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Philosophy of Education

Redeemer Christian School serves the Lord. It exists for the benefit of the world and this community by “making disciples of all nations.” (Matthew 28:19-20) Redeemer does this by proclaiming and teaching that God has redeemed all people, through the life-giving death and resurrection of Jesus Christ. The Christian “Good News” is taught and practiced at Redeemer according to the Word of God (2 Cor. 5:17-21; I Peter 1:3-5, 2:9-10) and the Lutheran Confessions. The school and classrooms are Christ’s where He creates and nurtures disciples who are precious in the sight of God.

Redeemer also makes disciples by equipping children to live in society, always keeping in mind individual differences. **Throughout the developmental stages of growth, our aim is to develop the child spiritually, mentally, emotionally, academically, socially and physically to be a responsible person and a thoroughly equipped child of God to serve the Lord in His world.**

(Matt. 5:14-16; Rom. 12:1-2; I Peter 4:10)

The ministry of Redeemer Christian School is not only to the child, but to the child’s family. Our ministry is supportive of and supplemental to parental and family life. (Eph. 6:4; Prov. 22:6)

Redeemer Christian School (RCS) is an educational agency to and supported by Redeemer Lutheran Church. The RCS Board of Education is responsible for the operation of RCS.

We are very much aware that we have students who come from over twenty different area congregations. We do our best to present the Bible as the Word of God to all these groups with sensitivity to all the different beliefs. We desire to help children and their families to grow in the faith of Jesus as their Savior.

However, parents considering RCS need to know that our Religion curriculum is based on Lutheran doctrine. Parents with concerns in this area are encouraged to discuss the Religion curriculum with the Principal or the Pastor.



Religious
Background

Curriculum

Religious Education	Mathematics	Physical Education	Ohio History
Bible History	Science	Critical Thinking	Health
Language Arts	Geography	Computer Science	Listening
Grammar Usage	Oral Communication	Conservation of Natural Resources	Social Studies
Written Communication	Handwriting	Reading: developmental, functional, recreational, enrichment, critical, correctional, remedial	Spanish (distance) Art
Spelling	Music		
U.S. History	Citizenship		



Redeemer Christian School was founded in 1943 with the establishment of kindergarten classes. During the early years we operated as many as five kindergarten rooms. In 1958, on the completion of a new educational wing, Redeemer decided to establish the elementary program with the addition of the 1st grade for the 1959-60 school year. In June 1967 the first 8th grade graduation was held during a Sunday morning worship service. In September 1973, we began our pre-kindergarten (4-year-olds) program. Our pre-school (3-year-olds) began in September 2010.

Entrance & Admissions

ADMISSIONS POLICY

Redeemer Christian School admits students of any race, color, and national and ethnic origin to all the rights, privileges, programs and activities in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.

REQUIREMENTS

The compulsory school entrance age for children is 5. All children who have not been excluded or excused from school must be enrolled in school by the calendar year during which they turn 6. However, parents may choose to enter children before this age under the following conditions:

A. Entrance Requirements

1. Kindergarten students must be five on or before August 1st.
2. Kindergarten students must complete a Kindergarten Screening.
3. Students entering grades 1 through 8 are required to take an entrance exam.
4. A valid birth certificate, custody papers if applicable, IEP/SEGO if applicable, disciplinary records, report cards, official school transcript if the student is transferring from another school.

B. Entrance Limitations

If for some reason Redeemer Christian School is not staffed or equipped to be of service to a child in need of special instruction, guidance, or attention, we reserve the right to dismiss a child and/or direct the parent(s) and child to another agency.

C. Immunization Requirements

1. If a family chooses to immunize their child(ren), state law requires that each child have the following minimum immunizations:
 - 4 DPT (Diphtheria, Tetanus, Pertussis) Immunizations
 - 3 Polio Immunizations
 - 1 Rubella Immunization
 - 2 Measles Immunization (or history of disease)
 - 1 Mumps Immunization (or history of disease)
 - 1 Chicken Pox Immunization
 - DPT Booster—prior to 7th Grade
 - 1 Hib—required for pre-school. Hib is not given after age 5
2. A written report from a doctor or recognized health agency to show that these immunizations have been received must be presented for each child at the time, or with 14 days, of his/her initial entrance into Redeemer, or a written statement must be submitted by a physician indicating that such immunization may be harmful to the student, or by the parent, as defined in Section 33313.64 of the Ohio Revised Code, objecting to the immunization for religious or philosophical reasons.

3. Within fourteen days after his/her entrance date into Redeemer, each pupil shall present written evidence that he/she has received or is in the process of receiving the above stated immunizations, or said pupil shall be subject to exclusion from school.

NON-DISCRIMINATORY POLICY

Redeemer Christian School believes that educational opportunities and programs should be open to boys and girls on an equal basis, and that employment opportunities be available to men and women equally. Title IX of the Education Amendments of 1972 also prescribes this: We, therefore, do not discriminate on the basis of gender in administering our educational policies, programs, activities, and employment practices. However, since most teacher education graduates are women, it may be that teacher selection practices result in a majority of female teachers.

Inquiries about the non-discrimination policies of Redeemer Christian School may be referred to Ken Krueger, 2141 Fifth Street, Cuyahoga Falls, Ohio 44221.

Parent Cooperation

The primary goal of Redeemer Christian School is to assist parents in the Christian nurture of their children. We are calling our children to a life of total commitment to Jesus Christ. This takes time, work, and dedication. The staff of Redeemer can't do it alone. Parents, school, and church must be partners in education. **We need each other as members of a loving family, the body of Christ. We need your help, your support and cooperation, your understanding and forgiveness, and, foremost, we need your prayers.**

Please become thoroughly informed of the purpose and objectives of Redeemer Christian School.

FAMILY VALUES POLICY

Redeemer Christian School is a mission of and operated by Redeemer Lutheran Church. Redeemer Lutheran Church is a Member congregation of the Lutheran Church Missouri Synod (LC-MS).

Redeemer Christian School is a school with a mission, but it is more than that. The Redeemer Lutheran Church considers Redeemer Christian School to be a mission, one form of Christian mission to its members and to the community. LCMS Christians believe that the purpose of education is not ultimately to prepare people for life in this world, but to "make people wise unto salvation through faith in Jesus Christ." (1 Tim. 3:15).

Christian beliefs, as understood and taught in the LCMS, pervade everything that is done at Redeemer Christian School. Christian instruction is not only carried out formally, but it is integrated into the study of every subject. Students are immersed in a Christian atmosphere, surrounded by teachers, administrators, and school employees whose very presence is a testimonial to the Lutheran faith and way of life.

The LCMS is a creedal church with definite beliefs on many points of Christian faith. For instance, the LCMS affirms the sanctity of human life, including the life of an unborn child, the importance of stable family life and of fidelity in marriage, and abstention from illegal drugs. The LCMS opposes a homosexual lifestyle and cohabitation or sexual relations outside the marital relationship. These are only examples of the LCMS's positions on a number of contemporary questions of conduct and morals.

Redeemer Christian School expects that families of its students will not act in a way that is contrary to or disrupts the teachings of the LCMS in matters of religious faith and personal conduct. Family members who are not LCMS members are of course not required to believe or confess the teachings or beliefs of the LCMS. However, family members may not, in a way that may affect the school, promote beliefs that are contrary to those of the LCMS or otherwise weaken the LCMS Christian atmosphere at the school. Family members are expected to lead personal lives that do not violate the teachings of the LCMS on matters of personal conduct, so that all family members in their daily lives do not undermine Redeemer Christian School's mission as an LCMS Christian institution. If a family member of a student or applicant for enrollment challenges LCMS teachings at Redeemer Christian School or conducts his or her life in a way that is contrary to those teachings, the student or applicant may be expelled, suspended, or refused enrollment.

