

# Family and Scholar Handbook 2023-2024



## St. Johns Classical Academy

**Learn the True. Do the Good.  
Love the Beautiful.**

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### ***AFFILIATION WITH HILLSDALE COLLEGE***

St. Johns Classical Academy (SJCA) has an Agreement with Hillsdale College that establishes SJCA within a family of schools that are a part of Hillsdale’s Barney Charter School Initiative (BCSI). The following extract from our Hillsdale agreement is provided to help faculty and staff understand SJCA’s relationship with Hillsdale:

### ***CONSULTATION WITH HILLSDALE COLLEGE***

SJCA shall look to Hillsdale College as the first and primary source of models, resources, and guidance on the development and operation of SJCA’s academic program, including, without limitation, the academic mission, academic policies, curriculum, and teaching practices, consistent with the terms and conditions of Charter School’s approved charter application. In all instances, the terms and conditions of Charter School’s approved charter application shall control. Hillsdale College may, at Hillsdale College’s discretion, provide advice to SJCA with respect to strategies for the operation of Charter School (including, without limitation, with respect to improving the performance or progress of scholars attending Charter School); provided, however, the decision whether to implement any particular strategy (whether suggested by Hillsdale College or not) shall be made solely by SJCA, and SJCA shall not be required to implement any strategy suggested by Hillsdale College.

### ***DEVELOPMENT OF CURRICULUM***

Hillsdale College shall provide to SJCA a general model for a curriculum of a charter school. Hillsdale College shall provide assistance with the development of the curriculum of Charter School by supplying sample statements of principles, course outlines, suggesting resources, and reviewing and commenting on the proposed curriculum and teaching materials prepared by Charter School. All decisions with respect to the curriculum and teaching materials of Charter School shall be made solely by SJCA and shall be consistent with applicable laws and regulations and with the approved charter application for the Charter School.

*This handbook is subject to change by action of the Governing Board of SJCA at Board discretion.*

# Table of Contents

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<b>Our Mission</b> .....	<b>7</b>
Mission .....	7
SJCA Motto .....	7
Completing the SJCA Course of Study .....	7
Fulfilling the Mission.....	7
Respect and Pluralistic Sensitivity .....	8
<b>Core Principals</b> .....	<b>9</b>
Role of Headmaster.....	9
Teachers .....	9
School Culture.....	9
SJCA Standards of Virtue .....	10
Academics.....	11
Parents/Guardians and Scholars.....	11
<b>Fundraising</b> .....	<b>11</b>
Fundraising.....	11
<b>Parent Grievances</b> .....	<b>12</b>
Grievance Related to the Classroom .....	12
Grievance Related to the Administrator.....	12
Importance of Following the Grievance Procedure .....	13
<b>Academic Policies</b> .....	<b>14</b>
Academic Expectations .....	14
Homework and Classwork.....	15
Grading Policy.....	17
Teacher Conferences .....	17
Academic Textbooks and Supplies .....	18
Report Cards/Gradebooks.....	18
Promotion .....	19
Schedule Changes .....	19
Special Events and Parties.....	20
Special Events – Guest Speakers .....	20
Special Events – Field Trips.....	20

Extended Field Trips .....	20
Eligibility for Sports and Extra-Curricular Activities.....	20
Extra-Curricular Activities by Non-Enrolled Scholars .....	21
Teaching Controversial Issues .....	21
Teaching Topics Related to Religion .....	21
Teaching Evolution .....	21
Role of Parents and School in Relation to Human Sexuality.....	22
Teaching Human Sexuality .....	22
Video Viewing Policy.....	23
Parent Review of Records .....	23
Respect and Pluralistic Sensitivity .....	24
<b>School Life and Environment .....</b>	<b>25</b>
Attendance Guidelines.....	25
Tardiness Guidelines .....	26
Excused Absences .....	26
Proof of Excused Absences.....	26
<b>Guidelines for Scholar Behavior .....</b>	<b>27</b>
General .....	27
Cell Phones.....	28
SJCA Honor Code .....	28
Discipline.....	29
Suspension and Expulsion.....	31
Plagiarism .....	31
Cheating .....	32
Bullying/Harassment.....	33
<b>Athletic Code of Conduct .....</b>	<b>34</b>
Athletic Program Mission .....	34
Athletic Code .....	34
Requirements for Participation.....	34
Athletic Training Rules .....	36
Resolving Athletic Issues.....	38
Physical Education and Participation.....	39

<b>General Policies .....</b>	<b>40</b>
Bus Policy .....	40
Scholar Publications Policy .....	40
Scholar Fees and Supplies.....	40
Off-Site Extra-Curricular Activities.....	40
Chaperone Policy.....	40
Unpaid Meal Charge Policy.....	41
<b>Health Medicine .....</b>	<b>42</b>
Medicine Administration .....	42
Scholar Medical Records.....	42
Medical Operations .....	42
Medical Records and Enrollment .....	43
Food Allergies.....	43
Sick Scholars .....	43
Health Room.....	43
<b>Parents and the Community .....</b>	<b>45</b>
The Lions Council, Inc. ....	45
Campus Security.....	45
Parent Communication.....	45
Expectations for Parents .....	46
<b>Operations .....</b>	<b>47</b>
Emergency Operations Plan.....	47
Security Checks.....	47
Use of SJCA Resources .....	47
Drop-off/Pick-up .....	47
Designated Parking Spaces .....	47
Scholar Parking.....	47
Communicating with Parents with Joint Custody .....	48
Mass Communication Policy.....	48
Video Surveillance .....	48
<b>Privacy .....</b>	<b>49</b>
Family Educational Rights Privacy Act (FERPA).....	49
Personally Identifiable Information (PII) Policy .....	50

Scholar Information Release .....	50
<b>Scholar Uniform and Dress Code Policies .....</b>	<b>51</b>
Uniforms and Grooming .....	51
Toileting.....	53
Formal Uniform Requirements .....	53
Everyday Uniform Requirements .....	55
PE Uniform Guidelines and Ordering .....	56
Uniforms and Financial Assistance .....	57
Used Uniform Store .....	57
SJCA Approved Spirit Day Attire .....	57
SJCA Dress Code for School Dances .....	57
SJCA Approved Uniform Examples .....	59

## **Our Mission**

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### **Mission**

The mission of SJCA is as follows:

*To develop graduates in mind and character through a classical, content-rich curriculum that emphasizes the principles of virtuous living, traditional learning, and civic responsibility. We are building intelligent, virtuous American citizens.*

### **SJCA Motto**

SJCA's motto that scholars will recite every morning is "*Learn the True, Do the Good, and Love the Beautiful.*"

### **Completing SJCA Course of Study**

Scholars completing SJCA course of study will be well-established on the path to developing scholarly habits and noble virtues. They will receive a comprehensive foundation in language through stories, poetry, and music; in thought and expression through grammar, composition, mathematics, and visual art; and in knowledge of the world around them through science and history. As a graduate of SJCA the scholar is prepared for every career, every course of advanced or specialized study, and every kind of leisure. In short, a SJCA graduate is ready to live a lifetime of learning that is possible for a human being.

### **Fulfilling the Mission**

SJCA will fulfill its mission by the following means:

- Service to a content-rich, core liberal arts curriculum rooted in the Western tradition that is the same for all scholars.
- Dedicated, enthusiastic, and intellectually excellent teachers who serve as models of learning and of character.
- Detailed scholar evaluation.
- Regular and meaningful homework assignments that offer practice of introduced material rather than address new material.
- High standards of personal conduct and polite behavior of scholars.

Though the curriculum is content-rich and expectations for scholars are high, SJCA is not an exclusive academy. We provide an environment that allows every scholar who is curious and diligent the opportunity to fulfill his or her potential.

## **Our Mission, Continued**

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### **Respect and Pluralistic Sensitivity**

SJCA is a public, non-sectarian institution serving a diverse population. All members of the SJCA community— the administration, teachers, parents, and scholars—should show profound respect and tolerance for the religious, political, and cultural traditions and perspectives of others. The administration and teachers will take the lead at SJCA in actively promoting tolerance, civility, and sensitivity. Teachers are not permitted to encourage a particular religious or political perspective in the courses they teach. Rather, they encourage a civil and tolerant discussion of ideas when such topics naturally arise in class or on campus.

SJCA does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Human Resources.



## **Core Principals**

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### **Role of Headmaster**

- The Headmaster will implement a traditional, classical, liberal arts and sciences curriculum.
- The Headmaster makes final decisions on curriculum, subject to the approval of the Governing Board and in accordance with the affiliation agreement with Hillsdale College's Barney Charter School Initiative (BCSI).
- The Headmaster, while chiefly the academic leader, is also responsible for the discipline, moral culture, operations, and financial oversight of SJCA.

### **Teachers**

- The Headmaster employs teachers based on their mastery of an academic discipline, their ability to convey knowledge to young people, and their capacity to maintain order and decorum in the classroom.
- SJCA teachers are treated as professionals. Their professional development consists of required training sessions throughout the school year, to be coordinated by the Headmaster.

### **School Culture**

- Employees will uphold and encourage scholars to uphold SJCA's Standards of Virtue as follows: Citizenship, Courage, Honesty, Humility, Integrity, Perseverance, Respect, Responsibility, and Wisdom.
- SJCA is an open enrollment academy with no enrollment criteria outside of statutory and contractual requirements.
- SJCA practices require a small K-12 atmosphere with a closed campus. This conscious choice ensures that all scholars are known and educated by our faculty and staff.
- The Headmaster is accountable for the well-being of every scholar. Faculty members personally know each of their scholars.
- Scholars and employees will adhere to a dress code.
- Discipline policies are designed to prevent interruption of teaching and learning as well as reinforce the core virtues.

## Core Principals, Continued

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### **SJCA Standards of Virtue**

Citizenship	We honor rules and laws and respond to authority in obedience. We give of our time and abilities to serve others. We uphold liberty and social equality through respect for individual differences and knowledge of our democratic system.
Courage	We always do what we know to be right despite fear, hardship, and opposition. We resist negative peer pressure, defend our rights and the rights of others, and encourage others to do the same.
Honesty	We never knowingly induce another to believe what is false. We are always truthful in what we say and do, regardless of the circumstances or consequences.
Humility	We do not brag or compare ourselves to others. We always strive to do our best whether we are recognized or not.
Integrity	We are individuals of strong ethical values, who make consistently good choices in keeping with our knowledge of right and wrong. We seek the wisdom of others in cases of moral uncertainty.
Perseverance	We spurn despair and strive to complete tasks to the best of our abilities, regardless of the difficulty. We respond creatively to overcome obstacles and ask for help when necessary.
Respect	We regard others and ourselves as deserving of kind and just treatment. Our conduct is considerate and polite. We look for the good in others and demonstrate compassion. Our attitude toward others and their property reflects the way we wish to be treated.
Responsibility	We accept obligations related to our own good and the good of others, and we act on those obligations in a manner suitable to their timely and satisfactory fulfillment. We are willingly accountable for what we do and say, and we seek to learn from our mistakes.
Wisdom	We learn from our mistakes and think before we act. We look to the great thinkers of the past for guidance on making good choices.

## **Core Principals**

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### **Academics**

- Scholar Support and Special Education provide services for all scholars with academic and behavioral needs. Interventions utilized to achieve SJCA's expectations are targeted and specific to each individual scholar.
- SJCA resists grade inflation and social promotion. Mastery of core subjects always takes priority.
- Latin is a key element of our classical academic model. Latin is introduced and taught explicitly to all scholars in middle school and high school.
- Scholars will be academically prepared to pursue multiple post-secondary options. While SJCA hopes that the majority of graduates will go on to college, scholars who do not intend to attend college will also benefit from the education provided by SJCA.
- Literacy is taught through an explicit phonics program. Math is taught conceptually.
- Teachers frequently employ the Socratic method of discussion.
- Standardized tests do not drive the curriculum.

