

2017-2018
Student-Parent Handbook

St. Mary's School



We achieve
We believe
We care.

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Introduction

This handbook is prepared to familiarize you with the policies, programs, procedures and regulations of St. Mary's School. It is the hope of the faculty and the school council that this handbook fosters a partnership between the parents and the professional staff.



St. Mary's School

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Staff Contacts 2017-2018

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Mission Statements:

Catholic Schools of the Diocese of Salina

In union with the family and the Church, the Catholic schools of the Diocese of Salina strive to prepare young people to impact the world for Christ and to attain their eternal destiny by providing a Catholic learning environment, based on the values of Jesus Christ that promotes academic excellence, develops spiritual, physical and emotional well-being, fosters mutual respect, demands moral responsibility, encourages self-growth, and nurtures Christian service to others.

St. Mary's School

St. Mary's Catholic School exists to allow its students to excel academically, view the world through the prism of faith, and apply that knowledge, with love, to themselves and others in their community.

Pastor

The pastor is the chief administrative officer of the parish school and a member of the School Council and the Diocesan Board of Education and abides by the regulations of the State Department of Education. The immediate direction and supervision of the school program is delegated to the principal.

Principal

The School Principal is the immediate administrative officer of the school and a member of the local School Council. The principal executes the policies of the local School Council, the Diocesan Board of Education, and the regulations of the State Department of Education. The primary goal of the school principal is to promote the Christian educational development of students. As religious leader, the principal announces, witnesses, and shares the Gospel Message. The principal creates a climate for the planning, implementation, and evaluation of the philosophy of Catholic education to which the school subscribes. As educational leader, the principal directs, supports, and encourages all those involved in the educational process.

Faculty

All faculty members of St. Mary's School are required to have academic degrees and to be certified in the areas they teach. In addition, all faculty members are encouraged to be certified by the Diocese in religious education.

School Council

St. Mary's School Council shall serve in an advisory capacity for the school educational programs in cooperation with the pastor and the school principal. The School Council exists to further the teaching mission of the Church by promoting whatever forms of Christian education will serve the needs of the community. It will follow the policies and regulations of the Diocesan Board of Education and implement them at the local level.

School Council members shall assist the pastor and principal for the consideration of general policy matters relating to St. Mary's School. The local school council shall strive to support, strengthen and assure the future of St. Mary's School. Policy establishes a course, or plan of action, implementation follows. It is the role of the school principal to implement the policy.

"...the pastor under the Bishop is personally responsible for the administration of the parish. The vote of the school council, like that of the parish council, is in the last analysis advisory. This is to say that the pastor may for pastoral reasons veto board action. Such an action, however, would seem to be unusual in occurrence, for the presumption in creating a parish school council is of the trust placed in them," (From National Catholic Education Association).

2017-2018 Officers & Members:

Amanda Shannon, President
Michele Eberle, Vice President
Michelle Frickey, Secretary
Sarah Fischer, Member
Mark Bongartz, Member
Coleen Born, Member
Cody Honas, Member

Home & School Association

The Home and School Association has been formed for the purpose of:

1. Providing a means for effective communication among parents, educational leaders, pastor and students.
2. Promoting mutual understanding between parents and teachers of educational objectives and contributing social factors significant in the learning process.
3. Serving as a fund-raising organization for the purpose of carrying out projects for the school as determined by the Executive Committee. (Home-School funds are used primarily for textbooks, supplies, care and upkeep of copy machine, and special purpose funds.)

All parents are members of the St. Mary's Home and School Association.

2017-2018 Officers:

Sarah Eck	President
Jenni Bongartz	Vice-President
Becky Seibel	Secretary
Becky Metzler	Treasurer

Registration and Admissions/Fees

In compliance with federal regulations, no individual, on the basis of race, color, national origin, sex, or age, may be excluded from admission to or participate in; denied employment or the benefits of; or be subjected to any discrimination under the programs and activities of the Catholic schools of the Diocese of Salina. In accordance with diocesan guideline, any child regardless of religious affiliation, desiring to be enrolled at St. Mary's School, shall be admitted according to the school's capacity for additional enrollees. Students are required to have the proper immunization.