LCMS doctrine and practice are derived from the Christian Scriptures, the Lutheran confessions, and the applicable resolutions of the LCMS. For the purposes of this policy the decision of the Principal of what constitutes the beliefs and teachings of the LCMS and what actions or conduct constitutes a violation of this policy shall be final and binding. Family members who are unfamiliar with LCMS beliefs and teachings on any subject should inquire about them from the Principal. He or she can refer questioners to appropriate publications or, if necessary, can arrange for the family member to be counseled by a pastor of an LCMS church.

Adopted by Board of Education on 11/10/2014 Adopted by Redeemer Lutheran Church Board of Directors on 11/20/2104

PARENTAL INVOLVEMENT IN EDUCATION

The RCS Ministry Team believes that parent/guardian involvement is an important part of the educational program. Current research indicates that a home/school partnership and greater involvement on the part of parents/guardians in the education of their children generally results in higher achievement scores, improved student behavior, and reduced absenteeism.

All parent/guardians of students enrolled at Redeemer Christian School are encouraged to take an active role in the education of their children. The School Board directs the Principal to develop the necessary procedures to ensure that this policy is followed and that the parent/guardian involvement is encouraged. The procedures will:

1. Encourage strong home/school partnership;
2. Provide for consistent and effective communication between parents/guardians and school officials;
3. Offer parents/guardians ways to assist and encourage their children to do their best;
4. Offer ways parents/guardians can support classroom learning activities.

PARENTAL INVOLVEMENT IN SCHOOL

Redeemer Christian School depends on the support and involvement of parents in areas such as field trips, room parties, school picnic, and special class events. Since children learn not only by books, but by example, we expect all adults, parents and teachers alike to be good Christian examples in their words and actions. Redeemer Christian School is a SMOKE-FREE ENVIRONMENT. Therefore, **no smoking** is permitted while around children by any adult who participates in any class/school activity. Also, **no smoking** is permitted on the Redeemer Christian School campus.

PARENT TEACHER LEAGUE (PTL)

All parents are encouraged to attend PTL meetings. This is a good opportunity for parents to learn more of what our school is doing.

VOLUNTEER REQUIREMENT POLICY

As part of enrollment at Redeemer Christian School, each family will be required to fulfill 20 service hours per school year. Some opportunities will be during the school day, others will be after school and some may be able to be completed at home. When hours are completed a sheet will be signed by the volunteer and turned in to be counted.

In effort to keep all stakeholders safe during every school-related event, we may require that volunteers, regardless of what the activity is, partake in:

Protect My Ministry background check or Child abuse and neglect classes

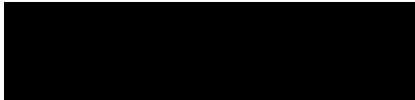
If you have a valid background check from another organization, we will accept a copy from that organization. The background checks and child abuse class graduation certificates will be kept on file at the school. Copies of the background checks and child abuse class graduation certificates can be made on request.

Background checks can be done through the Business Manager of Redeemer Lutheran Church and the child abuse and neglect classes can be done through the Ohio Department of Education and the Summit County Children's Services.

Attendance

Regular attendance is vital to the success of each student enrolled in the school system. Communication between the home and the school is essential to ensure regular attendance and the safety of each student. To that end, the following procedures shall be followed:

1. Parent(s) or guardian(s) shall notify the school office by 9:00 a.m. on the day a student is absent or tardy, unless previous notification has been given in accordance with school procedure for absence. All attendance is processed through the school office.
 - A. Such notification shall include the reasons for the absence and the estimated date of return.
 - B. Parent(s), guardian(s) or physician (s) shall send a note listing the dates and reasons for absence upon the student's return to school.
 - C. The entrance bell rings at 8:30 am, the second morning bell rings at 8:40 am and the students should be in their homeroom. The office security doors will be closed at 8:45 am and admittance is then through the office only.
 - D. A pupil is tardy if he/she is not in his/her room by 8:45 a.m. unless previously excused by a teacher or principal. Tardy students need to be signed in at the office upon arrival and proceed to class.
 - E. Students leaving for early dismissal will be sent to the office for an adult to pick up at the directed time. Please send a note to the teacher the day of early dismissal so the student will be ready to leave. Early dismissals end at 2:45pm each day.
2. Ohio State Law House Bill 410 requires that time missed from school is to be tracked in minutes and hours. A student is found to be excessively absent or truant by the following chart...

	Consecutive Hours	Hrs/School Month	Hrs/School Year
Excessive Absences		38	65
Truancy	30 (without legit written excuse)	42	72

Students that are excessively absent or truant will be provided with the following interventions:

- 1) If any of the above absences are accumulated, the last day will be identified as the “triggering absence” and written notice will be sent to the parent(s)/guardian(s) within 7 school days
- 2) By 10 school days following the “triggering absence”, an intervention conference will be scheduled with the parent(s)guardian(s), student, teacher(s), principal and, if available, the school psychologist, to build a student-centered intervention plan based on addressing specific barriers to attendance.
- 3) Within 60 days of the “triggering absence”, if progress is not made, RCS will file the concern with the juvenile court with the county in which the student resides.

If expulsion is recommended the parent may appeal to the school board in writing.

COMMUNICABLE DISEASES

Since your child will come in contact with many others at school, be alert to symptoms of illness. To avoid unnecessary risk, keep him/her at home if he/she shows any of the following symptoms: abnormal temperature, severely runny nose, excessive coughing and wheezing, sore throat, skin rashes or peeling, sores around the mouth, hands, or body, vomiting, diarrhea or any other signs of communicable diseases. **Please keep the student home for 24 hours symptom free before returning to school.** *Please report to the office or principal if a communicable disease (i.e. strep throat, chicken pox, scarlet fever, pink eye, head lice, etc.) is diagnosed.*



DISMISSAL FOR ILLNESS

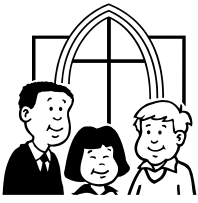
Every family is required to complete an Emergency Medical Form each year for each student and submit it to the main office. Emergency Medical Forms must be turned in within the first 5 days of school. Once the 11th day of school has been reached, students without medical forms completed and turned in will not be allowed to participate in recess, PE, field trips, extra-curricular activities, etc. until the medical forms are completed and turned in to the office. If your child becomes ill at school, you will be notified. A sick child will not be sent home if there is no one at home.

MEDICATION

Ohio State Law 3313.713(6)(D) requires that one location within the school building be designated for the storage of drugs to be administered under this section and federal law. All prescribed and over the counter drugs (Epipens, Advil, cough drops, etc.) shall be stored in our main office in a secure location. Drugs that require refrigeration may be kept in the main office refrigerator.

Only the Principal, Secretary, School Nurse or Teacher will be permitted to give medication to a student with written consent of a parent or doctor on a completed Student Medication Authorization Form as provided by the school office or medical action plan sign by a physician. Acetaminophen 500 mg is available in the office for students who have been given written authorization on the Emergency Medical Authorization form. Children’s Tylenol, cough drops, cold tablets, etc., must be provided by the parent to the office with written permission and will be kept in the office for their specific use. All medication must be in its original containers, within the expiration date and properly labeled. Any questions need to be directed to schooloffice@redeemerlutheran.us with School Nurse in the subject line.

CHAPEL SERVICES



Growth in worship life is the chief goal of these services. Once a week, the Kindergarten through 8th grade student body worships in God's house. The service begins at 8:50 am and the children return to the classroom at approximately 9:25 am. Students in the upper grades usher and take care of the details of the service. The children's weekly mission offerings are collected at the services. Each grading quarter, the students and faculty will determine an agency that will receive the mission offerings. Parents are encouraged and welcome to worship with us!

