismiss a student from enrollment.

4. Re-admittance:

Re-admittance at the beginning of a semester will be possible only through consent of the School Board.

5. Appeal:

The Board may be asked to reconsider its original action. Notice of appeal shall be in writing.

SEXUAL HARASSMENT

Policy Statement:

It is the policy of St. Paul Lutheran School of St. Joseph, Missouri, to provide an educational environment in which all students are treated with respect and dignity. The school prohibits any form of sexual harassment of students whether verbal, physical, or environmental. It is a violation of this policy for any student of St. Paul Lutheran School to harass another student in a sexual manner as defined below. It is never a defense to a claim of sexual harassment that the alleged harasser did not intend to harass.

Confidentiality:

Every effort shall be made to protect the privacy of parties involved in any complaint. Files pertaining to complaints are confidential and will only be discussed when necessary for the investigation and/or resolution of the matter.

Retaliation:

The school forbids retaliation against anyone who reports sexual harassment or who participates in the investigation of such a report.

Definition of Sexual Harassment:

For the purposes of this policy, sexual harassment is defined as including, but not limited to, unwelcome sexual advances, requests for sexual favors, repeated derogatory sexist remarks, and other verbal, visual, or physical conduct of a sexual nature directed toward a student under any of the following conditions:

- Submission to or toleration of sexual harassment in an explicit or implicit term or condition of any services, benefits, or programs sponsored by the school and church;
- Submission to or rejection of such conduct is used as a basis for academic evaluation affecting a student;
- The conduct has the purpose or effect of unreasonably interfering with a student's academic performance, or creating an intimidating, hostile, or offensive learning environment.

Examples of Sexual Harassment:

Sexual Harassment includes, but is not limited to:

- Verbal: Sexually demeaning comments, sexually explicit statements, questions, slurs, jokes, anecdotes, or epithets.
- Written: Suggestive or obscene letters, notes, or invitations.
- Physical: Sexual assault, touching, impeding or blocking movement.
- Visual: Leering, gestures, display of sexually suggestive objects or pictures, cartoons, or posters.
- Continuing to express sexual interest after being informed that the interest is unwelcome.
- Making reprisals, or threats of reprisals following a negative response to sexual advances, or following a sexual harassment complaint.

Student-to-Student Sexual Harassment:

This policy prohibits student to student/youth sexual harassment whenever it is related to school, or attendance, and occurs at any time including but not limited to, any of the following:

- While on school/church grounds.
- While traveling to or from school.
- During the lunch period whether on or off campus.
- During, or while going to or coming from, a school sponsored activity.

Any student who engages in sexual harassment of another student is subject to disciplinary action including verbal warnings and reprimands, counseling, suspension, and expulsion.

Complaint Procedure:

Step One:

Students who feel aggrieved because of conduct that may constitute sexual harassment should directly inform the person engaging in such conduct that such conduct is offensive and must stop. If students do not feel comfortable doing this or are unable to do so, they shall direct their complaints to someone on the staff that they are comfortable telling. Any staff person who is informed shall make a report to the principal. This person has been designated to assist in resolving sexual harassment complaints and is bound by the highest degree of confidentiality. The person receiving the complaint will inform the alleged harasser that the offensive behavior must stop. The administrator may provide disciplinary consequences for the perpetrator as outlined in the Parent Handbook.

Step Two:

If the complaint is not resolved by actions taken in *Step One*, or if the harassment continues, the administrator will follow disciplinary procedures outlined in the Parent Handbook. If suspension or expulsion is contemplated as a possible disciplinary consequence, the discipline policy outlines procedures including an informal hearing. The disciplinary policy also includes avenues for appeal if the disciplinary consequence results in a suspension or expulsion.

SUBSTANCE ABUSE

The possession, use, or distribution of alcohol, drugs of any type (except those covered by the policy on administration of medications to students), tobacco, or drug paraphernalia at school or at any school sponsored activity is strictly forbidden and will generally result in suspension or expulsion. In an effort to keep St. Paul School “Drug Free,” the school may, unannounced, request the police department’s canine unit to check the school for drugs. The school reserves the right to enforce the following policy:

Any student found to have been in possession of and/or using illegal drugs, alcohol or tobacco products while under the supervision of the school, or while present at school activities, or while in public areas and not

under the direct and immediate supervision of the student's parent, parents, or legal guardian shall be dealt with according to the discipline procedures printed in the Parent Handbook.

On the first offense, in addition to being suspended from school, the student will be suspended from participation in public activities of the school such as athletics, music and drama activities, field trips, and other extracurricular activities and also suspended from positions of leadership of student groups. The school's evaluation of the serious nature of the first offense may result in discontinued enrollment. A recommendation may be made to the parents/guardians to seek assessment or evaluation by a qualified individual (at the expense of the student's family). If the assessment indicates the need for further treatment of the student, participation of the student in an appropriate treatment program may be a prerequisite to continued enrollment at St. Paul Lutheran School. The school reserves the right to request periodic reports from the agency responsible for the treatment at the family's expense.

