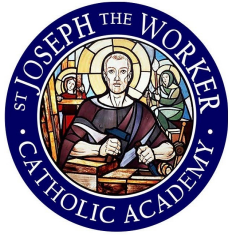


# PARENT-STUDENT HANDBOOK

2023-2024

241 Prospect Park West  
Brooklyn, New York 11215  
Phone: 718.768.7629  
Fax: 718.768.3007



# Saint Joseph the Worker Catholic Academy

241 Prospect Park West • Brooklyn, New York 11215 • 718.768.7629 • Fax 718.768.3007

---

## WELCOME LETTER FROM THE PRINCIPAL

Dear Parents, Guardians and Students,

Welcome to **Saint Joseph the Worker Catholic Academy** and the 2023-2024 school year! We are pleased to provide you and your children with a team of professionals dedicated to the highest standard of Catholic education and care of your child(ren).

As parents/guardians of children enrolled in the Academy, you also serve as a **partner** in education. As partners, parents, faculty and staff will work together to ensure the academic, social, spiritual, and emotional growth of your children while they attend the Academy. I trust that you are up to the task, and I welcome working with you to ensure the success of your child and all the students at the Academy!

In order to provide the best quality of education and safety, we ask that all parents/guardians and students adhere to the Academy's policies. This Parent-Student Handbook contains the Academy's policies and is intended to provide you with a guide. Please take the time to review this Handbook in its entirety. I hope the Handbook will answer questions you may have regarding the policies of the Academy, although you may always reach out to me or the Board of Trustees if you have any questions, comments, or concerns.

This Handbook will be distributed as a hard copy upon request. It will remain accessible to you on the school website.

**At the end of this Handbook are various documents for you to review and sign, as well as an Acknowledgment of Receipt of this Handbook. Please sign and return all these documents by **September 15, 2023.****

Thank you for your support and I look forward to working with you as we provide the upmost quality Catholic education to your children in a secure, safe and nurturing environment.

Sincerely,

Stephanie Germann

Principal

## FACULTY DIRECTORY

Mr. Chris Artz	Chairperson, Board of Directors
Mrs. Stephanie-Ann Germann	Principal
Mrs. Jennifer Gallina	Program Director
Ms. Kellyann Doran	UPK Education Director
Mrs. Jennifer Demera	Academy Secretary
Ms. Alice Butler	Teacher Mentor/Algebra I

### **Teachers**

Ms. Alexis Breedon	3KA
Ms. Jeanine Catoggio	3KB
Ms. Emily Antico	3KC
Ms. Ashely Pinckney	PKA
Ms. Teresa Fiorentino	PKB
Ms. Fallon DeSart	KA
Ms. Justine Maya	KB
Ms. Nicole Gonzalez	1A
Ms. Erin Rafferty	2A
Ms. Kaitlyn Kilroy	2B
Mr. Trey Mastaler	3A
Ms. Emily Morel	4A
Ms. Ashley Castro	4B
Mr. Stewart Morales	5A
Ms. Marie Cadotte	6A / 5-8 Religion
Mr. Joseph Lanzarone	6B / 6-8 Social Studies
Ms. Daphne Stephens	7A / 6-8 ELA
Mr. Alex Salerno	8A / 6-8 Science
Mr. Alvin Arnold	8B / 6-8 Mathematics

Mr.	Physical Education
Ms. Lisa Nitzsche	Instructional Media Specialist
Ms. Veronica Boggiano	Art
Mrs. Annette Sanchez	Spanish
Mr. Marcus Jackson	Music
Ms. Laura Pla	IESP Coordinator

### **Teaching Assistants and Aides**

Ms. Victoria Murphy	3KA
Ms. Stacey Borriello	3KB
Ms. Amanda Cruz	3KC
Ms. Cassandra Stafford	3K
Ms. Elizabeth Ford	PKA
Ms. Nkese Singh	PKB
Ms. Joan DeSanto	PK
Ms. Kim Alvarado	Lab

## **ACADEMY OVERVIEW**

### **A. Mission Statement**

St. Joseph the Worker Catholic Academy exists to educate students of all faiths in a Catholic, Christ-centered environment. We foster spiritual development, academic excellence, responsibility to self, and service to others.

At Saint Joseph the Worker Catholic Academy, our students have P.R.I.D.E.

Perseverance • Respect • Integrity • Determination • Enthusiasm for Learning

### **B. Our Philosophy**

The philosophy, which underlines the education offered at Saint Joseph the Worker Catholic Academy, may be summed up in the words of Pope John XXIII:

“Not only is the mind of the child to be educated, but their heart and will as well for religion embraces the whole person...for their formation must prepare them to assume professional spheres of adult life.”

The distinguishing feature of education at Saint Joseph the Worker Catholic Academy that makes it different is that in addition to academic subjects, the children acquire a deeper knowledge of the Catholic faith. It is hoped that, as a direct result of exposure to Christian ideals and doctrines, the children will mature into responsible and conscientious adults and will give witness of a Christian way of life to the entire community.