GUIDANCE

Guidance on the basis of God's Word does not mean that other techniques are neglected within a Christian school. A Christian school recognizes the importance of integrating all guidance practices to aid the pupil's progress and adjustment valuable. The major focus of guidance in the elementary school is on the establishment of a broad, comprehensive, developmental guidance program involving children, teachers, parents, administrators, special personnel, and community agencies. Guidance in the elementary school recognizes the important role of parents and teachers in the child's life. These individuals and the school curriculum are intended to focus on providing growth and development in all children.

We maintain a complete cumulative record for each child. This record contains the following information: grades, attendance record, health, immunizations, height, weight, eye exams, diseases, hearing tests, dental records, standar test results from year to year, biographical data, and any other pertinent data.

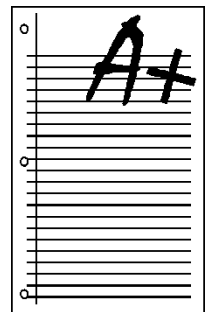
GRADING SYSTEM

1. Kindergarten—2nd grade

O	Outstanding	P	Progressing
S	Satisfactory	B	Beginning

Blank Space means standard not taught that quarter

Each child will be evaluated on the basis of his/her achievement in relation to his/her ability.



2. Grade 3-8

A	95-100	B	85-90	C-	73-74
A-	93-94	B-	83-84	D+	71-72
B +	91-92	C+	81-82	D	65-70
		C	75-80	F	Below 65

HONOR ROLL

Students in grades 4-8 will be awarded honor roll status each grading period.

High Honors Roll	3.9-4.0		
Excellence Roll	3.5-3.89	Merit Roll	3.0-3.49

MAKE-UP WORK

- Illness—Students will be granted one day for every day absent plus one extra day.
- Advanced Notice Absences—A homework form may be picked up or obtained from the school website, filled out and returned to the principal one week prior to the absence. ***Homework will be given to students upon returning to school. The number of days absent plus one (1) day will be given for completion of homework.***

VISITING SCHOOL

A person desiring to visit a classroom during school hours must contact the principal and state the reason at least one day prior to the visit. Unless the principal has approved a visit, no parents or other adults will be allowed to freely move throughout the building.

*Anyone wishing to walk a Kindergarten and/or older child(ren) to the classrooms from 8:30am until 8:44am will need to bring their child(ren) to the office to sign in via the visitor log and surrender your driver's license or state ID to receive a "visitor pass". Once you have dropped off your child(ren), please return to the main office to sign out via the visitor log and have your ID returned to you and exit the campus.

*Anyone wishing to walk preschool and/or pre-Kindergarten child(ren) to the classrooms from 8:30am until 8:44am will need to wear the special ID badge that has been issued. If the ID badge is not worn, you will need to bring your child(ren) to the office to sign in via the visitor log and surrender your driver's license or state ID to receive a "visitor pass". Once you have dropped off your child(ren), please return to the main office to sign out via the visitor log and have your ID returned to you and exit the campus.

*Everyone wishing to enter our campus at 8:45am or later will need to come to the main entrance to be vetted via the intercom system. After stating your name and the nature of your visit, please follow the instructions to proceed to the main office. Please reference the instructions posted on the door stating how to use the doorbell/intercom system.

Once you are at the main office at or after 8:45am

*If you are dropping off something (lunch, instrument, folder, etc.) at or after 8:45am for a student, you will be asked to leave the item(s) in the main office and the student(s) will be called down to retrieve the items. You will be asked to sign the visitor log at the counter.

*If you are dropping off your Kindergarten and/or older child(ren) late to school, you will need to walk them into the main office to sign the student in and to turn in an absence excuse. You will be asked to sign the visitor log at the counter and you may exit campus while your Kindergarten and/or older child(ren) will be sent to their classrooms. Your child(ren)'s teachers will be notified that your child(ren) is on campus.

*If you are picking up your child(ren) early from school, you will be asked to wait in the main office while your child(ren) comes to the main office. Once your child(ren) arrives, please sign out via the visitor log. You will be asked to sign the visitor log at the counter.

*If you wish to visit a specific classroom or staff member, you will first need to sign in via the visitor log. From there, the main office will contact the classroom or staff member that you wish to visit. If the faculty or staff member is not available to pick up the phone or finds that the visit is not timely, you will be asked to try to schedule a future time to meet with that faculty or staff member. You will then need to sign out via the visitor log and exit campus. If you are able to visit a specific classroom or staff member, you will be given a "visitors pass" after you turn in your driver's license or state ID. Depending on whom you are visiting and when you are visiting, the faculty or staff member will meet you in the main office and escort you. If the faculty or staff member is unable to meet you in the main office to escort you to the designated meeting area, you will need to proceed directly to the expected area. Once your visit is complete, a faculty or staff member may walk you back to the main office where you will sign out via the visitor log and have your ID returned to you so that you can exit campus. Otherwise, you will need to walk yourself back to the main office, sign out via the visitor log and have your ID returned to you so that you can exit campus. This format of going beyond the main office also abides toward chapel days, class party days and any other special events held by classes.

*If you are dropping off your preschool or pre-Kindergarten child(ren) late to school, you will need to walk them into the main office. Please sign in via the visitor log and once you have signed in, you will be asked to wait while the classroom(s) are notified for someone to come meet you in the main office and walk your child(ren) to their classroom. Please remember to sign out via the visitor log and exit campus once your child(ren) have been picked up by preschool or pre-Kindergarten staff.

If you need entrance to the building after 3:15pm but do not need child watch.

*All visitors must enter at the main entrance by using doorbell/intercom system. You will be vetted by the front desk person of the main office. If you need to visit with a faculty or staff member, you will need to wait in the main office until the person you wish to meet with is available to receive a phone call from the office to confirm the meeting. If the faculty or staff member is unable to meet you in the main office to escort you to the designated meeting area, you will need to proceed directly to the expected area. Once your visit is complete, a faculty or staff member may walk you back to the main office where you will sign out via the visitor log and have your ID returned to you so that you can exit campus. Otherwise, you will need to walk yourself back to the main office, sign out via the visitor log and have your ID returned to you so that you can exit campus. This procedure also goes for anyone needing to, but not limited to, go use a bathroom, get something from a classroom, etc. Children will not be permitted to re-enter the building on their own after school.

For those bringing children to child watch...

*Please make sure that you walk your child(ren) to the outside door and ring the doorbell/intercom system. The person at the front desk of the main office will vet you. Once that is done and you will let your child(ren) enter once the door is unlocked, you do not need to sign in the visitor log and you can leave immediately. Your child(ren) will be met by the person at the front office and that person will then let your Kindergarten and/or older child(ren) head down to child watch. The front office person will notify the child watch staff that your child(ren) are on their way. Preschool and pre-Kindergarten child(ren) will be walked down to their location by a faculty or staff member.

For those picking up children from child watch...

*Please make sure that you ring the doorbell/intercom system. The person at the front desk will vet you. Once that is done, a phone call will be made down to child watch to get your child(ren) to come up to the main office to meet you. You may choose to wait outside or you can choose to wait in the main office. If you choose to wait in the main office you will be asked to sign in via the visitor log and sign out via the visitor log once your child(ren) have met up with you. If you choose to wait outside, your child(ren) will meet the front desk person of the main office and that person will let the child(ren) out of the main office and toward the main entrance to leave campus. Kindergarten and/or older children will walk up to the main office on their own. Preschool and pre-Kindergarten students will be escorted to the main office by a faculty or staff member.

*Everyone enters and exits out of the main doors by the main office and that no one will go beyond the main office besides an approved visit by a faculty or staff member or a chapel or class event day.

*Redeemer Christian School follows the above entrance procedure, 7 am to 6 pm when school is in session.

Entrance and exit procedures for concerts, graduations, sporting events, etc. will be posted as needed. When a funeral is being held during the school day, appointed Redeemer Lutheran Church members that are familiar with the school's entrance and exit protocol will be on campus directing funeral guests as needed so that the funeral does not conflict with school activities.