### **Parents/Guardians and Scholars**

- Parents and guardians' (hereafter referred to as "parents") support of SJCA's academic and moral mission is essential. Parents are encouraged to learn more about SJCA's philosophy and curriculum in order to help support and guide their scholars.
- To thrive at SJCA, scholars must be polite and attentive in class and have a strong work ethic and willingness to learn.

## **Fundraising**

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### **Fundraising**

Fundraising activities must not undermine the mission and philosophy of the school. All fundraising must be coordinated through the Headmaster. Scholars of SJCA will not engage in door-to-door sales.

From time to time, parent volunteers may support the Governing Board and Headmaster's fundraising efforts.

## Parent Grievances

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### Grievance Related to the Classroom

SJCA firmly believes that adults must be models of good character even in the most difficult situations. Should a parent have a grievance concerning a particular class or the administration of the school, that grievance should be resolved using the following chain of command. Issues that arise in a particular classroom should always be addressed with the teacher first since the teacher always has more direct knowledge of the scholar than anyone else.

- a) **The Teacher** – Parents should schedule a meeting by phone to address concerns. If a phone meeting does not resolve the issue, an in-person meeting can be scheduled. Except in emergency circumstances or situations involving imminent danger, parents shall not confront a teacher about an issue with scholars present, including his/her own. If the teacher and parent agree that it is in the best interest of a scholar to have a discussion in the presence of the scholar, they may do so. Note: Grievances or information involving an ongoing or imminent threat to a scholar's well-being should skip this stage and be immediately directed to the Headmaster.
- b) **The Dean of Academics & Dean of Students** – If the grievance cannot be resolved with the teacher, the parent should discuss the matter with the Dean of Academics for lower school concerns and the Dean of Students for upper school concerns by sending an email and request for a phone conference. In some situations, an in-person conference may be necessary.
- c) **The Headmaster** – If the grievance is not resolved by the Dean of Academics or the Dean of Students, the parents should email their concerns to the Headmaster.
- d) **The Governing Board via the Parent Liaison** – If the grievance cannot be resolved after addressing his or her concerns with the teacher or the administrators, then a parent must submit their grievance in writing to the Parent Liaison of the Board. The Parent Liaison can be contacted at [parentliaison@stjca.org](mailto:parentliaison@stjca.org).

If a resolution is not achieved through the process listed above, two other options are available:

- e) **The Governing Board** – The grievance can be submitted to the Board in writing.

### Grievance Related to an Administrator

Grievances regarding an administrator should be directed to the individual first, then in writing to the Board.

## **Parent Grievances, Continued**

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### **Importance of Following the Grievance Procedure**

The practice of following the communications with SJCA on matters concerning particular scholars encompasses far more than grievances. It refers to parents' communication of any kind that seeks or requires an action on the part of SJCA regarding their scholars. SJCA understands that parents will have questions, opinions, and comments that need to be expressed concerning their children's education. Such communication can be very helpful to the running of SJCA.

Our preference is that such communication be expressed initially to the teacher or teachers of the child. If further communication is warranted, the parent should consult the appropriate administrator. If further communication is warranted after seeing the Headmaster, then the parent should go to the Board's Parent Liaison.

The Governing Board members are not the first point of contact and, therefore, will refer communications that seek response or action to the appropriate members of the administration.

The reason for this procedure is that the teacher invariably has the most direct knowledge of the child and can usually do more to remedy or ameliorate a situation than can the Headmaster or board member. We understand that some parents are "conflict averse" and do not want to bring up a potentially difficult issue with a teacher. Nonetheless, the teachers are eager to help each child in whatever way possible.

# Academic Policies

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## Academic Expectations

Though the curriculum is content-rich and expectations for scholars are high, SJCA is not an exclusive school. A scholar's desire to learn, in short, his or her curiosity, is the key to success and fulfillment at SJCA. While SJCA understands that some scholars are more talented than other scholars in certain subjects, every scholar who has passed the appropriate prerequisites, is genuinely curious, and applies him or herself diligently on a daily basis, will succeed at SJCA. Success is measured as a scholar's growth in maturity, accomplishment, and understanding over the course of his or her years at SJCA and will finally be demonstrated in his or her character as a SJCA senior and graduate, a truly impressive young man or woman.

As a key philosophical assumption, SJCA holds that every scholar can learn. As human beings, we are equal in that we all have the capacity to learn and grow. However, this equality cannot be confused with equality of capacity, and certainly not with equality of academic results. Just as individuals differ in their physical gifts and characteristics, we all have different gifts and challenges in the subjects of learning. SJCA is committed to helping each scholar achieve as much as he or she can. True excellence across the curriculum is a rare and worthy achievement, to be admired by all, but not to be unreasonably expected of all.

At SJCA, we believe that every scholar deserves to have access to the richness of the curriculum, not just the gifted and talented children. Therefore, our teachers teach the class as if all of the scholars are "gifted and talented." Not every scholar will absorb information at the same capacity, but they all should receive the best in terms of critical thinking and deepened learning.

The curricular content is organized in the following way:

**K-12.** The K-12 curriculum will follow the BCSI Scope and Sequence. Occasionally, SJCA will diverge from the BCSI Scope and Sequence in order to raise the standards in teaching a particular skill or subject. The Headmaster will determine these instances. The Headmaster will ensure that all skill areas in the K-12 BCSI Scope and Sequence are taught at some point in grades K-12. Teachers must develop their courses under the direction of the Headmaster, who is the chief academic leader and accountable to the Governing Board.

## Academic Policies, Continued

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### **Homework and Classwork**

Homework is a fundamental part of our general academic program. It prepares scholars for high school and college and for entry into the working world upon graduation. It also helps develop a strong work ethic and habits of organization. Homework's immediate educational purpose is as follows:

- To reinforce skills and concepts and knowledge learned in class.
- To develop good skills and habits of study.
- To practice skills and reinforce knowledge in ways that are not readily accomplished in the classroom.
- To work on assignments, such as the writing of papers, and prepare for exams that require a great deal of sustained, individual attention.
- To prepare for the following day's work so that the most can be made of class time; and
- To inform parents of what is being taught in the classroom.

In addition to regular classroom assignments, we would like each younger child to read, or be read to, daily. As cited in *A Nation at Risk*, "the single most important factor for determining whether children will go to college is being read to as a child." Going to college is not necessarily a goal for everyone but becoming a thoughtful reader should be if one hopes to be knowledgeable, wise, insightful, and competitive throughout one's lifetime. We believe that becoming a competent reader is critical to being a good scholar and the first step to being able to explore the world. Reading to a child encourages the child's growth and elevates and informs conversation within the family. In the upper grades, the extra reading time (roughly half an hour) allows for the increasing length of great works of literature.

Study habits are being developed during a scholar's time at SJCA making it difficult to estimate the amount of homework time for any one scholar. The expected homework time allotment for each grade is as follows:

<b>Grade</b>	<b>Homework Time Allotment</b>
Kindergarten	10 minutes plus family reading time
Grade 1	10 minutes plus family reading time
Grade 2	20 minutes plus reading time
Grade 3	30 minutes plus reading time
Grade 4	40 minutes plus reading time
Grade 5	50 minutes plus reading time
Grade 6 -12	60 minutes plus reading time

## **Academic Policies, Continued**

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### **Homework and Classwork, continued**

The designated times serve as guidelines and may vary depending on the work assigned on a given day, the schedule, the scholar's organizational skills and study habits, the varying abilities of the scholars, and the nature of the assignments. Scholars are expected to learn how to use their time effectively to complete the required work at each grade level. Parents are expected to support their children in this endeavor. Advanced or honors classes may require additional homework time. It is generally understood that writing papers and studying for exams take more time than regular classroom assignments. For that reason, the end of a term does result in a peak in the homework load. Nonetheless, teachers will make every effort to give assignments well enough in advance, and scholars will be encouraged to work on those longer assignments steadily, so that scholars are able to manage their homework along with other activities and adequate sleep. Weekends and breaks will, for the purposes of homework, be considered one day rather than two or more.

It is the responsibility of the scholar to make up missed homework after any absence, planned or due to illness, in a timely manner. If a scholar is unable to attend school and seeks his or her assignments, the parent or scholar should contact the teacher for that information, not SJCA's office. For each excused absence, one day missed translates to one day allowed for makeup.

An absence on the due date of a major assignment or exam may not extend the due date of that assignment. The scholar should expect to submit the work and/or makeup the exam on the day of his or her return. Likewise, absences during the preparation time of a major assignment may not extend the due date. Please contact your child's teacher regarding make-up work following absences.

For poor or incomplete work, teachers may require scholars to redo an assignment. Whether such work is given any credit is left to the discretion of the teacher.



## Academic Policies, Continued

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### Grading Policy

Grading is not the endpoint of education. The grade a scholar receives in a class is subordinate to the knowledge the scholar acquires. Still, grades are a useful tool to evaluate the extent to which a scholar has mastered a particular subject. Therefore, grades will be assigned in all classes and subjects. SJCA will assign grades in order to reflect accurately the range between true mastery and insufficient knowledge of a subject. Grade inflation will be discouraged. In relation to the scholar's performance, the following letter grades have these meanings for grades 2-12:

A:	Mastery
B:	Proficiency
C:	Sufficiency (Competence)
D:	Insufficiency
F:	Failing

In addition to these general parameters, SJCA uses a 4.0 grading scale. Parents and scholars should be regularly informed of the scholar's progress. The letter and numerical grades for this system are listed below.

A:	90-100%	4.0
B:	80-89%	3.0
C:	70-79%	2.0
D:	60-69%	1.0
F:	0-59%	0.0

The grades used for primary scholars (K-1) measure academic performance and are used as a means of reporting achievement relative to Florida Standards and other curriculum objectives. Scholars in kindergarten through first grade are assessed using the following grading scales:

Kindergarten and First Grade:

S:	Satisfactory
N:	Not Demonstrated
U:	Unsatisfactory

### Teacher Conferences

Arrangements for conferences may be made with your child's teacher. Teacher contact information is located on the SJCA website.

## **Academic Policies, Continued**

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### **Academic Textbooks and Supplies**

Scholars will receive a variety of books and materials. All books will have a SJCA barcode on the back in the upper right-hand corner. Materials that are loaned or given to scholars are to be treated appropriately. Scholars are responsible for these materials. If materials given or loaned to a scholar are lost or damaged the scholar must pay for any needed replacement.

In the case that reimbursement has not been made to SJCA for lost or damaged materials, no further materials will be issued to that scholar until the past due fees are paid.

**Study Materials.** In order to do well at school, the scholar must be prepared with the proper tools. Supply lists are available for each grade level on our website. Scholars should not bring any materials or supplies to SJCA that are not specified on the grade level supply list. This includes such items as toys, pens, and so on.

**Scholar Planner.** Organization is an important part of self-government and is woven into our curriculum. To help scholars manage their assignments, scholars will purchase a “planner” or agenda within the first two weeks of the school year. This planner will allow scholars to write down assignments and encourage teachers and parents to communicate regularly. The planners should go home every night and provide parents with a convenient method to monitor their scholar’s work. All scholars must have a planner.