Pre-K School Fees

Registration: **\$40.00** per child

Tuition:	3 yr. old by September 1	Mon-Wednesday	8:00-11:00 AM	\$91 monthly
	4 yr. old by September 1	Mon-Thurs	8:00-11:00 AM	\$100 monthly

Final preschool enrollment numbers will identify what sessions will be held.

K-6th Grades (Fees are based on EACH student with no family cap or parishioner/non-parishioner difference.)

Tuition has been changed to a School Support model. Each family is asked to prayerfully fill out a Time, Talent, and Treasure Stewardship form indicating how you intend to help in the support of St. Mary's School for the year. Payments may be made per month, semester, or as a one-time donation at the beginning of the year. The school offers ACH withdrawals, and all payments made within the School Support model are tax deductible. If this approach doesn't work, as we truly believe it will, we will have to go back to the tuition-based funding model with a much higher amount than the previous tuition of \$468.75.

School Hours

The first day of school is Thursday, August 24, 2017 with a ½ day of school (dismissal at 12:40). Our year ends on Wednesday, May 16, 2018 with a ½ day as well (dismissal at 11:40). School begins at 8 a.m. Monday through Friday. Dismissal is at 3:34 p.m.

Arrival/Departure

Doors remain locked until 7:30 when the breakfast program begins. Students should arrive no earlier than 7:45 a.m. if they are not eating breakfast at school or riding a bus. Students will go directly to the cafeteria and sit quietly until they are instructed to do otherwise. There will be a teacher on duty in the gym starting at 7:45 a.m.

Any adult entering the school to pick up children for an appointment, bring an item to a child, or any other reason whatsoever, should report to the office. We ask that you remain in the office or entryway and St. Mary's School personnel will see to it that the item is delivered to the student or that he/she is called to the office. Students that are tardy (arrive after the 8 a.m. bell) need to stop by the office. Parents must bring students into the office when they are tardy so they can be signed in and get a tardy slip before going to the individual classroom. Students will need to be signed in/out when they arrive/leave other than at a school time of arrival or departure.

Parents are asked to remain in the entryway when waiting for a child to be dismissed. Do not send visiting children (friends or relatives) to school. We reserve the right to send children home.

Unscheduled Closing of School

St. Mary's School will follow the established practice for weather related closings in the Ellis Public School District. Announcements will be given over our electronic notification system Alert Solutions, KWCH, KAYS radio and TV, and KJLS, KHAZ radio of school closings in the morning.

Emergency School Closings

For emergency cancellation of school during regular school hours the following takes place:

In case of severe winter weather requiring school to be called off during the day, parents are requested to listen to the following radio stations for further information about school closings: KAYS, KJLS, KHAZ and our electronic notification system Alert Solutions will be utilized.

The principal is contacted by USD #388 superintendent as to closing of school and bus schedule.

Attendance

According to Kansas state law and diocesan policy, students entering Kindergarten must be five (5) on or before August 31st and students must be six (6) on or before August 31st, and have not attended any school, to be eligible to enter First Grade.

Tardy

Our school day begins at 8 a.m. each day. The first bell (7:49 a.m.) rings to notify students to freely walk and socialize in the gym. The second bell (7:55 a.m.) rings to notify students and staff that it is time to line up in grade order in the gym to get ready to go to the classrooms. When students arrive after 8 a.m., they are considered tardy and will need to sign in at the office and be recorded as tardy. Being tardy to class three times per nine weeks will result in making up time after school.

First tardy--- excused

Second tardy---warning (Parents notified)

Third tardy---15 minutes after school. (Parents notified and will be given the opportunity to stay that day or no later than the next school day.

Fourth tardy---30 minutes after school (Parents notified)

Fifth tardy--45 minutes after school (Parents notified)

Absence

A child's absence from school should be reported by 9 a.m. by phone (726-3185) to assist us in keeping accurate attendance records. If a child is reported absent by a teacher and a parent or guardian has not phoned in, we will call to insure the safety of the child. Compulsory attendance is a statutory requirement in Kansas for all children who are seven or more years of age but less than sixteen years of age. The principal shall report any child who is enrolled but not attending school including all cases of unusual and/or habitual absence to the proper authorities.

When you call in and request your child's homework, please allow ½ of the day for the teacher to gather it. Homework may be picked up in the office. The student will be given the number of days missed plus one additional day to turn in assignments for full credit.