SCHOOL HOURS

Grades K-8 — The hours are from 8:45 a.m. to 3:15 pm. We urge that the students do not arrive at school prior to 8:30 a.m. unless riding the school bus. (See Child Watch)

SCHOOL LIBRARY

A library of over 6,000 books and periodicals is available to all pupils during specified school hours. The library is also a repository for audio-visual materials and equipment and is used as a media center.

RECESS

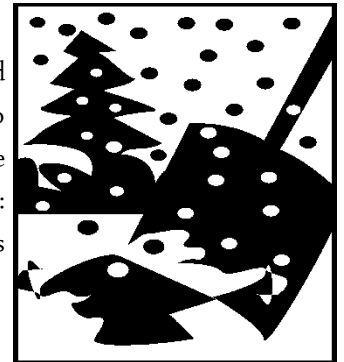
All children who have recess (grades K-5) will go out for recess at the direction of the teacher. Please dress your student for the weather conditions. If the student is not permitted to go out or actively participate, you must send a note signed by your doctor.

PHYSICAL EDUCATION

For Physical Education classes, it is required to have secure gym shoes for safety. Students will not be permitted to take Physical Education in stocking feet. The 4th-8th grade students are required to have gym uniforms and are to be purchased from the school. Information will be sent home at the beginning of the school year. Unless properly dressed, the student will not be permitted to take Physical Education. This will affect their grade. The student's name should be on gym clothes in an easily seen place and in or on both shoes. A note from parents/guardians or the doctor is required before a child will be excused from Physical Education.

SCHOOL CLOSING

When school is closed because of inclement weather, **go first to the school website**. It will be announced on the opening page. Also, please enroll in the text message alerts via the school website. It will be also be announced on the following radio stations: WAKR, WONE, WQMX, WKDD, WTOU, WNIR (These stations will probably have the announcement FIRST!). Other stations that will announce would be: WTAM, WMJI, WMMS, WGAR, WCRF (These stations don't announce as quickly.) The TV stations are usually the last to get the announcement on.



SCHOOL SAFETY PATROL

Patrol members will be on duty on both sides of 5th Street, directly in front of the school entrance (8:30-8:40 a.m. & 3:15-3:25 p.m.). Obedience to the Safety Patrol on the part of all students and adults is a matter of vital importance. Parents are to use the crosswalk in front of the school. This emphasizes the safety factor of going to and from school to their child(ren).

DISMISSAL

Students will not be permitted to leave school prior to 3:15 p.m. unless excused by the principal and will be expected to leave the premises as soon after 3:15 p.m. as possible. All students who leave early must be signed out by an adult at the office and signed back in if they return before 3:15 p.m. The last available early release time is 2:45 p.m. each day.

SCHOOL BUS

1. If you have any questions as to school bus numbers or the time and place of pick-up, please call your local school bus garage.
2. If for some reason students who regularly ride the bus will not be riding home on the bus, please call the office or notify the child's teacher. If known in advance, please send a note with the child and it will be turned over to the teacher on bus duty so we know not to hold the bus and/or wait for the child.
3. Bus drivers will not be responsible for any riders other than the children already assigned to that particular bus. Thus, riding the bus to a friend's house, even with a note, **MIGHT NOT BE PERMITTED**.
4. Any student who misses the bus at dismissal will call home and then be directed to go to childwatch.

PARKING

1. Do NOT park in St. Luke's parking lot unless there is an all school event.
2. Do NOT park in spaces along the Summit Property building near the north entrance/exit driveway.
3. Do NOT park against or parallel to lot curb facing 5th Street — leave at least one car length between first row of cars and curbing.
4. Do NOT drive through the school crosswalk when leaving the parking lot.
5. City ordinance permits NO stopping and parking in the school zone on 5th Street between 7:30 a.m. and 4:40 p.m.
6. Do not leave your car unattended in the turnaround from 7am until 6pm on school days.
7. Please do not block the entrance to the back parking lot.

AFTER SCHOOL PICK-UP

All adults are to wait in the parking lot across from the Family Life Center entrance for their student (s). The teachers will dismiss the students. If student is not picked up by 3:25 p.m. the student will be signed into the Childwatch Program.

PERMISSION TO LEAVE SCHOOL GROUNDS

By enrolling the child into Redeemer Christian School, the parent/guardian places the child under the control and discipline of the faculty during school hours. Since the school assumes authority during these hours, the school will **require written permission** from parents or guardians for any child to leave the school grounds during any part of the school day, including after school unless indicated on each student's Emergency Medical Form.

FORGOTTEN LUNCH

If your child forgets his/her lunch, a student may call home to see if someone can bring his/her lunch. Place names on all containers, particularly lunch sacks. Please, bring it to the school office, ***not to the classroom***. He/she may come to the office to pick it up when his/her class is dismissed for lunch. Early lunch starts at 11:15 am and late lunch starts at 12:10 pm. If the student can't reach anyone at home the teacher will be informed.

MILK

Milk, both 1% white and Tru-Moo Chocolate is available for all students at lunchtime.



GENERAL SCHOOL SUPPLIES

Detailed lists by grade will be sent to all parents in July or is available on the school website. There will also be notes from teachers from time to time if additional supplies are needed. If you request an extra set of textbooks for the student, there is a required refundable \$50 deposit per textbook. Please see the principal only to make arrangements.

CLASS SIZE

Class size is limited to twenty-four (24) students. Any exception to this limit must be authorized by the Board of Education at a regular or special meeting of the Board. Names of applicants for a full class will be placed on a waiting list. See the enrollment policy below for more information.

Enrollment

CURRENT FAMILIES

Students currently enrolled at Redeemer Christian School will have an opportunity to continue their education by starting the reenrollment process in December. Families will receive a reenrollment form, or may reenroll on the parent Headmaster account, at the beginning of the month. The enrollment fee will be invoiced on Headmaster in the beginning of December and must be paid in full by April 30th. Any forms or fees will also be accepted in the office. We begin filling open seats with our new applications on February 1st.

NEW FAMILIES

Applications for new students are accepted anytime. The office dates the applications when they are received and prioritizes them according to the earliest date. New applicants are considered after the reenrollment process is complete for our current families. After an opening has been filled by a new student, the principal will do an academic assessment. If everything goes well with the assessment, along with all the necessary documents turned in at a timely manner, the child is officially enrolled at RCS. As a new student, the entire enrollment fee is due with the application. It is nonrefundable, unless it is determined by the academic testing that Redeemer cannot meet the educational needs of a student.

KINDERGARTEN

Current pre-Kindergarten families will have the first opportunity to join our kindergarten class for the following year. Open spots after our pre-kindergarten students have enrolled are filled according to our 'New Families' process. Students need to be five years old by August 1st of the upcoming school year. All kindergarten students will be screened in the spring with a kindergarten readiness assessment. Results of the test will be shared with families. The entire enrollment fee is due with when registering a student for kindergarten. It is nonrefundable, unless it is determined by the kindergarten screening that Redeemer cannot meet the educational needs of a student.

FINANCIAL AID

Financial aid application instructions will be made available January 1. All applications are filled out online. You may use our computers in the Media Center at Redeemer to fill out the information. FACTS processes our financial aid applications, but awards are determined by members of our financial aid committee. Parents/Guardians will be notified of financial aid awards.

TUITION

Please contact the school office for the current tuition or visit www.redeemerlutheran.us. Financial aid is available to any family based on need and availability. Please contact the principal for details.

By enrolling your student(s) at Redeemer Christian School, you agree to pay all tuition and fees that occur with enrollment.

Students withdrawing from school after the start of a semester will be charged tuition for that semester.

Students dismissed from Redeemer Christian School at any time will be charged pro rata tuition for the time enrolled per semester in which the dismissal occurs.