**Literature Consumables.** Your child’s class will utilize classic works of literature during the upcoming school year. At SJCA, it will be the tradition for scholars to develop a personal library of books that they annotate, keep and return to during their time at SJCA, and treasure for years to come. Your child’s class will utilize these classics during the upcoming school year. For families who do not purchase the texts, their scholar will be given access to a copy of these books as part of their curriculum. Scholars should not annotate school-provided books and will be asked to return the books in good condition once their class has finished working with the book.

### **Report Cards/Gradebooks**

Parents have access to their scholar’s grades through the District Parent Portal. Parents are encouraged to monitor their child’s grades on a regular basis. If a scholar is determined to be significantly below grade level, a meeting will be scheduled with a parent, the teacher, and other faculty as deemed appropriate.

## **Academic Policies, Continued**

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### **Promotion**

#### *Literacy*

#### **Promotion Criteria for Kindergarten, First, and Second Grades**

Solid literacy is the foundation of all learning. Without the ability to read well, a scholar cannot advance in English, history, the sciences, the arts, or mathematics. Since language is the basis of all human interaction, a person cannot thrive independently in the world when possessed of only a halting literacy. The ability to read, particularly in the early grammar school grades, will therefore be a requirement for promotion. SJCA will follow the criteria of reading competency set forth in the Literacy Essentials program.

Since scholars in kindergarten, first and second grade will advance in literacy over the course of the year and all will be given explicit phonics instruction throughout the year, the inability to read at the outset should not be a cause of concern. Promotion will be determined based on the minimum guidelines established by the authors of Literacy Essentials. Parents will be informed well in advance if their child may need to be retained.

#### **Kindergarten through Fifth Grade**

In addition to literacy, K-5 scholars must have attained competence in all the core subjects (English—including reading, spelling, grammar, composition—history, math, and science) over the course of the year and attained at least a “D” average to pass. Competence is attained by knowing the material and completing assigned work. Completion of work demonstrates the ability of the scholar in the various subjects as well as the mastery of study skills necessary for academic and personal achievement. Scholars whose grades or skills fall below the requirements of their grade level will be retained.

#### **Middle (Grades 6-8) & High (Grades 9-12) School Scholars**

It is our goal for parents, teachers, and scholars to work together during the year to ensure that scholars are developing responsible work habits and attaining a sufficient level of understanding in their courses. A student must earn a “D” or higher to be awarded credit, or the scholar may be required to retake that class. Failing a core course will require the scholar to re-take the class.

#### **Schedule Changes**

There will be no class schedule changes during the semester unless it is deemed in the best interest of the scholar by SJCA as determined by the Headmaster. SJCA does not accept scheduling requests for specific teachers.

## **Academic Policies, Continued**

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### **Special Events and Parties**

Special events held during the school day must be directly tied to the curriculum and add to the instructional environment by conveying knowledge or an experience that supports the curriculum.

### **Special Events – Guest Speakers**

Guest speakers presenting during the school day must speak on topics covered in the course or grade. If possible, the scholars should be studying the given topic at the time of the presentation.

Guest speakers must be approved by the Headmaster prior to the invitation being extended. Approval must still be obtained for guest speakers used in the previous school year. Approval for one year does not carry over to the next.

### **Special Events – Field Trips**

Field trips will be directly tied to the curriculum and add to the instructional environment by conveying knowledge or an experience that supports the curriculum.

### **Extended Field Trips**

All scholars attending an extended field trip must have the approval of the administrators of SJCA and the scholar's parents. All extended field trips must have liability insurance protecting all the trip attendees and SJCA. Any liability insurance not covered by SJCA's policy must be paid for by the fees charged to trip participants. Any increases in the costs of extended field trips (due to inflation, changes in exchange rates, etc.) must be paid for by increases in fees of trip participants. All adults attending the field trip are required to be currently registered volunteers. The field trip planner will work with the administration, faculty, and staff to ensure that all procedures are followed.

### **Eligibility for Sports and Extra-Curricular Activities**

Eligibility is determined only in August and December. In order to be eligible, scholars must maintain a 2.0 GPA, at all times. Ineligible scholars will remain ineligible until the next GPA check. Two level I or II disciplinary referrals in one quarter or three in one semester will render a scholar ineligible for any extracurricular activities for the remainder of that quarter. Four level I or II disciplinary referrals will render a scholar ineligible for all extracurricular activities and functions for the remainder of the school year. The Headmaster may deem a scholar ineligible for the following season or for off-campus field trips based on repeated misconduct. Any scholar with any level III or IV disciplinary referrals will be automatically exempt from all athletic and extracurricular activities for the remainder of the year.

## **Academic Policies, Continued**

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### **Extra-Curricular Activities by Non-Enrolled Scholars**

Participation in extra-curricular activities by non-enrolled scholars must be approved by the Headmaster.

### **Teaching Controversial Issues**

Controversial issues are defined as contemporary problems, subjects, or questions of a political or social nature where there are entrenched differences of opinion and passions often run high. When these subjects come up, teachers will present an impartial view of both sides of the issue without proselytizing.

### **Teaching Topics Related to Religion**

In the course of exploring the liberal arts and in the process of developing cultural literacy, scholars learn about world religions from a historical, cultural, and a literary perspective. These religions include Islam, Christianity, Judaism, and a number of others both ancient and modern. In a mature way, the school will present topics related to religion promoting an understanding of and not a belief in these religions. In accordance with the law, faculty members will not preach or proselytize, nor will they endorse religious figures or customs. Kindergarten through 12th grade uses a content-rich, coherent curriculum published by BCSI.

### **Teaching Evolution**

SJCA embraces a content-rich program in the natural sciences. In biology, SJCA will teach the theory of evolution as found in the standard high school biology textbooks and as also taught at the college level in both secular and religious colleges. The theory of evolution is largely misunderstood today by the general public. Much of what constitutes the teaching of evolution concerns adaptation of species to their environment and change over time. A great many of these phenomena are observable. A very small percentage of evolutionary theory deals with the more controversial issue of the origins of life. This latter aspect of evolution, to the extent it is taught, will be introduced to scholars briefly with a great deal of circumspection; it is not a central part of the theory. Furthermore, the study of science will be confined to the investigation of the physical world. It is not the place of science to make metaphysical claims nor to confirm or deny the validity of religion or the existence of God. SJCA recognizes a clear distinction between science and scientism.

Science is the continued research into the natural world in order to find the most plausible explanations for natural phenomena. Scientism is the belief that science is the only means of understanding our world, thus excluding other ways of interpreting the world, such as through literature or religion.

## **Academic Policies, Continued**

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### **Teaching Evolution, Continued**

Keeping in mind this distinction, the teachers at SJCA will leave matters of faith up to scholars and their parents. The role of a teacher in a public school is neither that of preacher nor of skeptic. Rather, teachers of history, when called upon by the curriculum, will teach the history of religion without either advocating or undermining religion in general or any specific faith. Likewise, science teachers will teach science, without comment on religion. Teachers, scholars, and parents must realize that a biology class has a particular purpose and is not the proper venue for a philosophical or theological discussion on the existence of God or claims relating to the activity of God or absence thereof in the natural world.

### **Role of Parents and School in Relation to Human Sexuality**

We believe parents own the fundamental responsibility for their children's education, which includes the areas of morality and sexuality. SJCA's role, at most, should be viewed as a supportive one. It is apparent that sexuality is more than biology and physiology. It also encompasses morality, spirituality, and the emotions. Because it is a part of the whole human experience, it must be taught with circumspection and sensitivity.

We believe children are naturally modest concerning their bodies and are not ready to learn everything at once. They are naturally curious; however, and need to get answers to their questions in a way appropriate to their stage of development. In teaching this topic, we want to minimize the embarrassment associated with it for both children and parents.

### **Teaching Human Sexuality**

We will teach the Core Knowledge Sequence in the fifth grade, which includes a discussion on the reproductive organs, reproduction, and the menstrual cycle. The class will be taught in a gender-separated environment. Parents will have the opportunity to preview the materials the class will be reading, on which the discussion is based. Parents will also have the opportunity to attend a meeting with the teacher(s) prior to the section on sexuality. Sexual intercourse will be discussed in relation to the reproductive system and the menstrual cycle, and therefore it will be discussed in the context of a monogamous relationship between two people of opposite sexes.

Parents will have the choice of having their children opt out of this portion of the class, which will be taught during the regular science time.

In middle and high school, themes that deal with sexuality may emerge from the reading of a serious text, such as *Anna Karenina* or *Brave New World* or *The Scarlet Letter*. When these topics do emerge from the curriculum itself, teachers will engage the material in a serious way.

## **Academic Policies, Continued**

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### **Teaching Human Sexuality, Continued**

In the higher grades, scholars may be involved in discussions concerning sexuality and sexual restraint as these issues affect their living a moral and responsible life. Such discussions will always be led by the Headmaster or a faculty member who has the full confidence of the Governing Board in these matters. Moreover, parents will always be notified of these discussions before they take place in case parents wish their children to opt out.

Character education is an integral part of our program. Sexuality involves serious moral decision-making. It is important to help children build the capacity to make and abide by sound moral choices. We would like our teaching of human reproduction to be a springboard to initiate and facilitate discussions between parents and children on this sensitive subject.

Employees will not discuss their personal lives on such matters with scholars.

### **Video Viewing Policy**

From time-to-time videos or other media may be used to support the lesson. To be used in class they must meet a specific curricular objective and will not have profane language or sexually explicit material. Teachers are responsible for previewing videos to ensure that they are appropriate.

### **Parent Review of Records**

Family Educational Rights and Privacy Act (FERPA) gives parents certain rights with respect to their children's education records. These rights transfer to the scholar when he or she reaches the age of 18 or attends a school beyond the high school level. Scholars to whom the rights have transferred are "eligible scholars."

- Parents or eligible scholars have the right to inspect and review the scholar's education records maintained by SJCA. Schools are not required to provide copies of records unless, for reasons such as great distance, it is impossible for parents or eligible scholars to review the records. Schools may charge a fee for copies.
- Parents or eligible scholars have the right to request that a school correct records which they believe to be inaccurate or misleading. If SJCA decides not to amend the record, the parent or eligible scholar then has the right to a formal hearing. After the hearing, if SJCA still decides not to amend the record, the parent or eligible scholar has the right to place a statement with the record setting forth his or her view about the contested information.
- Any parents wishing to review their child's records may submit a request in writing to the front office and an appointment will be scheduled to do so.

## **Academic Policies, Continued**

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### **Respect and Pluralistic Sensitivity**

SJCA is a public, non-sectarian institution serving a diverse population. All members of the SJCA community—the administration, teachers, parents, and scholars—should show profound respect and tolerance for the religious, political, and cultural traditions and perspectives of others. The administration and teachers will take the lead at SJCA in actively promoting tolerance, civility, and sensitivity. Teachers are not permitted to encourage a particular religious or political perspective in the courses they teach. Rather, they encourage a civil and tolerant discussion of ideas when such topics naturally arise in class or on campus.



## School Life and Environment

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### Attendance Guidelines

Regular attendance is important to ensure achievement in school. SJCA discourages vacations and trips taken during the school year. SJCA also discourages doctors' and other appointments when avoidable. When those appointments are unavoidable, scholars are responsible for any make-up work during their absence. Assignments that are not made up, according to the time restrictions set by the teacher and SJCA, will be reflected in scholars' grades. It is helpful to both the scholar and teacher to make prior arrangements to meet that requirement.

Grades	School Day Begins (Monday-Friday)	School Day Ends (Monday, Tuesday, Thursday, Friday)	School Day Ends (Wednesday Only)
K-5 <sup>th</sup>	8:00 a.m.	3:00 p.m.	1:00 p.m.
6 <sup>th</sup> -12 <sup>th</sup>	7:30 a.m.	2:30 p.m.	12:30 p.m.