Breakfast/Lunches

Breakfast and lunches are provided every school day. Parents are welcome to purchase a breakfast and/or lunch and eat with your child (ren) any day provided you notify the teacher, principal, or office; for breakfast the prior day, and lunch by 9 a.m. Payment can be made when you arrive to eat. Breakfast serving is from 7:30 a.m. until 7:55 a.m., and lunch is served from 11:15 until 11:40 a.m.

Students are allowed to bring sack lunches from home, as long as those lunches do not contain pop or candy. Students are still expected to eat or try everything in their sack lunch just as with a school lunch. If a student wants milk with their sack lunch, the cost is \$.40.

Breakfast/lunch fees are paid to the school and can be made by the day, week, or month. Notices will be sent home as a reminder to purchase more lunches prior to the end of the paid lunch account. PowerSchool lunch program can be set up to send an e-mail message to parents when there is a \$3.00 or less account balance. Once a student's balance reaches -\$60.00, no breakfast will be served, and parents will need to provide sack lunches until the balance is paid. All balances from the previous year must be paid in full before meal services will be provided for the current school year.

For those students eating the regular lunch, one milk is provided. A second milk will cost \$.40. (This includes all students—even those students on free and reduced lunches.)

Gum/Candy

Gum, candy, and sunflower seeds are not allowed at school. If students bring these items for use after school, the items must remain in their book bags until the end of the school day.

Parties

The students will be allowed parties for Fall Festival, Christmas, Valentine's Day, & Easter. These generally begin at 2:30 p.m. Parents will be contacted by teachers for help which is greatly appreciated. Children may furnish treats for their birthdays if they choose. Parents are requested to contact the teacher before sending treats. Personal invitations must be given to ALL of the same gender if not to the whole class; otherwise, please mail them.

Dress Code

School Dress

Appropriate dress for school should be worn at all times. This includes neat and well-groomed haircuts, and uniforms that reflect the ideas of Christian values. The pastor and administration, with the advice of the school council, shall determine the appropriate dress.

Dress Code Policy

St. Mary's School will maintain a dress code policy for the following reasons:

- Uniforms encourage a sense of school unity, identity and pride.
- Uniforms allow for minimal cost to parents.
- Uniforms encourage a positive self-image, eliminate comparison and competition, and enhance performance.
- Uniforms, along with the guidance of parents, help students acquire an appropriate sense of dress.

Spirit Dress and Uniform Governing Rules:

- Students are required to be in proper dress code the first day of school.
- Shirts must be tucked in.
- Shorts must be no shorter than 2 inches above the knee.
- Dress code shirts, pants and jeans must be in good condition **with no holes**. Pants may be patched.
- Attire must fit properly.
- Short or long-sleeved plain white shirts or long sleeve blue may be worn under St. Mary's School shirts.
- Staff will monitor the dress code policy. The administration makes final determinations.
- At the discretion of the Principal, free dress days may be given.
- St. Mary's Ellis Spirit Shirts can be worn on designated days.
- If students are out of uniform, parents must bring appropriate dress for the student. The student will remain in the office until proper attire has been provided.

Concert/Promotion/School Function Attire:

- Dresses/skirts must be no more than 2" above the knee
- No spaghetti straps are allowed unless covered by a jacket or shawl

Consequences For Being Out of Uniform

- 1st time – Parent will be called to bring appropriate dress for the student. Student will remain in the office and an unexcused absence will be obtained until proper attire has been obtained.
- 2nd time – Parent will be called to bring appropriate dress for the student. Student will remain in the office and an unexcused absence will be obtained until proper attire has been received. Additionally, a 1 hour in-school detention will be served in the school office.
- 3rd time – Student will be administered an unexcused absence. A 1 day out of school suspension will be served.