Families of 8th graders that do not complete or fail distance learning classes pay for the cost of the class(es) the student participated in.

LATE/UNPAID TUITION

Preparing RCS students spiritually, academically and socially is a financial commitment for both families and Redeemer. Redeemer takes as many steps as possible to keep tuition at a balanced level of affordability for families while keeping RCS operational and evolving. On-time tuition payments makes operating and advancing RCS smooth. But there are moments when tuition payments aren't made. Please communicate with the school if payments will be missed. Here is how RCS will communicate with families that miss tuition payments:

First missed tuition payment within one school year- A letter from the school asking that the family become current by the end of the school year.

Second missed tuition payment within one school year- A letter from the school requesting that the family meet with Board of Education members for mediation toward becoming current by the end of the school year.

Third missed tuition payment within one school year- A letter from the school that reminds the family the financial commitment they made for their child's/children's ministry at RCS as well a request for the family to become current by the end of the school year.

Due to late and/or unpaid tuition, a family may be asked to leave RCS prior to the school year ending. Students will not begin an upcoming school year until their previous school year has been fully paid for. Tuition balances may be sent to collection agencies.

ENROLLMENT FEES

The enrollment fees is due April 30th. The parent Headmaster account will be invoiced in December so you may pay in full or make payments through April. If you are unable to pay in full by April, an extension may be granted via parent contact with the principal. Textbooks, workbooks, achievement tests, current events papers, art paper, classroom computers, etc. are provided by our annual fees which are not part of any tuition paid. There will be no refund if the child should withdraw during the school year. *If enrollment fees are not fully paid prior to the beginning of the school year, your child may not come to school until the enrollment fees are fully paid.*

CHILD WATCH PROGRAM (before and after school)

1. It will be the responsibility of the parent to make arrangements for before and after school care. Do not drop your child off prior to 8:30 a.m.
2. **Before School Child Watch** (7am to 8:30am) - Students will enter by the office door. They must check in with the main office. They may bring a light nutritional snack. They will be permitted to play quiet games, do homework, talk quietly, and weather permitting, will go outside to the playground. Students will not be permitted to loiter in the hallways, classrooms or restrooms prior to 8:30 a.m.
3. **After School Child Watch** (3:10pm to 6pm) — Students must report and check in with the Child Watch Supervisor immediately. All students not picked up by 3:25 pm or students who miss a bus will be signed into the Child Watch program. Students will not be permitted to loiter in the halls, classrooms or restrooms. Parents will enter the building at the main office to sign out their child.
4. Please contact the office for the current rate per hour per student.

INTER-SCHOLASTIC SPORTS AND CHEERLEADING

We offer the following:

- Boys' Basketball and Volleyball (5th-8th grade)
- Co-Ed Softball (8th grade)
- Track & Field (5th-8th grade)
- Girls' Basketball and Volleyball (5th-8th grade)
- Cheerleading (K-8th grade)

Our Redeemer Raider athletic teams participate in the Cleveland area Lutheran Elementary League. The teams are typically split into 5th-6th grade and 7th-8th grade teams. The 5th-6th grade teams play league games and tournaments with an emphasis on learning the rules of the game and even playing time. The 7th-8th grade teams play in a strictly competitive setting for the league games and tournaments.

FAN CODE OF CONDUCT

Athletic competitions for Redeemer students provide opportunities of spiritual growth through team play and activities that encourage morals, values, peer groups, role models and family relationships.

Keeping this in mind, everyone attending an athletic event (whether at Redeemer or at another location) is respectfully asked to adhere to the following...

- *Respect the referee's decisions (Even when they are wrong)
- *Respect every coach
- *Respect every player
- *Learn the rules of the game
- *Show dignity in losing and humility in winning

In the end, please keep your words and actions positive or sit and watch quietly.

Fans that can't follow through on these expectations may be asked to leave an athletic event and/or asked to not attend future athletic events.

GENERAL RULES FOR STUDENTS

1. Be regular in attendance and arrive on time to every class.
2. No gum chewing on school premises.
3. The kitchen is off-limits to students unless permission is granted by a teacher.
4. There is to be no throwing of dangerous objects.
5. Toys, Frisbees, baseball/softball equipment and electronic game systems are NOT to be brought to school.
6. A lightweight rubber playground ball is the only type permitted for kickball.
7. Offenses such as fighting, cheating, stealing, and lying will be treated with serious disciplinary action.
8. The use of profanity or coarse or vulgar language will not be tolerated.
9. No running in the halls or on the stairs; only one step at a time on the stairs. Make every effort to walk only on the right side of the halls and stairs.
10. There must be silence during tornado, fire and evacuation drills.
11. Willful damage, defacing to or destruction of school/church property will not be tolerated. All damage must be paid for, whether accidental or willful.
12. Items brought from home that are not part of the RCS learning plan are not permitted on the bus or at school.
13. Do not bring glass containers.
14. A student at RCS should act respectfully.

STUDENT DRESS CODE

Philosophy:

We believe that the student dress code is a valid concern of a Christian School and the Christian parent.

We believe that the student dress is primarily the duty and responsibility of parents.

We believe that the dress of our students directly reflects on our school and affects the self-image of the students and the learning environment in general.

The principal/teachers/staff have the authority to make the decision regarding the appropriateness of a student's clothing based on the following objectives:

The objectives of the dress code at RCS:

*Provide a Christian witness

*Preserve and protect the health and safety of the students, staff, and property of the school.

*Promote a productive learning environment.

*Reduce/eliminate unnecessary distractions.

This is the best rule: When in doubt... Don't wear it!

BOYS

Shirts

- Solid color polos or plain button down oxfords (long or short sleeve) - *white, red, light blue, navy, or black only.*
- No logos beyond school approved, pocket-sized logos.
- All shirts MUST be tucked in at all times.
- Solid color turtlenecks or long sleeve shirts may be worn under a school approved polo.
- Navy or red crewneck sweatshirts with the approved school logo, navy sweater vests or cardigan sweaters maybe worn over approved school collared shirt.

Pants/ Shorts

- Cotton dress pants (Dockers, Bugle Boy) and shorts (Bermuda style)- pleated or flat front—khaki, navy, or black only.
- K thru Grade 5 may wear elastic waist cotton slacks.
- If pants are designed to have belt loops then a belt MUST be worn for Grades 1 thru 8.
- No denim, corduroy, cargo pants, wide legs, elastic at the ankle, skinny pants, drawstrings, or rivets. No logos are to appear on pants/shorts.
- No cargo shorts! Shorts may be worn year round.



Other

- Hair must be neat and clean. It must not cover the ears, eyebrows or collar or be dyed an unnatural color. No abrupt changes in hair length. No ponytails or manbuns.
- No earrings or inappropriate jewelry. No body piercings.
- Shoes must be neat and clean with no holes, and non-marking soles.
- No sandals, clogs, or shoes that have wheels. Shoes must be fully encircled—no open toed, open backs or open sides.
- Clothes must not be excessively worn, stained or have holes.

GIRLS

Shirts

- Solid color polos or plain button down oxfords (long or short sleeve) - *white, red, light blue, navy, or black only.*
- Solid color plain polyester/cotton blouses—*white, red, light blue, navy, or black*—MUST have a fold-over collar.
- Solid color turtlenecks or long sleeve shirts in the school approved colors may be worn under a school approved polo.
- All shirts MUST be tucked in at all times.
- Navy or red crewneck sweatshirts with the approved school logo or navy cardigan sweaters maybe worn over approved school collared shirt.
- No logos beyond school approved, pocket-sized logos.

Pants

- Cotton dress pants (i.e. Dockers) pleated or flat front— khaki, navy blue, or black only. No capris.
- If pants are designed to have belt loops then a belt **MUST** be worn.
- K thru Grade 2 may wear elastic waist slacks.
- No denim, corduroy, cargo pants, wide legs, skinny pants, jeggings, yoga pants, drawstrings, or rivets.
- No logos are to appear on pants/shorts.