The entrance to car line closes at 7:55 a.m. to give scholars and teachers time to be in class and ready to teach. Parents who arrive after 8:00 a.m. must park and walk their scholar inside the Reception Building to sign them in. In order to avoid being marked as tardy, K-5<sup>th</sup> scholars must be in their classroom by 8:00 a.m. and 6<sup>th</sup>-12<sup>th</sup> scholars must be in their classroom by 7:30 a.m. Three (3) unexcused tardies will be considered one (1) unexcused absence in Synergy (formerly Focus). Similarly, scholars are expected to remain at school for the entire day. Three (3) unexcused early dismissals will be considered one (1) unexcused absence in Synergy. All Scholars may NOT be checked out after 2:00 p.m. each day (12:00 p.m. Wednesdays).

Scholars who arrive after 11:00 a.m. will be considered absent for the day. Scholars who depart before 12:00 p.m. will be considered absent. Scholars are not expected on campus earlier than 7:15 a.m. Scholars are expected to be picked up promptly as school ends. Parents who pick up their scholars up after 3:25 p.m. (1:25 on Wednesdays) will be charged \$16 per child.

Scholars in grades 6<sup>th</sup>-12<sup>th</sup> must be picked up by 2:50 p.m. (12:50 p.m. on Wednesdays) unless they have a younger sibling in K-5<sup>th</sup>. Parents who are late must wait off campus until the grammar school car line is complete.

Due to the intensity and richness of the curriculum, scholars are expected to arrive to school on time and have very few absences. **If a scholar receives more than nine (9) unexcused absences in one school year, they may be immediately dismissed to their zoned school at the discretion of the Headmaster.**

## **School Life and Environment, Continued**

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### **Tardiness Guideline**

At the beginning of each school day, scholars will recite the Pledge of Allegiance, SJCA's motto, and observe a moment of silence. Additionally, teachers will check uniforms during this time. Teachers provide directions and organizational activities at the start of the class and missing these may be a detriment for the entire class. It is equally important that scholars remain at school for the entire day. A scholar who is late or is dismissed early is at a serious disadvantage, loses precious organizational and instruction time, and causes disruption to the other scholars.

Scholars who arrive after the beginning of the school day will be considered tardy. Scholars must make it not only to SJCA but to class on time to avoid being tardy. Scholars who are either tardy or returning to school from an appointment must be signed in at the front reception desk by a parent. The scholar will be issued a tardy slip and will be required to deliver this slip to their teacher when they enter the classroom. In middle and high school, tardy scholars may be held out of class for the period affected to keep from disrupting the class. Repeated tardiness may result in disciplinary action and may affect his or her eligibility for promotion.

### **Excused Absences**

The following will be considered excused absences:

- Religious holidays
- Absences for medical reasons
- Absences for mental or emotional disabilities
- Pre-arranged absences of an educational nature that are approved by the Headmaster (i.e., visits to colleges for upper school scholars)- the request must be received one week in advance.
- Attendance at any school-sponsored activity
- Bereavement (please notify the school if absence will extend beyond three days).

### **Proof of Excused Absences**

SJCA requires suitable proof of excused absences which may include, among other forms of documentation, written statements from medical professionals. Scholars may turn in an illness letter from a parent three (3) times prior to requiring a doctor's note, at the Head of School's discretion. If a scholar does not provide legitimate, written documentation, within three (3) days of return to school, the absence will be considered unexcused. More than nine (9) unexcused absences may result in retention at the discretion of the Headmaster.

# Guidelines for Scholar Behavior

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## General

Scholar self-government and a sense of purpose develop from application and accomplishment, from consistent expectations in SJCA climate and culture, and from the habitual practice of the virtues.

The aim of SJCA is to teach scholars. Scholar derives from the Latin word *studēre*, which means “to give attention to,” “to take pains with,” “to apply oneself to,” “to strive after,” “to pursue,” “to desire.” Scholars, then, are by definition diligent in, attached to, zealous for, their studies. The teachers of SJCA will work hard to prepare their lessons. These lessons are designed to teach scholars nothing less than who they are and what the world offers them. All policies regarding scholar conduct and discipline flow from the following general principle: Scholars must fully engage themselves in the education SJCA offers them; therefore, scholars will conduct themselves in the following ways:

- Be polite and attentive both inside and outside of class.
- Attend SJCA consistently, be punctual, and take responsibility for making up any work promptly when absent.
- Be prepared for class.
- Follow directions.
- Follow all reasonable requests made by adults on the premises with a positive attitude, and show respect for self, others, and property.
- Cooperate with and demonstrate respect for the faculty and staff, including administrators, teachers, assistants, custodians, and any other people working at the school.
- Communicate in an acceptable tone of voice using an acceptable choice of words.
- Follow lunchroom, playground, fieldtrip, lab, and individual classroom rules.
- Follow school rules when participating in SJCA-related events.
- Adhere to the uniform policy.
- Do not use threats or intimidation against any other person.
- Respect the health and safety of others, safety rules, and not bring tobacco, alcohol, or any illegal substances to school.
- Be dismissed by the teacher, not the bell or the clock.
- Do not leave the SJCA premises without signing out in the main office.
- Do not bring electronic game devices.
- Do not bring anything to SJCA that could be used to harm another or that is illegal.
- No public displays of affection (PDA). This includes, but is not limited to, handholding, kissing, excessive hugging, or inappropriate physical contact, etc. This includes all genders (male/female, male/male, female/female).

## **Guidelines for Scholar Behavior, Continued**

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### **Cell Phones**

Cell phones will be turned off and stored in the scholars' backpacks or locker during school hours. Cell phones are prohibited from being carried in pockets (including pants and jacket pockets) or purses. Scholars are not permitted to bring a phone into a bathroom. A cell phone used during the school day will be confiscated and held by the administration until the end of the day, at which time a parent may pick up the phone from a school administrator. On occasion, the use of cell phones may be permitted for specific purposes at the discretion of the Headmaster. This rule applies to any device (such as an Apple watch, tablet, Kindle, etc.) that can access the internet, take photos, record, etc. Apple watches that are needed for a heart condition may be approved by administration.

School administrators may conduct searches of property or persons when they have reason to suspect that the health, safety, or welfare of scholars, faculty, or staff may be endangered.

SJCA is not responsible for loss, theft, or breakage of items brought to school. Fines will be levied on parents for vandalism or theft committed by their children. Fines will also be levied for lost or damaged SJCA property. Scholars may also be required to be involved in the maintenance or repair of damaged property.

### **SJCA Honor Code**

The objective of SJCA Honor Code (HC) is to build trust among scholars and to maintain an academic community in which a code of values is shared.

SJCA Honor Code is given below:

As a scholar and citizen of SJCA, I agree to the following:

- When taking a test, I will not look at other scholars' answers, or use other materials unless given permission by the teacher.
- When taking a test, I will not provide answers or assistance to anyone else.
- When doing my homework, although I may receive help from my parents, a tutor, or other scholars, the words I write will be my own words, in my own handwriting, and will not be copied from someone else's work.
- When helping another scholar with their homework, I will not give them the answers, but will help them to better understand the assignment.
- When writing a report, I will use my own words. I will not copy words and thoughts from other sources, including the internet, without giving credit to the source.
- I will always be honest about my work and behavior with my teachers, parents, and the Headmaster.
- I believe that everyone should have an equal opportunity to learn. I will not do anything that will prevent someone else from learning.

## **Guidelines for Scholar Behavior, Continued**

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### **SJCA Honor Code, continued**

I join the entire scholar body of SJCA in a commitment to this Honor Code. The faculty on its part manifests its confidence in the honor of its scholars by refraining from taking unusual and unreasonable precautions to prevent the forms of dishonesty mentioned above. The faculty will also avoid, as far as practicable, academic procedures that create temptations to violate the Honor Code.

On some occasions, teachers may ask scholars to write “HC” (SJCA Honor Code) on the heading of their assignments to remind them of the details and spirit of this honor code.

Please see the Discipline Section for information on how violations of SJCA Honor Code are addressed by teachers and the administration. Since academic dishonesty is viewed as a serious offense, even first offenders may be punished with a suspension. SJCA Honor Code is typically reviewed in class with scholars during the first week of school each year.

### **Discipline**

The activity of learning requires scholars to be attentive and polite. Scholars are expected to adhere to the school’s high expectations for behavior and core virtues lest they compromise their own learning and interfere with the learning of others.

In accordance with this policy, SJCA has adopted the following procedure for disruptive behavior that requires an office referral (see following page):

## Guidelines for Scholar Behavior, Continued

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### Discipline, continued

<b>Referral</b>	<b>Action</b>
First	Administration may meet with the scholar after the referral is written to discuss the behavior and the consequence. The parent or guardian will be notified.
Second	Administration may meet with the scholar after the referral is written to discuss the behavior and the consequence. The parent or guardian will be notified.
Third	Administration may meet with the scholar after the referral is written to discuss the behavior and the consequence. The parent or guardian will be notified. The scholar may not return to school without the parent attending school for the entire day, as scheduled by administration. The Disciplinary Committee will meet with the parent or guardian to discuss the behavior policies at SJCA including the possibility of future dismissal.
Fourth	Administration may meet with the scholar after the referral is written to discuss the behavior and the consequence. The parent or guardian will be notified. The scholar may not return to school without the parent attending school for the entire day, as scheduled by administration.
Fifth	Administration may meet with the scholar after the referral is written to discuss the behavior and the consequence. The parent or guardian will be notified. The Disciplinary Committee will meet with the parent or guardian to discuss the behavior policies at SJCA including the possibility of dismissal.

- \* Parents who attend school with their scholar due to a referral will be seated in or near the classroom (location assigned by Administration). Cell phones and/or electronic devices are strictly prohibited while in the presence of scholars.
- \*\* The Headmaster may choose alternative disciplinary actions as he or she deems appropriate. Additionally, the Headmaster may choose to have a parent immediately pick up the scholar after a referral.
- \*\*\* After the 3<sup>rd</sup> referral, the following applies to each subsequent referral: The scholar may not return to school without the parent attending school for the entire day, as scheduled by administration.

## **Guidelines for Scholar Behavior, Continued**

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### **Discipline, continued**

Scholars who have been suspended will not be on the honor roll for that quarter. Scholars may be suspended for reasons other than receiving the fourth Discipline Referral Form, as outlined in the Clay County District Schools' Student and Family Handbook and Code of Student Conduct.

At no time will a scholar's disciplinary record be discussed with another scholar or parent. However, other scholars or parents may be consulted regarding an incident in order to discern the truth. Administration may discuss specific scholars with unrelated parents /guardians if they feel that their scholar is a danger or threat to other scholars.

### **Suspension and Expulsion**

The Headmaster or designee has the authority to suspend scholars as appropriate.

Suspensions last from one to 10 days depending on the severity of the infraction. Lengthy suspensions will require a conference between the parent(s) and Headmaster. The conference will occur before the scholar is readmitted to class.

Suspensions will be treated as an unexcused absence. Scholars will be able to make up the work missed during the period of suspension and assignments will be provided by the school. The loss of class time due to repeated suspensions may be grounds for retaining a scholar at the current grade level for the following year.

For especially serious violations of SJCA order and safety or for habitually disruptive behavior, SJCA will pursue expulsion through the Clay County District School. SJCA will follow the Clay County District Schools' Student and Family Handbook and Code of Student Conduct with regard to scholar conduct policies not listed in this handbook.