Uniform Articles: Only the following will be allowed as uniform attire:

<u>Mondays, Wednesdays, Fridays</u>		
<u>Guideline</u>	<u>Color/Style</u>	<u>Where to purchase</u>
<u>T-Shirt:</u> long or short sleeved with logo	Navy Blue, Current Grey (will be phased out)	Gone Logo
<u>Shorts:</u> thru Oct. 15 and after March 31 --length at minimum 2" above knees	Blue jeans, uniform style khaki, or capri	Any available source
<u>Pants:</u> may be worn all year round, but MUST be worn Oct. 15 thru March 31	Uniform style khaki	Any available source
<u>Blue Jeans:</u> may be worn all year round, but MUST be worn Oct. 15 thru March 31	Blue jeans	Any available source
<u>Sweatshirt/Hoodie/fleece jacket:</u> may be worn all year round. Must have St. Mary's logo on the outside (STILL must wear a tucked-in LOGO T-Shirt or polo shirt underneath sweatshirt/hoodie/fleece jacket)	Navy Blue, Current Grey (will be phased out)	Gone Logo
<u>Tuesdays and Thursdays (Mass Days)(can be Mon/Wed/Fri also if you desire)</u>		
<u>Guideline</u>	<u>Color</u>	<u>Where to purchase</u>
<u>Collared Polo Shirt:</u> long or short sleeved with logo must be worn	Navy Blue	Gone Logo
<u>Pants:</u> (All year) or <u>Shorts:</u> thru Oct. 15 and after March 31 -- length at minimum 2" above knee	Uniform style khaki	Any available source

(Adopted SMSC August 2016)

School Attire

All St. Mary's students are expected to be well-groomed, neat, and clean. Children are asked to wear clothing proper for the season. Coats, jackets, or hooded (hoodie) sweatshirts are to be worn outside unless wind chill is 50 degrees or higher. Students will stay inside for recess if wind chill is 32 degrees or colder. Boots and warm coats are needed for playing on the playground when colder or wet weather sets in. Please mark boots and other items for school use to avoid mix-ups. Boys are not allowed to wear earrings at school. Temporary tattoos cannot be visible. Flip-flops may be worn through Oct. 15th and beginning April 1st, if weather permits.

Flip-flops may not be worn on Tuesday/Thursday Mass days. Hair must be of natural color, and heels of shoes may be no more than 1” in height (adopted by SMSC March, 2017).

Lost and Found

Lost and found items are usually turned in at the office. Children are reminded to be responsible for their clothing and other items. Labels on clothing and supplies are a big help.

Telephone

Children must ask permission to use telephones. Emergency use of the telephone consists of:

1. Ripped clothing
2. Wet clothing

Emergency use does not include forgetting items at home. **The use of cellular phones, I-pods, and other electronic devices is not allowed during school hours. If they are at school, they must be turned off and in the student’s book bag.** If a student chooses to disobey this rule, the device will be turned into the office, parents called, and given back to the student at the end of the day. Repeated infractions will result in a parent/principal conference.

Bus Transportation

Bus transportation is available to rural students of St. Mary's School residing more than 2 1/2 miles from school. The bus driver has full responsibility and authority for and over all children riding on his/her bus. Misbehavior on the bus can lead to the loss of the bus riding privilege. **It is important that the parents send a note to the teacher, or call the school if the child is to change the normal routine for going home.**

Student Records

All parents and legal guardians have the right to see their child's records. This is encouraged by the school as it helps to establish healthy communications between home and school, and many times gives the parents a much better understanding of their child, the child's ability and achievement in school. It can also give the school (teacher) better insight into a child's particular problem as seen by the parent. You are strongly encouraged to review your child's records in conference with the teacher. Since this type of conference does take some time, parents are encouraged to call to set an appointment for this purpose.

At the end of the first and third nine weeks Parent-Teacher conferences will be held. You will receive additional information towards the end of those two nine week periods. Any time you have a question concerning your child's development, please set up an appointment with the classroom teacher. All parents will have access to PowerSchool whereby you are given a username and password that allows you to monitor grades daily. If you don't have Internet access, let the office know and hard copies can be mailed.

Communication with Non-Guardian Parent

Many times we have students that attend our school that come from a divorced family in which both parents are extremely interested in how their child is doing. Please indicate that you would both like any information in regards to your child and we will send an additional copy either with the child, e-mail, or postal service of our monthly newsletter, or a copy of their child’s grade card. If they wish to have a separate conference at Parent/Teacher Conferences, you may contact the individual teacher(s) to set this up. This will be provided only if the parent contacts us and wishes to do so.