Shorts/Skirts/Jumpers/Polo Dresses

- Plain or pleated Bermuda style shorts or skirts in khaki, navy or black. Length must be appropriate, a simple rule to follow is an inch past the fingertips when arms are relaxed at her side.
- Jumpers or polo dresses in khaki, navy or black only. Jumpers must be worn over a school approved collared shirt.
- Modesty shorts are strongly encouraged when wearing dresses and skirts. Leggings may be worn under skirts, jumpers and polo dresses.
- No logos are to appear on jumpers/polo dresses.

Other

- Hair must be kept neat and clean and not dyed an unnatural color. No distracting hairstyles or hair accessories.
- No jewelry inappropriate for school. Piercings are limited to ears, No body piercings.
- Shoes must be neat and clean with no holes and non-marking soles.
- No sandals, clogs, or shoes with wheels. Shoes must be fully encircled— no open toes, open back, open sides.
- Clothes must not be excessively worn, stained or have holes.
- 6th, 7th & 8th grade girls—modest makeup allowed.

DRESS CODE VIOLATIONS

If a student is not meeting the above dress code, violation forms will be sent home. If violations continue, parents will be asked to bring a change of clothes for their child. They will not return to class until they meet the dress code requirements.

ASSIGNED DRESS DOWN

Occasionally, the student body will be allowed dress down days. If there is a theme day, the student must dress to the theme or wear the school uniform. Clothes must not be excessively worn, stained, have holes, or inappropriate graphics. Shorts and skirts must be appropriate length. Yoga pants, skinny exercise pants, leggings worn as pants, or skinny jeans are not allowed.

DISCIPLINE POLICY

The following procedures will be used in handling behavior at Redeemer Christian School:

1. We will recognize and appreciate GOOD BEHAVIOR. We will find occasions to thank each other for helpful actions, both on an individual and class basis. We will thank God, also, for blessing us with His Spirit so that we can, in fact, love each other.
2. When students are disruptive to the learning process, consequences will be determined based on the behavior of the students. This will be handled individually by classroom teachers and when necessary by the principal. Communication with parents will be a vital part of this process.
3. At all times children will be treated with the respect and love that they are expected to show others.

PRINT AND SOCIAL MEDIA CODE OF CONDUCT

Social media is a quick and accessible way for people to connect with family, friends and acquaintances for fun and professional reason. Sometimes, social media is used as an outlet to share thoughts and opinions. Print media can be used for the same reasons. Not all thoughts and opinions are positive (nor should they be) but even the best constructive criticism should be brought to individuals or a group in a private setting.

Students and parent(s)/guardian(s) are to not post negative/damaging/threatening comments or pictures about RCS or any of its employees through any print or social media outlet. Rather, the students and parent(s)/guardian(s) will resolve any issues through a mutually-agreeable Christian dispute resolution process with the necessary individual(s)/group(s).

Printed or posted via the internet negative/damaging/threatening comments or pictures of RCS and/or its employees or refusing to enter a dispute resolution process may lead to removal from RCS.

HARASSMENT, INTIMIDATION, AND BULLYING OF STUDENTS

Introduction

“Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear. And do not grieve the Holy Spirit of God, by whom you were sealed for the day of redemption. Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice. Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.” (Ephesians 4:29-32)

Harassment, intimidation, and bullying of students in the school environment can substantially interfere with their ability to learn, perform, and feel safe. Therefore, any conduct, communication, activity, or practice that occurs at any time, on school property, on a school bus, or during any school sponsored event that constitutes harassment, intimidation, or bullying involving students shall be strictly prohibited. Students who are determined to have engaged in such behavior are subject to disciplinary action, which may include suspension or expulsion from school. Further, any such conduct, communication, activity, or practice should be immediately reported to the school principal or other responsible school employee. All reports of harassment not covered by this policy shall be investigated in accordance with the policies applicable to the particular harassment.

To implement this policy and to address the existence of harassment, intimidation, or bullying in the schools, the following procedures shall be followed:

- A. Students must report acts of harassment, intimidation, or bullying to the staff member(s) in the vicinity of the incident;

- B. The parents or guardians of students should file written reports of suspected harassment, intimidation, or bullying with the staff member(s) in the vicinity of the stated incident;
- C. Teachers and other school staff who witness acts of harassment, intimidation, or bullying or receive student reports of harassment, intimidation, or bullying shall notify the school principal;
- D. The school principal shall investigate written reports of incidents turned in to staff members in the vicinity of the stated incident and document findings;
- E. The school principal shall notify the custodial parent or guardian of a student who commits acts of harassment, intimidation, or bullying and the custodial parent or guardian of students against whom such acts were committed

1. Definition of Harassment, Intimidation, or Bullying

In accordance with this policy, “harassment, intimidation, or bullying” means either of the following:

- A. Any intentional written, verbal, electronic, or physical act that a student has exhibited toward another particular student and the behavior both:
 - 1. Causes mental or physical harm to the other student; and
 - 2. Is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the student or the other student; or

B. Violence within a dating relationship.

“Electronic act” means an act committed through the use of a cellular telephone, computer, pager, personal communication device, or other electronic communication device. Please see the Social Media Code of Conduct in the Policy and Standards section of this handbook.

The behavior prohibited by this policy is marked by the intent to ridicule, humiliate or intimidate the victim. In evaluating whether conduct constitutes harassment, intimidation, or bullying, special attention should be paid to the words chosen or actions taken, whether such conduct occurred in front of others or was communicated to others, how the perpetrator interacted with the victim, and the motivation, either admitted or appropriately inferred, of the perpetrator.

2. Conduct Constituting Harassment, Intimidation, or Bullying

Such conduct can take many forms and can include many different behaviors having overt intent to ridicule, humiliate or intimidate another student. Examples of such conduct include, but are not limited to:

- A. Physical violence and/or attacks.
- B. Taunts, name-calling, and put-downs.
- C. Threats and intimidation (through words and/or gestures).
- D. Extortion or stealing of money and/or possessions.
- E. Exclusion from the peer group or spreading rumors.

- F. Repetitive and hostile behavior with the intent to harm others through the use of information and communication technologies and other Web-based/online sites (also known as “cyber bullying”), such as the following:
1. Posting slurs on Web sites where students congregate on Web logs (personal online journals or diaries);
 2. Sending abusive or threatening instant messages;
 3. Using camera phones to take embarrassing or inappropriate photographs of themselves or other students and posting them online;
 4. Using Web sites to circulate gossip and rumors to other students;
 5. Excluding others from an online group by falsely reporting them for inappropriate language to Internet service providers; and
- G. Violence within a dating relationship.

3. Complaint Process

A. Formal Complaints

Students and/or their parents or guardians may file written reports of conduct that they consider to be harassment, intimidation, or bullying. Such written reports shall be reasonably specific as to the actions giving rise to the suspicion of harassment, intimidation, or bullying, including person(s) involved, time and place of the conduct alleged, the number of such incidents, the target of such suspected harassment, intimidation, or bullying, and the names of any potential student or staff witnesses. Such reports should be filed with the staff member(s) that were/are in the vicinity of the stated incident(s).

Teachers and other school staff who witness acts of harassment, intimidation, or bullying, as defined above, shall promptly notify the school principal of the event observed, and shall promptly file a written incident report concerning the events witnessed.

B. Informal Complaints

Students may make informal complaints of conduct that they consider to be harassment, intimidation, or bullying by verbal report to the staff member(s) within the vicinity of the stated incident(s). Such informal complaints shall be reasonably specific as to the actions giving rise to the suspicion of harassment, intimidation, or bullying, including person(s) involved, time and place of the conduct alleged, the number of such incidents, the target of such suspected harassment, intimidation, or bullying, and the names of any potential student or staff witness. A school staff member who receives an informal complaint shall promptly place the complaint in writing, including the information provided. Such a written report by the school staff member shall be promptly forwarded to the school principal.