Students who personally and voluntarily seek help for problems with drugs or alcohol may be exempted from the above procedures at the option of the school.

BULLYING

It is the policy of St. Paul Lutheran School to provide an educational environment in which all students are treated with love, respect, and dignity. St. Paul Lutheran School prohibits any form of bullying of students. It is a violation of this policy for any student of St. Paul Lutheran School to intimidate, harass, or physically harm any student.

Bullying can present itself in a variety of forms and degrees. It may be subjective or overt in nature. The perception of the victim defines the act of bullying. Bullying is defined as aggressive behavior that intimidates or harasses a reasonable student causing him or her to fear his/her physical safety or emotional well being. Bullying in any form is wrong and will not be allowed to continue.

Examples of bullying:

Bullying includes, but is not limited to:

- Physical – hitting, kicking, pushing, punching
- Emotional – exclusion, tormenting, pressuring
- Racial – taunts, gestures, graffiti
- Sexual – unwanted contact, gestures, comments
- Verbal – name calling, sarcasm, spreading rumors, teasing
- Cyber – emails, messages, social media posts, or forwarded information that harasses, torments, or intimidates a student.

Bullying behavior can also be extended to possessions.

This policy prohibits students from harassing, physically harming, or intimidating whenever it is related to school, or attendance, and occurs at any time including, but not limited to:

- While on school/church grounds.
- While traveling to or from school.
- During the lunch period whether on or off campus.
- During, or while going to or coming from, a school sponsored activity.

Students and non-teaching staff/volunteers are encouraged to report behavior that they consider to be bullying to a teacher or the principal. It may be a single event/action which if allowed to continue, may constitute bullying.

Parents/guardians may submit to the principal a written report of incidents that they feel constitute bullying.

The principal shall be responsible for investigating the incident(s) to determine if further action is warranted. Teachers are required to document all reports or observations of bullying. This report will be forwarded to the principal for investigation.

Age and emotional maturity will define how the act/event will be addressed. The investigation will be the responsibility of the principal.

Any student who is involved or engaged in the bullying of another student is subject to disciplinary action including verbal warnings, detention, suspension, and expulsion as listed in the Parent Handbook.

CORPORAL PUNISHMENT

Corporal punishment will not be administered at St. Paul Lutheran School.

CELL PHONE POLICY

Cell phones are allowed, but must not be in use (turned off) while in the classroom during school hours or while the phone is in the locker.

Teachers may or may not allow cell phones in the classroom, but students must have them on the desk, face down unless otherwise specified by the classroom teacher. Most teachers will ask that phones be turned in during the school day. Students may not take phones when going to the bathrooms.

All students must go through a school official (teacher, principal, coach) before contacting a parent or guardian. Refusal to do this will result in disciplinary action.

In case of multiple offenses, parents will have to pick up the phone from the school office.

It is highly recommended that electronic devices of any kind not be brought to school. The school is not responsible for any lost or stolen electronics. If confiscated, these items may be kept until a parent/guardian picks it up.

GRIEVANCE POLICY

When a parent/guardian or student has a grievance of one kind or another against a member of the faculty or staff, he or she shall follow the Christian example found in Matthew 18.

“If your brother sins against you, go and show him his fault, just between the two of you. If he listens, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan and tax collector.” Matthew 18:15-17

1. The first step is that the person should voice his or her grievance **in person** to the faculty or staff person in question.
2. If, after this one-on-one discussion, the parent/guardian or student feels the problem has not been resolved, he or she should arrange a time when the principal or another person can go with him or her to meet with the person against whom the grievance has been voiced.
3. If the matter is still not resolved after the meeting in step two, the person with the grievance and the

persons who discussed the matter in step two should all meet with the **Chairperson of the School Board**.

AT NO TIME SHALL A PARENT/GUARDIAN OR STUDENT VOICE A CONCERN OUTSIDE HIS IMMEDIATE HOUSEHOLD BEFORE FULFILLING THESE ABOVE THREE STEPS.

If any matter is handled contrary to the above policy, the family will be asked to meet with the School Board to discuss their continued enrollment in St. Paul Lutheran School. All cases will be **reviewed within 30 days** by the School Board. All School Board decisions are final.

This policy should in no way be construed as an effort to close the door of communication between parents/guardians, students, and the school. On the contrary, it is an attempt to channel all such grievances along the lines of Christian rapport. Any legitimate concerns will be received with all due consideration so that a satisfactory solution may be found.