### **Plagiarism**

Plagiarism will not be tolerated by any teacher in any subject. The entire system of assessment rests on the assumption that the work a scholar turns in is his/her own. Plagiarism compromises this system, is unfair to other scholars in the class who do their own work and constitutes a form of theft of others' ideas and labor. Plagiarism is defined as the appropriation of another's ideas or words in order to present them as one's own. An instance of plagiarism can be as long as a term paper or as short as a sentence. Simply rephrasing an author's words can also constitute plagiarism. The words of authors can only be used when properly quoted and cited. Teachers will provide the guidelines of acceptable citation. When in doubt, the scholar has the responsibility to ask how an author should be used in an assignment.

## **Guidelines for Scholar Behavior, Continued**

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### **Plagiarism, continued**

Whenever a scholar has been caught plagiarizing, the following process will be followed:

- The teacher will keep a copy of the scholar's assignment and, whenever possible, a copy of the plagiarized work.
- The teacher will discuss the matter with the scholar.
- The teacher will inform administration of the plagiarism.
- Either the teacher or an administrator will inform the scholar's parent of the plagiarism.
- The scholar will receive an "F" on the assignment if it is the first offense.
- For a second offense, the scholar will fail the entire course.
- Instances of plagiarism may be placed in the scholar's permanent record.

### **Cheating**

Like plagiarism, cheating will not be tolerated by any teacher in any subject. Cheating occurs when a scholar uses someone else's work or a prohibited source of information in order to gain an unfair advantage on a test or an assignment and to avoid doing his own work. Cheating comes in many forms. One scholar copying off another, a scholar using a "cheat sheet" to answer questions on a test, and a scholar trying to pass off another scholar's work as his own are examples of cheating. The same process outlined for plagiarism should be followed for instances of cheating. A scholar who knowingly allows others to copy his work will also be held accountable in the same fashion.

- The teacher will discuss the matter with the scholar(s).
- The teacher will inform administration of the cheating.
- Either the teacher or administration will inform the scholar's parent of the cheating.
- The scholar will receive an "F" on the assignment if it is the first offense.
- For a second offense, the scholar may fail the entire course.
- Instances of cheating may be placed in the scholar's permanent record.

A disciplinary referral will be issued if plagiarism or cheating has occurred.



## **Guidelines for Scholar Behavior, Continued**

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### **Bullying/Harassment**

SJCA follows the Clay County District Schools' Student and Family Handbook and Code of Student Conduct regarding Bullying and Harassment.

In response to state law the "Jeffery Johnson Stand Up for all Scholars Act," the Clay County School Board adopted a policy that prohibits bullying and harassment. The policy defines harassment as any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against a scholar or employee that places a scholar or employee in reasonable fear of harm to his or her person or damage to his or her property, has the effect of substantially interfering with a scholar's educational performance, opportunities, or benefits, has the effect of substantially disrupting the orderly operation of a school.

Parents, please contact SJCA's administration if your child reports being a victim of repeated behaviors that might be bullying. Conflict is normal in a child's life. To help distinguish between normal conflict and bullying, remember bullying behavior is repeated, intentional and involves an imbalance of power. If you think your child has been the victim of bullying or harassment, please contact the school administrator.

# **Athletic Code of Conduct**

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The Athletic Code of Conduct is designed for scholar-athletes and their parents to help define the role of educational athletics at SJCA. The basic goals of Interscholastic Athletics are defined, and the policies and regulations necessary to achieve these goals are presented. It is imperative that scholar-athletes and parents have knowledge of this material.

The athletic program shall be conducted in accordance with existing SJCA policies, rules, and regulations. While the school takes pride in fielding successful teams, it does not condone winning at all costs. SJCA discourages any and all pressures that might lead to neglecting good sportsmanship and good health. At all times, the athletic program must be conducted in such a way that it is an educational activity. School **success, unity, and pride** are greatly enhanced by proper scholar participation in school-sponsored activities.

## **Athletic Program Mission**

The mission of the athletic program at SJCA is to develop scholarly athletes that not only excel on the athletic field, but in leadership, perseverance, team-work, self-discipline and integrity.

## **Athletic Code**

Participation in SJCA athletics is regarded as a privilege and not a right. All athletes shall abide by the Athletic Code of Conduct that will earn them the honor and respect that participation and competition in the interscholastic program affords. Any conduct that results in dishonor to the athlete, team, or school will not be tolerated. Acts of unacceptable conduct tarnish the reputation of everyone associated with the athletic program.

When a scholar voluntarily participates in interscholastic athletics, he/she agrees to abide by the Athletic Code of Conduct throughout his/her athletic career. This code of conduct begins with a scholar's first day of participation in interscholastic athletics and continues through their date of graduation and is in effect during vacation breaks, summer recess, and off-season times.

## **Requirements for Participation**

### **100% Commitment**

When a scholar joins a school team, the expectation is for that team to be that scholar's primary extracurricular commitment for the duration of the season. The baseline of "100% commitment" includes being on time for and staying for the duration of all official team activities as designated by the coach. There are three acceptable forms of "excused absences" from team events:

1. School event conflicts that are mandatory for credit or college admission,
2. Personal illness or family emergency, and
3. When the time or day of the team event has changed with less than two weeks' notice.

## **Athletic Code of Conduct, Continued**

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In each case, excused or unexcused, the correct procedure is to notify the coach directly as soon as the conflict becomes apparent. The penalty for an unexcused absence varies team-to-team, but generally becomes more consequential as the level of competition increases from middle school to Varsity.

### **Physical Examination**

A yearly physical examination is required and must be submitted to the office before a scholar can participate in any practice or competitions, including try-outs. The best time to get a physical is the last two weeks of May, as this ensures the athlete will be covered for summer camps and the entire school year. If a physical is set to expire during a season, the scholar will be permitted to try-out, but a new physical must be procured and submitted before officially joining the team.

### **Parental Acknowledgement of Athletic Policies**

Each parent/guardian and athlete shall read the Athletic Code of Conduct and certify that they understand the athletic eligibility rules and policies of SJCA.

### **Scholastic Eligibility**

In order to participate in SJCA athletics, each athlete must meet the school and athletic league's academic requirements. When grades for an academic quarter are finalized (1st through 3rd quarters), any scholars who have below a "C" in any class or subject will be ruled ineligible for school athletics for the following quarter. Scholars who are academically ineligible are not permitted to dress out for or participate in team competitions, nor are they granted early release for team events.

Some leagues may require additional eligibility requirements. If this is the case, it will be communicated at the beginning of the season.

### **Equipment/Uniform Responsibilities**

All athletes are responsible for the proper care and security of equipment and uniform issued to them. SJCA furnished equipment and uniform is to be worn only for team competitions. All equipment or uniform not returned in a timely manner and in good condition at the end of the season will be subject to a financial penalty." In an effort to keep the cost of uniforms, uniforms will not be allowed to be worn to school on SJCA spirit days.

### **Equipment/Uniform Responsibilities, continued**

If your sport provides an athletic bag, that bag should only be used for that designated sport and not for schoolbooks and supplies. Any uniform or equipment that is not returned or is returned in an unsatisfactory condition, will be subject to a financial penalty. Any fines that are not paid will not be able to participate in the next sport they play until the fine is paid. All parents and scholars will be required to sign a uniform and equipment agreement upon making an SJCA athletic team.

## Athletic Code of Conduct, Continued

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### Athletic Training Rules

- **School Discipline:** Any student-athlete referred to the office of the headmaster for a school rules violation may be denied the privilege of participation in all athletic activities for a period determined by the Headmaster and/or Athletic Director.
- **Coach's Rules:** Coaches may establish additional rules and regulations for their respective sport with the approval of the Athletic Director. These additional rules will be stated in writing and explained fully by the coach during a parents meeting at the start of the season.
- **Fighting or Flagrant Unsportsmanlike Conduct:** Fighting, taunting, or displaying any sort of poor sportsmanship will not be tolerated. Any athlete that receives a technical, red card, or ejection must meet with the Coach to discuss the behavior.
- **Dropping from a Team:** Scholars who do not finish a season damage their team and affect their potential future participation. However, on occasion, an athlete may find it necessary to drop a sport for a good reason. If this is the case the following procedure must be followed:
  - a. Consult with the coach.
  - b. Consult with the Athletic Director.
  - c. If the final decision is to stop participating, check-in all equipment immediately.
- **Travel:** Athletes must have transportation to and from away games. This is the responsibility of the parent. Athletes will remain with their team under the supervision of the coach until the end of the sporting event. Unless there is an exceptional situation, athletes are not to leave a sporting event early.
- **Alcohol, Tobacco, Drugs:** Any student using and/or possessing alcohol, tobacco, or drugs shall be in violation. This rule is in effect twelve months of the year.
- **Penalty for Violation:** The Headmaster and Athletic Director shall meet to determine the penalty according to the degree of the infraction. Other consequences may be implemented due to the seriousness of the infraction.
- **Grooming and Dress Policy:** An athlete shall dress presentably at all times, such as on trips, at assemblies, and banquets. Only uniforms issued by the school will be worn for contests. Athletes must follow sport-specific jewelry and uniform rules.
- **School Attendance:** Scholars must be in attendance at least four periods in order to participate in a contest or practice, unless the absence is excused. Scholars leaving school early for athletic events must follow school procedure for early dismissal. All missed work should be made up at the discretion of the teacher. If a detention is assigned on the day that conflicts with a game or practice, the scholars may request to move the detention, but there is no guarantee their request will be granted.

## **Athletic Code of Conduct, Continued**

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### **Athletic Training Rules, continued**

- **Reporting of Injury:** All injuries should be reported to the coach. If the injury requires medical attention by a doctor, the athlete must obtain the doctor's written permission to return to the activity.
- **Social Media:** All school or personal use of social media should be conducted in a responsible and respectful manner, as it reflects on the athletic program and school as a whole.

### **Philosophy of Winning and Participation**

Winning is one of the goals of the SJCA teams, within the guidelines of the different levels of the program. SJCA will make every effort to provide every student a chance to participate on a school team. Being awarded a roster spot on any team should be seen as a privilege, and playing time is a reward earned through commitment and effort, along with ability and skill.

#### **Elementary School:**

Participation in middle school athletics is an introduction to interscholastic sports. Skill development, sportsmanship, and team philosophy are important goals at this level. SJCA will attempt to provide an opportunity for all students to participate. Coaches will do their best to create equal playing time for all eligible team members during each contest.

#### **Middle School:**

Participation in middle school athletics is an introduction to interscholastic sports. Skill development, sportsmanship, and team philosophy are important goals at this level. SJCA will attempt to provide an opportunity for all students to participate. Coaches will do their best to create playing time for all eligible team members during each contest, but not equally.

These situations will only occur when it appears to be in the best long-run interests of the scholar and the program, after discussion and agreement by parents, coaches, and the Athletic Director. The final decision to allow a middle school scholar to "play up" rests with the Athletic Director and will be an infrequent occurrence.

#### **Junior Varsity (JV):**

When conditions allow, SJCA will create transition teams between the middle school and varsity competition. The level of intensity at practice as well as in contests will be increased over middle school teams, thus, the commitment and dedication to the team and sport also must increase. The athlete will be given the opportunity to earn playing time through the demonstration of increased skills at practice and dedication to the team. Coaches will attempt to give each eligible team member playing time but playing time will not be equal for each player, and situations may arise when the coach cannot play everyone.