In addition to addressing both informal and formal complaints, school personnel are encouraged to address the issue of harassment, intimidation, or bullying in other interactions with students. School personnel may find opportunities to educate students about harassment, intimidation, or bullying and help eliminate harassment, intimidation, or bullying behavior through class discussions, counseling, and reinforcement of socially appropriate behavior. School personnel should intervene promptly whenever they observe student conduct that has the purpose or effect of ridiculing, humiliating, or intimidating another student, even if such conduct does not meet the formal definition of “harassment, intimidation, or bullying.”

4. Deliberately Making False Reports

Students are prohibited from deliberately making any false report of harassment, intimidation, or bullying. Students found to have violated this prohibition are subject to the full range of disciplinary consequences, up to and including suspension and expulsion.

5. Confidentiality

The right to confidentiality, both of the complainant and of the accused, will be respected consistent with Redeemer Christian School's legal obligation to the complainant, alleged harasser, and witnesses, and with the necessity to investigate allegations of misconduct and take corrective action when this conduct has occurred.

6. Investigation

- A. The investigator should remember that the investigation requires a balancing of the accused's rights, the complainant's right to an environment free of harassment, intimidation, or bullying, and the Board of Education's interest in a fair investigation.
- B. The investigator shall meet with the complainant within a reasonable period of time from the time of making the complaint. However, the investigator is urged to meet with the complainant as soon as possible.
- C. Following the meeting with the complainant, the investigator shall conduct an investigation to determine if harassment, intimidation, or bullying has occurred. The investigation shall include a conference with the accused and the complainant, as well as any and all other methods which are considered necessary to determine whether harassment, intimidation, or bullying has occurred.

7. Post-Investigation Procedures

- A. Upon conclusion of the investigation, the investigator shall issue a written report. The report shall include a determination of whether the accused was found to have engaged in harassment, intimidation, or bullying, was found not to have engaged in harassment, intimidation, or bullying, or whether the investigation was inconclusive. The report shall be issued to the complainant's parents. A copy of the report shall also be sent to the Board of Education.
- B. A finding of no harassment, intimidation, or bullying or inconclusive evidence shall end the investigation.
- C. If harassment, intimidation, or bullying is found to have occurred, the investigator shall recommend what steps are necessary to ensure that the harassment, intimidation, or bullying is eliminated for the victim and other individuals affected by the harassment, intimidation, or bullying and to correct its effects on the complainant and others, if appropriate.

8. Retaliation is Prohibited

Retaliation against those who file a complaint or participate in the investigation of the complaint is prohibited. Therefore, filing of a complaint or otherwise reporting harassment, intimidation, or bullying will not reflect upon the student's status, nor will it affect future enrollment, grades, or work assignments. Further, the school principal is directed to implement strategies for protecting a victim from retaliation following a report.

9. Remedial Actions

Verified acts of harassment, intimidation, or bullying shall result in intervention by the school principal that is intended to assure that the prohibition against harassment, intimidation, or bullying behavior is enforced, with the goal that any such harassment, intimidation, or bullying behavior will end as a result.

Harassment, intimidation, or bullying behavior can take many forms and can vary in how serious it is, and what impact it has on the targeted individual and other students. Accordingly, there is no one prescribed response to verified acts of harassment, intimidation, or bullying. While conduct that rises to the level of “harassment, intimidation, or bullying” as defined above will generally warrant disciplinary action against the perpetrator of such harassment, intimidation, or bullying, whether and to what extent to impose disciplinary action (detention, in and out-of-school suspension, or expulsion) is a matter for the professional discretion of the principal.

10. Non-Disciplinary Interventions

When verified acts of harassment, intimidation, or bullying are identified early and/or when such verified acts of harassment, intimidation, or bullying do not reasonably require a disciplinary response, students may be counseled as to the definition of harassment, intimidation, or bullying, its prohibition, and their duty to avoid any conduct that could be considered harassment, intimidation, or bullying. If a complaint arises out of conflict between students or groups of students, peer mediation may be considered.

11. Disciplinary Interventions

When acts of harassment, intimidation, or bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences.

Suspension or expulsion may be consequences for a student found responsible for harassment, intimidation, or bullying by an electronic act.

In addition to the an investigation of complaints of harassment, intimidation, or bullying and direct intervention when acts of harassment, intimidation, or bullying are verified, other actions may ameliorate any potential problem with harassment, intimidation, or bullying in school or at school-sponsored activities. While no specific action is required and school needs for such interventions may vary from time to time, intervention strategies shall serve as a resource for the school principal and school personnel.

This policy shall appear in student handbooks, and in the Redeemer Christian School Board of Education archives. The policy and an explanation of the seriousness of bullying by electronic means shall be made available to students and their custodial parents or guardians.

A school employee, student, or volunteer shall be individually immune from liability in a civil action for damages arising from reporting an incident in accordance with a policy adopted pursuant to this section if that person reports an incident of harassment, intimidation, or bullying promptly in good faith and in compliance with the procedures as specified in the policy.

The RCS Ministry Team shall annually send to each student’s custodial parent or guardian a written statement describing this policy and the consequences for violating it.

RULES FOR SUSPENSION AND EXPULSION

A student who is a member of Redeemer Christian School may be suspended or expelled for the following reasons:

1. Showing open or persistent defiance of authority and/or school rules and regulations.
2. Insubordination to authorized school personnel — repeatedly failing to comply with directions of teachers, substitute teachers, teacher aides, principal, pastor, or other authorized school personnel during any period of time when the student is properly under the authority of school personnel.
3. Coercion — forcing another by action or threat to do something against his/her will.
4. Leaving the school premises without the permission of the principal or supervising teacher during the time when the student is due on school property.
5. Conviction of any delinquent act in the Juvenile Court.
6. Possession or use of drugs, tobacco, or alcohol on school premises.
7. Non-accidental damage, defacement, or destruction of school property.
8. Fighting with or injuring another person in any way.
9. Harassment of any person in any way.
10. Bringing a weapon or any part of a weapon onto school property.
11. Cheating or plagiarism.

In all incidents the principal and student's teacher will meet to discuss the best way to deal with such incidents. A meeting with the parents and student will also be required in such incidents. Each student and incident is unique and will be dealt with on an individual basis.

PROCEDURES DEALING WITH SUSPENSION AND EXPULSION

The principal has the authority to suspend a student for a period of up to ten days. The principal and the School Board in consensus have the right and the authority to expel a student from Redeemer Christian School. The principal shall provide an opportunity for an informal hearing for the student at which time the rule violated is specified and the reasons for the charge given. An opportunity to respond to the charge at a later date shall be provided to the student and the parent. Prior notice and hearing are not required in cases of normal disciplinary procedures where a student is removed from a curricular or extra-curricular activity for less than twenty-four hours and is not subject to suspension or expulsion.

CONFLICT RESOLUTION POLICY

Redeemer strives to be a ministry that allows open dialogue and reaching agreement in a Christ-like fashion with all stakeholders. As a member of the Lutheran Church-Missouri Synod, Redeemer does not use litigation as a means to reconcile differences. Rather, mediation with Redeemer leaders and possibly Ambassadors of Reconciliation are the means that Redeemer uses if an agreement cannot be done initially between the original parties. Likewise, Redeemer has the same expectations for students, parents and anyone affiliated with our school families.

Students, parents and anyone affiliated with our school families agree to not pursue litigation against RCS or any of its employees. They agree to attempt to resolve any issue through a mutually-agreeable Christian dispute resolution process. If the parties fail to agree on a process, the parties agree to utilize the service of the Ambassadors of Reconciliation ministry to fully and finally resolve any and all legal disputes through mediation and, if mediation is unsuccessful, final and binding arbitration.