Grading Scale

A-Outstanding Achievement	95-100	(100-99 A+)	(98-97 A)	(96-95 A-)
B-Above Average	88-94	(94-93 B+)	(92-90 B)	(89-88 B-)
C-Average	77-87	(87-86 C+)	(85-80 C)	(79-77 C-)
D-Below Average	70-76	(76-75 D+)	(74-72 D)	(71-70 D-)
U-Unacceptable	69 or below			

Testing

St. Mary's School will follow Diocesan/Kansas requirements for testing.

1. Annually administer an Achievement Test of Basic Skills in grades K-6.
St. Mary's uses Iowa Test of Basic Skills in the fall.
2. Kansas required assessment tests for grades 3-4-5-6 in Math, Reading, Science, Social Studies and Writing are given in

early spring.

Immunizations

The State Department of Health and school administration require all school children to be immunized against specific diseases. The school is authorized by law to refuse entrance to any child whose immunizations are not up to date by the first day of school. Parents of children already in school will be notified if their child is in need of booster or additional shots. Children not in compliance with the State of Kansas immunizations will not be allowed to attend class until proof of updated immunizations have been given to the school nurse.

Kansas State Department of Health requires that children 8 years of age or younger entering Kansas schools for the first time complete a Health Assessment. K.S.A. 72-5214. Forms may be picked up at the school office. Any policy items not specifically stated will comply with diocesan policy stated in revised edition of Diocesan School Policy Handbook.

Medical Regulations (Regarding all Prescription and Over the Counter Drugs)

St. Mary's School has adopted the following guidelines for dispensing any type of medication. These follow the approved guidelines as set forth by the State and the medical professions.

The school health official is able to dispense any type of medication (prescription or over-the-counter), including aspirin or Tylenol, to any child. All medication, prescription and over the counter (including cough drops), should be given to the school nurse or to the office. Medications can be administered under the following guidelines:

1. The parent/guardian/ physician must fill out a Medical Form indicating the name of the medicine, the dosage, and when it is to be given. They must also give the reason for the medication. These forms are available at the school office or on our school website.
2. The medicine must be sent to school in the original container appropriately labeled by the pharmacy stating the name of the medication and the prescribed dosage.
3. The above regulations apply equally to all pain reduction medications including Aspirin and Tylenol, eye drops, ear drops, cough drops, etc. without proper authorization, they will not be given.
4. If the child seems to be definitely ill we will attempt to contact you or a person designated by you to have the child taken home. If a child's fever is 100 degrees or higher, parents will be contacted to pick up the child as required by state law. If we are unable to reach anyone designated as being responsible for the child, we will attempt to make them as comfortable as possible.
5. Please let the school nurse know if it is okay to inform the classroom teacher about your child's illness.

If a child has been ill, they must be fever, vomit, and diarrhea free for 24 hours WITHOUT FEVER REDUCING MEDICATION before returning to school.

Rashes

All rashes should be reported to the school nurse before the child returns to school. If a child has a rash of unknown origin they should not attend school until the rash has been identified by a physician. A note must be signed by the physician saying the child may return to school.

Lice Policy

We all have to be proactive, both in school and as parents at home. By working together and communicating, this issue will be controlled. School wide notification will be our first step when live lice are discovered in the school. The child will be sent home for the day for treatment. KDHE's Bureau of Epidemiology and Public Health Informatics (BEPHI) has made changes to the Kansas Administrative Regulations (K.A.R. 28-1-6) relating to lice treatment. The regulation states "Each student infested with lice shall be excluded from school, child care facility or family day care home until treatment with an antiparasitic drug is initiated." Parents ARE EXPECTED to regularly check, and treat if necessary. It is vital for parents to contact the school if their child is found with nits or live lice. It is recommended at the diocesan level that, after repeated attempts of sending a child home, St. Mary's School will contact SRS. Additional information can be found at the school office or the Kansas Department of Health and Environment website at www.kdheks.gov. (Adopted SMSC July 2009)

Anti-Bullying Policy

Based on our philosophy that Catholic Schools has been established to provide an environment of faith, which brings all of life together with the grace and love of God, we have established the anti-bullying policy set forth. The Salina Diocese Catholic Schools views bullying as unchristian behavior and it will not be tolerated. We define bullying as an act which:

- A. Repeatedly hurts another individual either-
 - 1. Physically (such as pushing, hitting kicking, spitting, or any other use of violence, taking items from, forcing to do something unwillingly), etc.
 - 2. Verbally (such as teasing, name-calling, sarcasm, threatening, spreading rumors), etc.
 - 3. Indirectly (such as excluding, being mean, tormenting, using harmful gestures, making hurtful written comments), etc.
 - 4. Through use of technology (such as cyber bullying-using technology to hurt others through any communication device such as e-mail, cell phone, camera, chat rooms, text messaging, or websites), etc.
- B. Is deliberate and sustained
- C. Is intended to isolate, hurt, or humiliate another individual
- E. Is unprovoked

The goal of the Salina Diocese of Catholic Schools anti-bullying policy is to ensure that all students experience a safe, Christian environment that is conducive to learning. The following steps will be taken when dealing with bullying incidents:

- A. Isolated or initial incidents which do not constitute bullying will be handled by the teacher in charge at the time of the incident. Depending on the severity of the incident, the principal and/or parents may be notified. Disciplinary guidelines set forth in the school handbook will be followed.
- B. Whenever possible, any incidents which may constitute bullying should be reported immediately to the teacher in charge at the time of the incident. The teacher in charge at the time of the incident will immediately deal with those in the incident.
- C. In some cases, students may choose to report the incident to a different adult in the building, such as their homeroom teacher. If so, students are encouraged to report as soon as possible following the incident(s).
- D. The principal or teacher in charge should be made aware of any bullying incidents. Students engaging in bullying behavior will be disciplined according to the school discipline policy. Depending on severity and length of incident, parents may be notified.
- E. If the bullying does not cease after the student has been disciplined, parents will be notified, and further action will be taken according to the school discipline policy.

In addition to the above outlined steps, anti-bullying policy requires the following:

- A. Staff members of Catholic Schools should:
 - 1. Remain alert to signs of bullying and act promptly and firmly against it according to the schools discipline policy.
 - 2. Report incidents of bullying to the principal or teacher in charge, who will determine if further disciplinary action should be taken, and/or if parents should be notified
 - 3. Offer support and encouragement to student being bullied, including notifying parents, principal, and/or support staff as needed
 - 4. Encourage all students to refrain from bullying behavior, and encourage reporting of any bullying behaviors they witness
- B. Parents of Catholic School students should:
 - 1. Report concerns of bullying behavior to their child's appropriate teacher as soon as possible following the incident(s). If concerns are not handled sufficiently at this level, a report should be made to the building principal or teacher in charge as outlines in the grievance procedures of the school handbook
 - 2. Support the school's anti-bullying policy and actively encourage their child to avoid bullying behavior
- C. Students of Catholic Schools should:
 - 1. Report incidents of bullying they witness to the teacher in charge at the time of the incident, or to another staff member as soon as possible following the incident
 - 2. Whenever possible, stand up for the student being bullied, and refrain from joining in bullying behavior
 - 3. Treat other with respect and dignity that is expected of any Catholic School student.

Student Discipline

Teachers are encouraged to believe in the following:

- 1. No child will keep me from teaching.
- 2. No child will keep another child from learning.
- 3. Misbehavior will be challenged and dealt with fairly.
- 4. Good behavior will be recognized and supported.

When discipline problems arise, the teacher will handle the problem on an individual basis. If the problem continues or depending on the severity of the offense, students will be sent to the office where the problem will be discussed, parents notified and/or in-school

isolation period served by the student.

School Wide Discipline Plan

Behaviors teachers want in the classroom:

“Treat people the way you want to be treated”

FOLLOW THE GOLDEN RULE

Each teacher shall establish classroom discipline guidelines. Teachers are expected to handle each situation in a Christian manner.

Chain of Command

Parents are to visit with teachers about classroom concerns. Parent concern should be addressed by:

- 1st Contacting their child's teacher to meet, discuss, and resolve the situation.
- 2nd Contact the principal and teacher for a conference to seek a solution.
- 3rd If a satisfactory decision cannot be achieved, a conference with the pastor/principal/teacher should be scheduled to resolve the matter. All matters will follow Diocesan Policy Handbook procedures.