## **Athletic Code of Conduct, Continued**

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### **Athletic Training Rules, continued**

#### **Varsity:**

Varsity level athletic teams are the focal point of the SJCA athletic program. To be a part of a varsity team is an honor in itself that must be earned. At this level there is no guarantee of playing time in any contest. The nature of the competition will determine who will be on the field, court, track or course.

### **Resolving Athletic Issues**

#### **If an athlete or parent has a concern to discuss with a coach:**

1. The athlete is encouraged to solve his or her own problems first with the coach.
2. Call/email the coach to set up an appointment.
3. Do not attempt to confront a coach immediately before or after a sporting event. These can be emotional times for both the parent and the coach, so a minimum of 24 hours is required to have passed after a contest before a parent can speak with a coach about it.

#### **If the meeting with the coach did not provide a satisfactory resolution:**

1. Set up an appointment with the Athletic Director to discuss the situation.
2. At this meeting the appropriate next step can be determined.

#### **Rosters**

It is the goal of SJCA to provide as many quality athletic opportunities as possible within our resource constraints (coaches, gym space, funding, etc.). Occasionally, when interest in a sport exceeds roster constraints, try-outs will be necessary.

In these cases, try-out information will be published publicly through our newsletter and website and multiple coaches will be present during the evaluation process. Final authority for all team rosters lies with the Athletic Director, regardless of whether try-outs were held.

#### **Dual Participation**

In certain cases, scholars will be allowed to participate in multiple school sports in one season or make the roster for an upcoming season while the previous season is wrapping up. When considering this, the scholar should contact the Athletic Director first, then meet with both coaches to discuss and approve the practice/contest schedule for the athlete. The basic arrangement should be as follows: scholars will make as many practices for both teams as possible but will not be required to participate in more than one practice per day. Ball sports (such as volleyball and soccer) rely more on live in-person practice with teammates than more classical sports (such as cross country and track & field), therefore practice time should be weighted toward the ball sport. A sporting event for one team trumps a practice for another team, but if both teams have a sporting event on the same day, the decision should not be case-by-case, but rather by:

## **Athletic Code of Conduct, Continued**

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### **Resolving Athletic Issues, Continued**

1. which commitment was entered into first, i.e. if basketball season overlaps soccer season, the scholar should play out their commitment to basketball before prioritizing soccer, or
2. by designating a “primary” and “secondary” sport at the beginning of a season, i.e., committing to a cross country meet over a volleyball match (or the opposite) if the contest schedules were to conflict.

### **Physical Education and Participation**

All scholar-athletes who are in P.E. must participate in all activities during class, regardless of after-school practices or game commitments. If a coach or scholar would like modifications to be made, the coach or scholar should speak with the P.E. teacher in advance, then abide by the teacher’s decision.

### **Uniform Policy**

All athletes are responsible for the proper care and security of equipment and uniform issued to them. SJCA furnished equipment and uniform is to be worn only for team competitions. All equipment or uniform not returned in a timely manner and in good condition at the end of the season will be subject to a financial penalty.” In an effort to keep the cost of uniforms, uniforms will not be allowed to be worn to school on SJCA spirit days. If your sport provides an athletic bag, that bag should only be used for that designated sport and not for schoolbooks and supplies. Any uniform or equipment that is not returned or is returned in an unsatisfactory condition, will be subject to a financial penalty. Any fines that are not paid will not be able to participate in the next sport they play until the fine is paid.

### **Acknowledgement**

When a scholar-athlete accepts a position on a team in the SJCA athletic department, specifically by signing the team registration document, the athlete and his/her family agrees to abide by the policies and processes laid out in this Athletic Code of Conduct. The administration of SJCA is responsible for the interpretation of this document and holds the authority to enforce it in a manner that is deemed best for the long-term success of the athletic department and school as a whole. Prior to formalizing a position on a team, coaches and athletes should bring any questions regarding this Athletic Code of Conduct to the attention of the Athletic Director.

## **General Policies**

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### **Bus Policy**

Scholars will use buses for field trip purposes. On the bus, scholars should behave with the same decorum as they would in the classroom. Misbehavior on the bus will be reported to the school and may result in disciplinary action and loss of bus privileges.

### **Scholar Publications Policy**

Scholar publications must uphold SJCA mission, philosophy, code of conduct, and Board policies. The purpose of such publications is to inform the SJCA community of school-related events, achievements, and business. In addition, scholar publications are a way for scholars to learn and to practice responsible writing and journalism. Scholar editorials are permitted in the scholar newspaper subject to prior review of the Headmaster. Employees of the school or parents may not use scholar media to proselytize their own views on controversial issues. The Headmaster acts as the final editor in all cases.

### **Scholar Fees and Supplies**

From time-to-time the school may charge fees to its families for the purpose of funding expenses related to athletics, transportation, classroom supplies, band, orchestra, art, elective courses, activities, field trips, etc.

### **Off-Site Extra-Curricular Activities**

The logistics of all SJCA's off-site extra-curricular activities must be approved by the Headmaster. All adults assisting with these activities must be registered SJCA volunteers. A list of all sanctioned SJCA off-site extra-curricular activities will be maintained and updated by the administration, and copies will be made available for SJCA parents.

### **Chaperone Policy**

SJCA will conduct field trips and off-site events and in so doing will welcome and enlist the aid of parent chaperones. The number of chaperones for a field trip or off-site extracurricular event will be established prior to the occurrence of the event. This number will be strictly adhered to. No siblings or individual(s) other than assigned chaperones may attend the event. Fees for the event must also be paid by the chaperone and are due at the same time as the scholar's fee for the event. If fees are not submitted by the date due another chaperone will be chosen to fill the vacancy. Chaperones must attend to assigned duties and must model the SJCA Standards of Virtue. This policy adopted and effective, February 23, 2023, is implemented to comply with the requirements related to Senate Bill 2524, 435.12 Florida Statutes, as it pertains to Background Screenings for Employees, Vendors, and Volunteers/Chaperones to conduct background screenings using the Clearinghouse with the Agency for Health Care Administration.



## **General Policies, Continued**

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### **Chaperone Policy, Continued**

Those required for level two background screenings:

- Anyone who will or has the potential to be unsupervised by a staff member;
- Volunteers/chaperones on campus and coaches outside of school hours when scholars are present as well as class chaperones off site.

Volunteers/chaperones and vendors are responsible for paying the fee associated with the clearinghouse and are not subject for reimbursement by the school. Volunteers/chaperones are responsible for the annual fee and five-year reprints. These fees are to be handled through the Lions Council, or other approved programs by the Governing Board.

### **Unpaid Meal Charge Policy**

If a scholar's food service account balance becomes negative, up to three (3) grace period meals will be served. The scholar's parent or guardian will be notified via email of the negative balance and given an opportunity to put funds back into the account.

After three (3) grace period meals have been served with no restoration to a zero or positive fund balance, the scholar will be served up to two (2) cold meals until the account has been restored. These cold meals are reimbursable under the National School Lunch Program. If after the three (3) grace period meals and two (2) cold meals have been served and the account balance is still negative, the scholar will not be served a cafeteria meal until the account is restored.

Scholars approved for free meals will not be denied a meal, even if they have a negative balance on other cafeteria purchases. Scholars will not be overtly identified by their eligibility status, regardless of whether they are approved for free, reduced price, or paid meals. Scholars scan the barcodes on their student IDs and the approved software program (currently Foodease, part of the EasySuite software program) will automatically connect to that student's account as each scholar goes through the food service line.

Children receiving free or reduced-price meals will be provided with one (1) free or reduced-price meal per meal service. Any subsequent meals received during the meal service will be charged to the student's account at full price.

# Health Medicine

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## **Medicine Administration**

SJCA is committed to the health and safety of its scholars. Medication and/or medical procedures required by scholars should be administered by a parent/legal guardian at home. Under exceptional circumstances, prescribed medication and/or medical health-related procedures may be administered by the school Headmaster, his/her designee or self-administered by the scholar per written physician's orders and written parent and/or guardian authorization. The parent and/or guardian must complete and sign the Administration of Medication and/or Medical Procedure form to acknowledge that the school assumes no responsibility for medications or procedures that are self-administered. The school health room or office will make this form available to parents/guardians.

School certified employees may administer auto-injectable epinephrine to scholars upon the occurrence of an actual or perceived anaphylactic adverse (allergic) reaction by the scholar, whether or not such scholar has a prescription for epinephrine. Any school employee who in good faith administers or chooses not to administer auto-injectable epinephrine to a scholar in such circumstances shall be immune from civil liability, pursuant to Florida statute. SJCA does not carry a stocked supply of epinephrine. A parent must bring in a supply of epinephrine with a signed Parental Authorization for Administration of Medicine (PAAM) form.

## **Scholar Medical Records**

Scholar health records will be maintained in locked or password-protected files in order to maintain confidentiality.

All health records will be managed by administration any appropriate, designated staff (such as the school nurse) and will only be released to service providers as allowed and dictated by CCDS and state regulations.

SJCA provides a health room on campus. Further, SJCA will:

- participate in workshops, in-services and/or training offered by CCDS regarding scholar health;
- use CCDS forms for health services require part-time volunteer nurses and volunteers to have completed training in CPR/first aid, diabetic education, medication administration, and AED training.

## **Medical Operations**

Parents will be informed when a scholar reports to the office with a fever or has been injured seriously. If a parent cannot be reached, school personnel will determine what action needs to be taken. Any scholar with a fever will not be allowed to remain in the classroom and must be picked up by a parent or designee.

## **Health Medicine, Continued**

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If a head injury is sustained, or any injury requiring medical attention, the parent will be asked to come to school and determine what action should be taken. In case of more serious injuries, or in case the parent cannot be contacted, the school will immediately call 911 for emergency assistance.

### **Medical Records and Enrollment**

In order to complete the enrollment process, parents shall submit all required immunization records and health forms.

### **Food Allergies**

SJCA is not a peanut-free school. The school will; however, establish a peanut-free zone, and teachers/monitors will ensure that this peanut-free zone is enforced.

### **Sick Scholars**

Sick children should not be in school. Any scholar who has a fever or is contagious (i.e., with pink eye, strep, the flu) should be kept home. Before a scholar may return to school, fevers must resolve and be symptom free without medication for 24 hours from the onset.

### **Health Room**

- Loose baby teeth: health room staff cannot pull baby teeth.
- Splinters/Slivers: health room staff can only attempt to remove if not embedded.
- Minor cuts: Teachers can wash/dry the area and apply band aids. Antibacterial ointment is not permitted per the Florida Department of Health without a written physician order.
- Sore Throats: If a scholar does not have a fever and/or spots on their throat, the health room will offer a saltwater gargle and send them back to class.
- Fever: A scholar presenting to the health room with an oral temperature of 100.0° or higher may not remain in school. A parent will be called to pick up the scholar. Scholars with a fever are to remain home until they are fever free for at least 24 hours, without the use of a fever-reducing medication.
- The health room is unable to diagnose or treat injuries that occurred off-campus.
- SJCA does not carry a stocked supply of epinephrine. A parent must bring in a supply of epinephrine with a signed PAAM form.

## **Health Medicine, Continued**

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### **Health Room**

- Per the Florida Department of Health, SJCA will need a physician's order and then it needs to be kept in the health room. The health room is unable, by law, to dispense medication of any kind, including over-the-counter medication such as acetaminophen, aspirin, ibuprofen, without a physician's order on the PAAM form, a parent/guardian's signature, and a supply of the medication (unopened, unexpired, sealed container) provided by the scholar's parent/legal guardian.

## **Parents and the Community**

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### **The Lions Council, Inc.**

SJCA's Governing Board established a parent involvement team to support the school's mission. The Lions Council is designed to help the school meet its mission.