Families that do not follow this policy will be asked to leave Redeemer.

Policy and Standards

Photo Release for Minors

Required of All Students

Redeemer Christian School does take photographs or videos of the students and/or schoolwork completed during the school year. These photographs or videos may be used on school brochures, bulletin boards, the school website, Facebook, Twitter or other social media, local newspapers or newsletters. On the **Signature Page** you may consent or decline to have your child's image used in the above mention formats.

Social Media / School Hardware / Internet Policy Grades K - 8

Computer & Internet Use: Computers and the internet are provided at Redeemer for students to use as tools in the learning process. Students are responsible for good behavior on the school computer network, just as they are in the classroom, in the school hallway or on computers at home. Access to the computers and internet services at RCS is given to students who agree to act in a responsible and ethical manner. Access is a privilege – not a right. Access entails responsibility. Malicious damage to property of RCS can result in a family/guardian being financially responsible for the equipment.

We are a society that is reliant on our cell phones, the Internet, and the need to be in constant contact with our family and friends. Our students are no different. The vast majority of our upper grade students have a cell phone and belongs to one or more social media websites. It is our hope that our Redeemer Family is using these avenues of communication in positive ways.

Because of these communication tools, a major issue across our country that our schools are dealing with is Cyber Bullying. It is defined as a student using the Internet, cell phone, or other technology to harass, embarrass, or threaten another student. We pray that this and other inappropriate texts/posts don't happen here at Redeemer. But we want to let families and students know that we will address these incidents if they occur.

“Let the words of my mouth (my text messages and Facebook posts) and the meditation of my heart be acceptable in your sight, O Lord, my Rock and my Redeemer.” Psalm 19:14

Portions of that verse are not in the original translation! However, it is a reminder that what we say or do should always make the Good Lord smile. We are responsible for our words and actions no matter where we are even if we type those words instead of saying them aloud for people to hear. While we at Redeemer will do our best to monitor students' use of technology, we do ask that you set and convey standards at home for your child to follow when using technology.

The following guidelines apply to our Redeemer Family and share how we will handle situations that are not acceptable in His sight.

GPS/Child location devices

- GPS or child location devices are prohibited during the school day.

Cell Phones/eReaders/tablets/iPads

- Cell phones/eReaders/tablets/iPads (personal) will not be used during the school day. That includes bus line and Child watch.
- If a teacher or supervising adult sees a student using their device, it will be taken and given to the principal.
- The principal will go through confiscated device to check the messages and phone logs to ensure it has not been used during the school day. Any inappropriate information will be shared with parents.
- Students are responsible for the safety of these items at school. If your child cannot be responsible with the device, do not allow them to bring it to school.
- Confiscated devices will only be returned to parents. If they want the principal to keep it... it will be done gladly!

Computer/Internet Use

- The following actions are not allowed.
 1. Damaging computers, computer systems, or computer networks.
 2. Destroying data of another user.
 3. Violating copyright laws.
 4. Employing or using the Internet for commercial uses.
 5. Using computers in such a way that it interferes with the educational process of RCS.
 6. Other violations deemed unacceptable by the general standards of our faith and the policies of our school.
- In addition to the inappropriate behaviors listed above, also included are these ground rules.
 1. Do NOT give out personal information such as your address, telephone number, parents' work address or telephone number, or the name and location of our school without permission.
 2. Do NOT enter chat areas. At some sites there may be an opportunity to enter a chat area. You are NOT to do this.
 3. At some sites, there are questionnaires to fill out. You are NOT to do this without permission from your teacher.
 4. At some sites, there is advertising. There may be order forms to purchase something. You are NOT to fill out any of these forms.
 5. If you arrive at a site that is offensive to Christians, use the back button to leave the site and report it immediately to the teacher.

Social Media

- Facebook and other social media sites are not to be accessed by students at any time using computers owned by Redeemer.
- Always keep in mind that you are representing yourself, your family, your school, and most importantly your Lord when you are posting messages online.
- No inappropriate comments should be made about teachers, parents, or other students of Redeemer. You will be held accountable for your texts/posts.

Inappropriate Texts / Posts

- Inappropriate texts/posts are determined the same way we treat the words that come out of our mouths. At Redeemer we use three simple questions – Is it True? Is it Necessary? Is it Kind? If you cannot say yes to all three, you've done something wrong.
- Texts/Posts referring to a teacher, parent, or student in our Redeemer Family that are deemed inappropriate need to be shared with the principal.

- The principal will only address instances where there is documented proof of the text/post. It is simple; save it, and show him/her. The principal will not handle situations where there is no evidence of such a text/post.
- No matter when an inappropriate text/post is written about someone in our Redeemer Family, the principal has the right to get involved and give consequences when necessary.

Those students who violate the above policy may lose the right to use technology and the computers at school for the amount of time deemed appropriate by teacher, principal, and/or school board. In addition, school disciplinary action may be taken including, if necessary, appropriate legal action.

Print and Social Media Code of Conduct

Social media is a quick and accessible way for people to connect with family, friends and acquaintances for fun and business reasons. Sometimes, social media is used as an outlet to share thoughts and opinions. Print media can be used for the same reasons. Not all thoughts and opinions are positive (nor should they be) but even the best constructive criticism should be brought to individuals or a group in a private setting. The 8th Commandment reminds us to preserve reputations and explain everything in the best, kindest way possible.

Students, parent(s)/guardian(s), relatives of the students, parent(s)/guardians and anyone else that may know RCS students and parents/guardians, are to not post negative/damaging/threatening comments or pictures about RCS or any of its employees through any print or social media outlet. Rather, the students and parent(s)/guardian(s) will resolve any issues through a mutually-agreeable Christian dispute resolution process with the necessary individual(s)/group(s).

Printed or posted via the internet negative/damaging/threatening comments or pictures of RCS and/or its employees or refusing to enter a dispute resolution process may lead to removal from RCS.

A Note To Parents:

Be nosey! Know what is going on in your child's life. Even if they cry and scream, children don't have a right to privacy when it comes to the parent/child relationship. You should know their Facebook password so you can monitor their account. Grab their cell phone once in awhile and check to see if you approve of their text messages. Cell phones and Facebook are a license to sin. It is incredibly easy to text or post something you know you would never say to someone face to face. For a child, this is a temptation that is extremely difficult to overcome. They are going to mess-up. But it is our job as parents to use those incidents as teachable moments to talk about what it means to *live for Christ* and most importantly to be *forgiven by Christ*.

Extra-Curricular Eligibility Standards

Grades 4-8

We are very happy to offer a number of extra-curricular activities for our students to participate in during their years at RCS. We feel that, in addition to academics, there is much to be gained by becoming involved in other activities. We do, however, believe that, participation is a privilege. Students who do not meet academic and behavioral standards will lose that privilege for a time.

The following guidelines will be used:

- 1) Any student who has a combination of two failing grades (D's or F's) at mid-quarter or at the end of a quarter will be ineligible until the next mid-quarter or end of quarter.
- 2) Any student who receives two detentions during one quarter or three detentions during a semester will be ineligible for four weeks.

These restrictions will apply to all extra-curricular activity practices, games and performances, including: Intramural sports, interscholastic sports, certain bands, musicals, RCS Singers, cheerleading, safety patrol, and student council.

Throughout the school year, we will work with students to help keep them in good academic standing. We will also assist students in returning to good academic standing as soon as possible.

Service Opportunity

Grades 6-8

From time to time, due to the very nature of the combined use of our facilities by the church and school and the multi-use of several rooms, it becomes necessary to ask the students in the upper grades for assistance in moving tables, chairs, portable chalkboards, supplies, etc... These actions will also give the students an opportunity to contribute to the needs of the situation in a tangible way.

Now, being aware of these situations, on the **Signature Page** you may consent or decline to have your child participate in these Service Opportunities.

Revised 6/2019

Notes