Corporal Punishment

St. Mary's School will not use corporal punishment. If a student's behavior interferes with teaching or orderly functioning of a school activity, parents will be contacted promptly. It will be left up to the parent/guardian to take the necessary action to correct the student's behavior. Schools are limited as to the forms of disciplinary action. Generally speaking, St. Mary's endeavor is to instill values of good behavior as a student responsibility. When necessary a student may be deprived of privileges in an effort to teach the child responsibility for his/her actions. This is an integral part of daily living in a democratic society. Respect for one-self and each other is encouraged at all times, on the playground as well as in the classroom. Included in this is also respect for student's, others, and the school's property.

Suspension and Procedure

Suspension is a temporary withholding of the privilege of attending class/school. Suspension may be in school suspension in which the student is admitted to school but not to class, or the suspension may be out of school suspension.

A suspension may be imposed on a student only after giving the student oral or written notice of the charges against him/her and affording the student a hearing. However, if the presence of the student endangers other persons, or property, or substantially disrupts, impedes, or interferes with the operation of the school, the principal, in consultation with the pastor, may suspend the student forthwith without a hearing for a term not to exceed five (5) school days. A written notice and reasons for the suspension shall be given to the student and his/her parents or guardians within twenty-four (24) hours from the time of the suspension. A hearing shall be afforded the student no later than seventy-two (72) hours after the suspension has been imposed. Included in the notice of suspension should be the date, time and place of the hearing.

The hearing specified herein shall be conducted by the school principal and/or pastor or designee and should include the student, parent or legal guardian and counselor whenever possible.

Expulsion and Procedure

Expulsion is the termination of enrollment for the remainder of the current school year. Expulsion shall be imposed only after the student has been afforded an opportunity for a formal hearing. In all cases where a student might be expelled, he/she shall be suspended first for a term not to exceed five (5) school days. A written notice of intent to expel and the charges upon which the expulsion is based shall be given to the student's parents or legal guardians within seventy-two (72) hours of the student being suspended. The notice shall also contain the date, time and place that the student will be afforded a formal hearing. This date shall be no later than the last day of the five (5) school days suspension. Formal hearings may be conducted by the local school council members or appropriate persons appointed by the pastor. The pastor shall make the final determination.

Grounds for Suspension

A student may be suspended or expelled for:

1. a willful violation of any published regulation for student conduct adopted and approved by the school administrator;
2. a conduct which disrupts, impedes, or interferes with the operation of the school;
3. a conduct which infringes upon or invades the rights of others;
4. a disobedience of an order of a teacher, school security officer or other school authority, when such disobedience can reasonably be anticipated to result in disorder, disruption, or interference with the operation of the school;

5. a grave immoral conduct; or
6. a continual conduct contrary to the official teachings of the Catholic Church.

Notice of Suspension or Expulsion

Whenever any written notice is sent to the parents or guardians of a student, it shall be sufficient if the notice is sent by registered mail to the address on file in the school records, in lieu of mailing such a written notice, the notice may be personally delivered.

Expulsion of Pupils-Weapons Possession

In accord with KSA 72-8902, it shall be the policy of all Catholic schools in the Diocese of Salina to expel from school, for a period of not less than one year, any student determined to be in possession of a weapon 1) at school; 2) on school property; or 3) at any school supervised activity.

In the event of such determination of weapon possession, the chief administrative officer of the school shall immediately refer the pupil to the appropriate state and local law enforcement agencies and, if the pupil is a juvenile, to the secretary of Social and Rehabilitation Services.

Should the pupil be an exceptional child as defined in KSA s72-962, the expulsion requirement may be modified in a manner specified by the State board.

An annual report of weapons possessions cases shall be submitted to the State Board of Education at the time and in the manner specified by the State Board.

Sexual Harassment Policy

Sexual harassment is not permitted at St. Mary's. Sexual harassment, like harassment on the basis of race or religion, is a form of prohibited discrimination based on Title VII of the Civil Rights Act of 1964. In addition to being illegal, sexual harassment runs counter to the teachings of the Church and the Christian environment at St. Mary's School in which students, faculty, administrative and academic staff (both certified and non-certified personnel) can work together in an atmosphere free of all forms of sexual harassment, exploitation or intimidation.