All parents, teachers, and staff are encouraged to join the Lions Council and attend regular meetings. The Lions Council meetings are an excellent opportunity to obtain information and engage in discussions about the school.

The Lions Council serves as a fundraising arm of the school and is a stand-alone, tax exempt, non-profit organization. SJCA itself is a non-profit organization with a 501(c)(3) status as well.

SJCA Board reserves the right to create, remove, or dissolve parent involvement teams and leadership in accordance with immediate priorities and the long-term flourishing of the school.

More information for the Lions Council, including membership fees, can be found on SJCA's website.

### **Campus Security**

SJCA administration will maintain accurate records to confirm security requirements are met. SJCA will also utilize a Volunteer and Visitor check in system to add additional security to the campus. All visitors to the campus are required to check in at the front desk and present a valid Florida driver's license or Florida identification card. Visitors will be screened, and a background check will be run for each visit.

### **Parent Communication**

SJCA values the conversation that takes place between parents and teachers about the education of children.

Nonetheless, this conversation should follow certain guidelines in order to be fruitful and to allow teachers to devote themselves to their classes during the day. Parents may use any of the following ways to contact or communicate with administration, faculty, and staff of SJCA.

- Email faculty and staff members via SJCA email accounts, which are posted on SJCA's faculty and staff webpage <https://www.stjca.org/faculty--staff.html>
- Leave a message with the school secretary
- Leave a voicemail
- Hold a face-to-face meeting (which must be scheduled in advance using one of the means above)

## Parents and the Community, Continued

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### Parent Communication, continued

During the school day and both immediately before and after school, teachers are focused on teaching or impending meetings and extra-curricular activities. Parents should schedule in advance a phone call or meeting with a teacher rather than try to communicate through an impromptu “five-minute” chat. Parents who are in the building for another reason should not use their access to faculty in order to circumvent the normal means of contacting a teacher unless that teacher clearly invites such a conversation. This policy applies to parents who are themselves teachers or other employees at the school.

SJCA teachers and administrators will respond to parents as quickly as possible. In general, parents should expect to hear from a teacher or Headmaster within 24 hours of contacting the school, barring weekends and holidays. While a teacher’s schedule may not permit an actual meeting within that time, the teacher will attempt to make contact in some way.

### Expectations for Parents

We believe parents own the fundamental responsibility for their children’s education and that the school’s role should be viewed as a supportive one. The school expects parents to:

- Model good character and insist that their children cultivate good habits and virtues.
- Help their children develop effective study skills.
- Read to their children, especially those in the early grammar school grades.
- Oversee regular reading and writing and mathematics skill development.
- Stimulate discussion and exploration of ideas and events with scholars.
- Support the school goals through familiarity with the Family Handbook and parts of the website devoted to the mission and philosophy of the school, homework review, getting children to school on time, and holding high expectations and aspirations that contribute positively to the scholar’s success.
- **Adhere to carline rules and procedures at all times** – violation of the procedures will be considered a major violation to the safety of others.
- Any parent that violates the safety of others while on campus will be issued a No Trespass Warrant by the Clay County Sheriff’s Office or via certified mail from administration.
- Parents should display the SJCA Virtues while on campus and in the presence of scholars. Failure to do so may result in the parent being excluded from volunteering.

## **Operations**

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### **Emergency Operations Plan**

The administration shall maintain a standalone Emergency Operations Plan.

### **Security Checks**

The school may exercise its right to inspect all backpacks, packages, parcels, and closed containers entering and leaving the premises. School lockers are school property and may be subjected to searches at any time, with or without cause.

### **Use of SJCA Resources**

**Use of the Production Color Printer/Copier:** SJCA resources, the resource room, and the equipment therein are to be used solely in support of the Headmaster and faculty.

### **Drop-off/Pick-up**

Administration will establish and communicate drop-off and pick-up procedures, giving priority to the safety and security of all scholars. Parents are expected to cooperate fully to ensure that the process is safe and orderly.

SJCA will release scholars only to parents, legal guardians, or adult designees. Adults should always have a valid ID or placard when picking up scholars as those unrecognized by staff will be required to produce identification before scholars will be released.

### **Designated Parking Spaces**

SJCA will communicate designated parking spaces. Employees and parents are asked to adhere to the parking plan, digitally provided maps, and/or posted signs.

### **Scholar Parking**

Eligible scholars may pick up a parking permit application from the receptionist in the MP Building. Both scholar and parent/guardian must sign the application. All completed applications must be turned in with a valid driver's license, vehicle registration, and proof of insurance. Additional information will be provided in the Scholar Driver Packet.

## **Operations, Continued**

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### **Communicating with Parents with Joint Custody**

SJCA will recognize and communicate with parents with joint custody upon written request, signed by both parents or a court order. In the case of school forms, SJCA encourages one of the parents to complete the forms so that the school does not receive conflicting information.

### **Mass Communication Policy**

The Headmaster or designee must approve all letters and bulletins, including email (excluding class assignments or bulletins by teachers to their classes) from teachers or parents or other parties to the entire school community.

Each communication must be submitted to the office in an electronic format, print-ready, three (3) days prior to the date it needs to be communicated.

### **Video Surveillance**

To protect scholars, faculty and staff a video surveillance system has been installed for the purpose of security for the premises. The video surveillance device that is installed in such a manner that the presence of the device is clearly and immediately obvious.



## Privacy

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### **Family Educational Right Privacy Act (FERPA)**

FERPA affords parents and scholars over 18 years of age certain rights with respect to the scholar's education records. These rights are:

The right to inspect and review the scholar's education records within 45 days of the day the school receives the request for access. Parents or eligible scholars should submit to the school Headmaster or appropriate school official a written request that identifies the record(s) they wish to inspect.

The school official will make arrangements for access and notify the parent or eligible scholar of the time and place where the records may be inspected.

The right to request the amendment of the scholar's education records that the parent or eligible scholar believes are inaccurate or misleading. Parents or eligible scholar may ask SJCA to amend records that they believe is inaccurate or misleading. They should write to the Headmaster or appropriate official and clearly identify the part of the record they want changed and specify why it is inaccurate or misleading. If SJCA decides not to amend the record as requested by the parent or eligible scholar, SJCA will notify the parent or eligible scholar of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible scholar when notified of the right to a hearing.

The right to consent to disclosures of personally identifiable information contained in the scholar's education records, except to the extent that FERPA authorizes disclosure without consent. One exception, which permits disclosure without consent, is disclosure to SJCA officials with legitimate educational interests. A SJCA official is a person employed by the school as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the school has contracted to perform a special task (such as an attorney, auditor, medical consultant, or therapist); or a parent or scholar serving on an official committee, such as a disciplinary or grievance committee, or assisting another SJCA official in performing his or her tasks. A SJCA official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

## **Privacy, Continued**

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### **Family Educational Right Privacy Act (FERPA), continued**

Upon request, SJCA discloses education records without consent to officials of another school district in which a scholar seeks or intends to enroll.

The right to file a complaint with the U.S. Department of Education concerning alleged failures by the School to comply with the requirements of FERPA.

The name and address of the Office that administers FERPA are:

Family Policy Compliance Office

U.S. Department of Education

400 Maryland Avenue, SW Washington, DC 20202-4605

### **Personally Identifiable Information (PII) Policy**

PII is defined as a person's name in association with any information that can be used to distinguish or trace an individual's identity, such as social security number, date of birth, place of birth, mother's maiden name, driver's license number, passport number, or any biometric, medical, educational, financial, or employment records. It is the policy of SJCA that PII shall not be sent in a plain text email or other unencrypted means. In general, PII should not be disseminated electronically. If electronic transmittal is unavoidable, then PII must be encrypted. Acceptable means of encryption include password protected files from versions of Excel, WinZip, and Adobe Acrobat (2010 or newer). The IT Department will determine whether an encryption method is suitable or not. Physical PII (i.e., paper copies of records) must be kept in secure locations (locked file drawers in lockable rooms), and access to these records must be limited to authorized individuals only in connection with official, SJCA-related duties.

### **Scholar Information Release**

Certain "directory information," including the scholar's full name, address, and telephone number, will not be released without parental consent.

Scholars' names, participation in officially recognized activities and sports, dates of attendance, awards received, and other similar information may be released without parental consent unless the parent notifies the school. In addition, classroom activities and events sponsored by school occasionally are photographed or videotaped by representatives of the news media for publication in newspapers or broadcast on television. If for any reason you do not wish to have your scholar(s) photographed or video-recorded for these purposes, you must notify the office in writing.

Scholar names and pictures will be included in the school yearbook unless permission is revoked in writing. Scholar names will not be listed with their pictures on the school website or in SJCA advertising publications.

*No identifying information regarding a scholar will be given via any avenue of communication without parent permission, unless required by law*

## Scholar Uniform and Dress Code Policies

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### Uniform and Grooming, (See pictures)

At SJCA, scholars wear uniforms to eliminate distractions, to level the playing field, and to remind ourselves that we are doing important work.

The spirit of the uniform policy is that scholars will dress and groom themselves in a manner that it is traditional, not obstructive, and not distracting.

Scholars must be in uniform in order to attend class. Scholars not in uniform will be sent to the office and must call a parent or guardian. Parents will either bring acceptable attire, or scholars will be sent home. These absences are not excused.

The uniform and dress code policy is that scholars will dress according to the mandatory and optional items listed on the Board-approved uniform policy for boys and girls, respectively, plus the following series of directives. All uniform criteria is in this Family and Scholar Handbook.

Scholars may wear their own outerwear (coats, sweaters, vests) outside of the school building and on the playground. If they are cold in the classroom, they must wear one of the long sleeve uniform items, or one of the uniform outerwear items.

- **New scholars must be in full uniform within three (3) weeks of the date of their enrollment. During this grace period, scholars must wear clothes that are similar in color and style. Any extensions must show proof of delayed shipping. Uniform pieces from prior years will no longer be permitted after June 30, 2024. New pants, shorts, skirts, and skorts must include the small SJCA logo on each item.**
- All scholars must be in approved uniforms at all times (unless approved by administration). The uniform must be worn properly according to uniform guidelines while on school grounds, including the parking lot. No other clothing other than uniform tops and bottoms are permitted. No outside tops, jeans, bottoms, or outerwear are permitted in the building.
- Shoes should not have more than half an inch sole. Heels should not be more than one inch. Stilettos are not permitted.
- Shoes and belts are to be completely black or brown. Boots, thick soled shoes, and heels are not permitted.
- Light-up shoes are not permitted.
- Uniform guidelines are updated and posted in this Family and Scholar Handbook.
- All shirts must be tucked in at all times while on school grounds, including the parking lot.
- All girls' and boys' polo shirts may have the top button unbuttoned. All other buttons must be buttoned.
- Girls are not permitted to wear their socks above their knees.
- Girls may wear opaque navy-blue tights. No pantyhose or leggings.
- Shorts and skirts shall fall no higher than the top of the knee as measured when the scholar is standing. Pants must not be too tight.
- Should a scholar require reasonable uniform alterations based on religion, disability, or medical condition, please contact administration.

## **Scholar Uniform and Dress Code Policies, Continued**

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### **Uniform and Grooming, continued**

- Scholars may use any backpack as long as it is clean and tasteful.
- Rolling backpacks are discouraged due to the congested hallway traffic. They must be approved by the Dean of Academics for lower school and the Dean of Students for upper school.
- Hair must be clean, neat, and styled traditionally. Only natural colors are allowed. Hair may not be partially shaved in any way - buzzcuts and head shaving is allowed only if it includes the entire head, not partially. Boys traditional haircut is defined as hairstyle that has hair long enough to comb on top, a defined or deconstructed side or center part, and a short, semi short, or medium length, back and sides – the hair must be neatly groomed, not touch the collar, and may not be worn in a ponytail. No mullets allowed.
- Girls may wear neat bows, barrettes, headbands, and "scrunchies" are permissible so long as they coordinate with the uniform (white, blue, yellow or light blue) and are smaller than 2" in diameter.
- Bows should not be excessively large and distracting. Headbands must not have objects protruding from them (i.e., cat ears, happy birthday, etc...)
- Hair must be natural looking and conservative in its color and style (i.e., no feathers or threads, bleaching or unnatural streaking or highlighting, no deep/bright reds or oranges, no artificial jet-black coloring, and no unnatural colors). (See photo).
- Modest jewelry is allowed such as one to two bracelets and/or one small necklace with neutral colors (beige, grey, navy, white, gold, silver, or pearls) and limited in length to the neckline (see photo) so that it will not get caught on anything and become a hazard. The necklace and/or bracelet must not be thicker than the width of a pencil. An object that has a purpose other than jewelry cannot be worn as jewelry (i.e., chains or collars). Girls may wear up to two earrings per ear on the bottom of the earlobe, and the earrings must not be larger than a dime. Piercings are not permitted on any other part of the body. No stretched piercings (gauge) or holes may be visible. Boys are not permitted to wear jewelry, including earrings and necklaces. One or two bracelets may be worn in good taste on the wrist. No scrunchies may be worn on the wrist.
- Watches are approved but they must be neutral in color.
- Tattoos must be not be visible.
- Makeup must look natural and is not permitted in grades K-5. The following is not permitted: dark shades of lipstick, eyeshadow or blush, dark eyeliner or cat eyes, penciled eyebrows, or anything else that does not look natural.
- Nail Polish: Girls may wear colors as long as their nails are neat and trimmed (faded and chipped polish must be removed). Excessively long fingernails are not permitted. Nail polish should not be flashy and distracting, nor should it contain any writing. Boys are not permitted to wear nail polish.

## **Scholar Uniform and Dress Code Policies, Continued**

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### **Uniform and Grooming, continued**

- No hats or sunglasses inside the building. Hats include visors and bandanas. Religious headgear is authorized.
- Good personal hygiene is required at all times. This includes wearing neat, clean clothing. Strong/offensive body odors or excessive use of perfumes or cologne are inappropriate.
- Should a scholar require reasonable uniform alterations based on religion, disability, or medical condition, please contact administration.
- All items should be labeled with scholar's first and last name.
- Lost and Found is located in the cafeteria. It is the scholar's/parent's responsibility to search for items in these areas. Unclaimed items are donated quarterly.
- When in question parents and scholars should refer to the photos in this handbook.

\*\* Any questionable uniform or grooming issues must have the final approval of the Headmaster.

### **Toileting**

All scholars of SJCA must be independent in toileting unless there is a documented medical condition. On occasion, scholars may have "accidents." When an "accident" occurs, it is the responsibility of the parent to assist your child and to provide clean clothing.

If there are repeated "accidents," a meeting with the parents and an administrator will be held to evaluate the situation. Appropriate action will be taken based on what is in the best interest of all scholars and the school.

Any scholar that is uncomfortable using a group bathroom may request of their teacher to use a designated private restroom. A private restroom is available in the SJCA health room.

### **Formal Uniform Requirements**

All uniform items must be purchased from the Lands' End site. All pieces of the formal uniform are required for Formal Dress Uniform Day. There may be other events requiring the formal uniform during the year with advanced notice.

## Scholar Uniform and Dress Code Policies, Continued

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### Formal Uniform Requirements, continued

#### ***RULES FOR ALL GRADES***

- Socks for girls - navy blue knee-length socks or navy stockings. Girls may wear opaque navy-blue tights. No pantyhose or leggings
- Socks for boys - navy crew-length socks
- A black or brown belt must be worn with pants and shorts (K-1st grade excluded)
- Dresses, skirts and skorts must be to the knee; we recommend purchasing below the knee for longer use
- Shoes- NO canvas for formal days- solid black with solid black soles or brown with solid brown soles- the soles may be slightly lighter, but they must be the same color. No Sperry's (including any boat or Hey Dude shoes) allowed with the formal uniform
- Blue or black shorts must be worn under all dresses and skirts. The shorts are not permitted to show below the hemline of the dress or skirt

#### ***KG – 5<sup>th</sup> GRADE SCHOLARS***

##### ***Girls K – 3<sup>rd</sup>***

- Light blue button-down short or long sleeve top
- Clear Blue plaid jumper

##### ***Girls 4<sup>th</sup> – 5<sup>th</sup>***

- Light blue button-down short or long sleeve top
- Clear Blue plaid skirt
- Navy cross tie
- Optional sweater vest or long sleeve sweater is permitted over the light blue button-down shirt.

##### ***Boys***

- Light blue button-down short or long sleeve shirt
- Solid navy necktie
- Navy pants (shorts may not be worn with formal uniform)
- Optional sweater vest or long sleeve sweater is permitted over the light blue button-down shirt.

#### ***6<sup>th</sup> -8<sup>th</sup> GRADE SCHOLARS***

##### ***Girls***

- White button-down short or long sleeve shirt
- Classic Navy plaid skirt
- Classic Navy plaid necktie
- Optional sweater vest or long sleeve sweater is permitted over the white button-down shirt.

##### ***Boys***

- White button-down short or long sleeve shirt
- Navy necktie
- Khaki pants (shorts may not be worn with formal uniform)
- Optional sweater vest or long sleeve sweater is permitted over the white button-down shirt.

## Scholar Uniform and Dress Code Policies, Continued

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### Formal Uniform Requirements, continued

#### ***9th – 12th GRADE SCHOLARS***

##### ***Girls***

- White button-down short or long sleeve top
- Navy necktie
- Classic Navy plaid skirt
- Optional sweater vest or long sleeve sweater is permitted over the white button-down shirt.

##### ***Boys***

- White button-down short or long sleeve shirt
- Striped (navy and gold) necktie
- Khaki pants (shorts may not be worn with formal uniform)
- Optional sweater vest or long sleeve sweater is permitted over the white button-down shirt.

### Everyday Uniform Requirements

All uniform items must be purchased from the Lands' End site. If the item is shown for your scholar's grade level, it is grade-appropriate for the scholar.

*\*Formal uniform items are not permitted on non-formal days (plaid is not permitted on non-formal days).*

#### ***RULES FOR ALL GRADES***

- Socks – Navy blue or black crew-length 3" (or higher) socks or stockings- no leggings or ankle socks. Girls may wear opaque navy-blue tights. No pantyhose or leggings.
- A black or brown belt must be worn with pants or shorts (K-1<sup>st</sup> grade excluded)
- Dresses, skirts and skorts must be to the knee; we recommend purchasing below the knee for longer use
- Shoes – solid black or brown, leather/canvas, solid black or brown soles- the soles may be slightly lighter, but they must be the same color
- Blue or black shorts should be worn under all skirts and dresses and must not be visible below bottom hemline

#### ***KG – 5<sup>th</sup> GRADE SCHOLARS***

##### ***Girls***

- Light blue polo tops
- Navy blue bottoms – dress, jumper, pants, shorts, skirts, or skorts
- Optional sweater vest or long sleeve sweater is permitted over the light blue polo top only (not over dress or jumper)

##### ***Boys***

- Light blue polo shirt
- Navy blue bottoms – pants or shorts
- Optional sweater vest or long sleeve sweater is permitted over the light blue polo shirt

## **Scholar Uniform and Dress Code Policies, Continued**

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### **Everyday Uniform Requirements, continued**

#### **6<sup>th</sup> – 8<sup>th</sup> GRADE SCHOLARS**

##### ***Girls***

- Royal blue polo tops
- Khaki or navy bottoms – pants, shorts, skirts, or skorts

##### ***Boys***

- Royal blue polo shirt
- Khaki bottoms – pants or shorts

#### **9<sup>th</sup> – 12<sup>th</sup> GRADE SCHOLARS**

##### ***Girls***

- Navy blue polo tops
- Khaki or navy bottoms – pants, shorts, skirts, or skorts

##### ***Boys***

- Navy blue polo shirt
- Khaki bottoms – pants or shorts

Scholars may embroider their names on uniform outerwear only – sweaters, cardigans, jackets, etc. The font should be Times New Roman or Georgia, printed or cursive, thread to match the gold in the SJCA crest and letters no more than one inch tall. The embroidery may contain first or last name, full name, or initials.

### **PE Uniform Guidelines and ordering**

#### ***Tops:***

- SJCA PE Short or Long Sleeve Shirt- Grey only
- SJCA PE Sweatshirts

#### ***Bottoms:***

- SJCA PE Uniform Shorts
- SJCA PE Sweatpants

#### ***Shoes and Socks:***

- Must be solid black, navy, or white. The style must be ankle cut, crew, or any SJCA approved uniform sock. No designs permitted on socks
- Scholars should wear athletic shoes that are not flashy or distracting in color. Light-up shoes are not permitted.

All PE top and bottom items must be purchased through the approved vendor Stryker Custom Designs: <https://strykercustomdesigns.com/>



## **Scholar Uniform and Dress Code Policies, Continued**

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### **Uniforms and Financial Assistance**

The school will not allow financial need to limit access to SJCA, and this includes access to uniforms. At minimum, SJCA will facilitate the use of SJCA's used uniform exchange.

### **Used Uniform Store**

When it is practicable, the school will facilitate a used uniform store/exchange.

### **SJCA Approved Spirit Day Attire**

At the discretion of the Headmaster additional dress down/spirit days may be permitted and rules for clothing will be emailed to families ahead of time.

#### **Tops**

- SJCA spirit t-shirt – Shirts must be purchased from one of our approved vendors. Links to these vendors can be found on our website.
- PE shirts
- Middle and High school house shirts
- SJCA sponsored club shirts
- SJCA polo shirt

#### **Bottoms**

- Jeans or jean shorts to the knee. Jeans may not have any rips, tears, holes. No jeggings permitted.
- Uniform shorts or any khaki or navy-blue shorts to the knees. No athletic shorts unless you are in K-5th and have PE that day.

#### **Shoes**

- Scholars may wear their choice of shoes except for flip flops, crocs, or sandals. No open toed or backless shoes permitted.

### **SJCA Dress Code for School Dances**

#### **Middle School Dances**

- “Casual”- Spirit wear, jeans, and t-shirts. Scholars may change to wear casual non-SJCA clothes but they must still follow Spirit Day Guidelines. Skirts/dresses may not be shorter than 4” above the knee.

## Scholar Uniform and Dress Code Policies, Continued

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### High School Dances

- Homecoming- Usually a “themed” dance. Attire that fits the theme is appropriate and fun. However, all scholars must adhere to the guidelines stated on the dance permission slip.
- “Semi-formal”- Dances such as the Sweetheart Ball, Father/Daughter Dance, etc. are considered semi-formal. Appropriate attire is nice, but not formal. One would wear what is expected at a recital or church function.
  - Boys** - slacks, button-down shirt, tie. A jacket is optional.
  - Girls** - Dress/skirt no shorter than 4” above the knee, no low-cut styles in front or back.
- “Formal”- This is the proper attire for Prom.
  - Boys** - Tuxedo or suit/tie/jacket
  - Girls** - Formal gown or dress

\*\*For all dances, please refer to the SJCA Dance Guidelines and Permission Form found on PT Board for further clarification and photo examples.