Sexual harassment violates not only the dignity of the individual, but also the integrity of St. Mary's School as a caring and enlightened atmosphere in which to work or learn. This policy is to prevent the occurrence of sexual harassment, to assist victims in obtaining relief and to provide appropriate consequences (disciplinary actions) for those who by their actions practice, promote or condone such behavior. Under Title VII, St. Mary's Parish is responsible for the actions of all other employees and students if the employer knew or should have known about the sexual harassment.

Definitions of Sexual Harassment

School employees shall not sexually harass, or permit sexual harassment of a student by another employee, student, non-employee or non-student. Neither shall a student sexually harass another student or students, teachers or employees. Violation of this policy shall result in disciplinary action, including termination of an employee, or disciplinary action against the student(s) involved. Supervisors who fail to follow this policy or who fail to investigate the complaints shall be in violation of this policy. If the principal is the object of a harassment complaint, the student or employee may bypass the principal and report directly to the pastor of the parish. Complaints against the pastor shall follow Diocesan Policy.

Sexual harassment may include but is not limited to:

- * Sexually oriented communication, including sexually oriented verbal "kidding" or harassment or abuse;
- * Subtle pressure or requests for sexual activity;
- * Persistent unwelcome attempts to change a professional relationship into a personal, social-sexual relationship;
- * Creating a hostile school environment, including the use of innuendoes or overt or implied threats;
- * Unwelcome displaying of non-educational illustrations, pictures or graffiti of a sexual nature;
- * Unnecessary touching of an individual, e.g., patting, pinching, hugging, repeated brushing against another person's body; nothing in this policy is to be construed as preventing teachers from hugging children in an appropriate manner;
- * Requesting or demanding sexual favors accompanied by an implied or overt promise of preferential treatment with regard to a student's grades or status in any activity; or
- * Sexual assault or battery as defined by current law.

Sexual harassment is prohibited, not because it is sexual, but because it is harassment based on gender and an illegal form of discrimination.

Procedure for Disciplinary Action

Any student or teacher who believes he or she has been subjected to sexual harassment should discuss the alleged harassment with the principal, pastor or another certified staff member. If the matter is not resolved to the satisfaction of the student in this meeting, the student or teacher may refer to the next higher level -pastor or bishop.

It is in the best interests of everyone concerned to have all violations of the policy reported immediately after they occur, however, it is recognized that this is not always going to take place and therefore no limit is established for the initiation of complaints.

An investigation of the complaint will take place within 7 school days. During vacation periods complaints will be dealt with expeditiously. The filing of a complaint or otherwise reporting sexual harassment will not reflect upon the individual's status nor will it affect grades, future employment or assignments. Retaliation in any form is prohibited.

Violations of this policy shall result in disciplinary action, up to and including long-term suspension. Violations of current law will be reported to the proper authorities. If conduct in violation of this sexual harassment policy is not found, the school may still determine that the conduct was inappropriate and require that such conduct be stopped.

Supervisors are encouraged to be continually aware of the potential for violation of the policy and are encouraged to investigate questionable situations even if no complaint has come forward. Adopted SMSC11/93

Use of Alcoholic Beverages, Tobacco Products and Drugs

The possession and/or use of any of these will result in suspension from the school the duration of which to be determined by the principal, teacher, and the parents. Chewing tobacco also comes under this heading.

EMERGENCY SAFETY INTERVENTIONS

The use of bodily force or physical restraint as a form of discipline is prohibited in a Pre-K – 12 school setting. Physical restraint and seclusion should never be used as a form of punishment for misbehavior. Physical restraint and seclusion may be used for emergency situations only if a child is in danger of themselves or others. Seclusion does not include a time out or in-school suspension, which is a behavioral intervention in which a student is temporarily removed from a learning activity without being confined.

An adult must supervise any student that is secluded in an enclosed area. Use of medication to control a student's behavior is prohibited. This does not include prescribed treatments for student's medical needs or psychiatric conditions by a person appropriately licensed to issue these treatments.

Mechanical devices to restrict students movement is prohibited unless restraint is carried out by law enforcement officials, use of seatbelts, or for protective purposed ordered by a licensed person. All emergency safety interventions should be reported to parents and reported in the KansDis system.