### **C. History of the Academy**

In December 2011, Fr. Robert Adamo and Fr. James Cunningham announced that Immaculate Heart of Mary School and Holy Name of Jesus School would close in June 2012. A new Catholic Academy under the patronage of St. Joseph the Worker opened in September 2012 at the Holy Name of Jesus Site.

St. Joseph the Worker Catholic Academy will continue the great traditions that were begun by Immaculate Heart of Mary and Holy Name of Jesus Schools so many years ago.

### **D. Parental Expectation of Adherence to School Policy**

Discipline in the schools should reflect the spirit of *Vatican Council II*, as expressed in *the documents on Christian Education and Religious Liberty*. Therefore, discipline should be geared to assist a child develop in the understanding of self as being made in the image of God.

...Education is integral to the mission of the Church to proclaim the Good News. First and foremost every Catholic educational institution is a place to encounter the living God who in Jesus Christ reveals his transforming love and truth (cf. Spe Salve, 4). This relationship elicits a desire to grow in the

knowledge and understanding of Christ and his teaching. In this way those who meet him are drawn by the very power of God to lead a new life characterized by all that is beautiful, good, and true; a life of Christian witness nurtured and strengthened within the community of our Lord's disciples, the Church....Dear friends, I wish to conclude by focusing our attention specifically on the paramount importance of your own professionalism and witness within our Catholic universities and schools. First, let me thank you for your dedication and generosity. I know from my own days as a professor, and have heard from your Bishops and officials of the Congregation for Catholic Education, that the reputation of Catholic institutes of learning in this country is largely due to yourselves and your predecessors. Your selfless contributions – from outstanding research to the dedication of those working in inner-city schools – serve your country and the Church. For this I express my profound gratitude. Address of His Holiness Benedict XVI to Catholic educators at the Catholic University of America, Washington, DC, April 17, 2008

Evidence of discipline exists in a school community when the students, teachers, administration, and parents/legal guardians work cooperatively to educate the whole child: spiritually, academically, socially, emotionally, and physically.

## **I. PURPOSE OF THIS HANDBOOK**

This Parent-Student Handbook ("Handbook") is designed to provide important information regarding rules, policies and procedures relating to the operation and safety at our Academy. The Handbook summarizes policies and contains general guidelines and information. To the extent that anything in this Handbook conflicts with applicable law, the applicable law governs. Further, this Handbook may be changed from time to time during the academic year. An up-to-date version can be found on the academy website and parents/guardians are expected to regularly check that version to be aware of any changes. If you have any questions on this Handbook or otherwise, please contact the Principal.

Parents/guardians are required to sign a form stating that they have read the rules and regulations outlined in this Handbook and that they agree to abide by those rules, and to ensure that their children abide by the rules. Students in grades 6-8 must also sign this form. Failure to sign the form will not prevent the Academy from enforcing its policies, but could result in disciplinary action being taken and/or the prevention of the student from enrolling in the school. This form can be found at the end of this Handbook.

In this Handbook, the term "parent" refers not only to a child's natural or adopted parent, but to a student's non-parent legal guardian or to any person or agency authorized to act in place of a parent.

Finally, in light of the unique situations which may arise in the educational process, and because it is impossible to foresee all school issues, the Academy reserves the right to address and take appropriate action for any such situations not specifically referenced in this Handbook. And, in light of the unique and essential religious mission of the

Academy, the Academy may take actions in cases where moral offenses occur which reflect adversely on the Academy, the Diocese of Brooklyn, or the Roman Catholic Church, or which interfere with the ability of the Academy to perform its religious mission or to effectively maintain the intimate working relationship of the Academy and the community of Faith.

## **II. CATHOLIC IDENTITY**

### **A. Catholic Identity**

The mission of Catholic Education is to form children in the knowledge and love of Jesus Christ as celebrated in the Catholic Church, while providing a comprehensive academic education that will help them reach their full human potential and contribute to the common good of our nation and the world. Ultimately, the mission of all Catholic education is to lead those entrusted to its care to find salvation in Jesus Christ.

In *Catholic Schools on the Threshold of the Third Millennium* (#11) Saint John Paul II wrote that Catholic schools are “...the privileged environment in which Christian education is carried out. Catholic schools are at once places of evangelization, of complete formation, of enculturation, of apprenticeship in a lively dialogue between young people of different religions and social backgrounds.”

Diocesan academies and schools strive to emulate the words of Saint John Paul II by:

- creating an evangelizing community, where people come to have a better and deeper understanding of Christ and His Church
- recognizing the importance of multi-cultural, multi-faceted, academically sound educational programs that meet the needs of the poor and the rich, the Catholic and the non-Catholic, the wise and the not so learned
- welcoming members to the school community regardless of culture, race, or religion and celebrating the diversity that exists within our communities, churches, and schools
- creating an environment that encourages young people to grow, not separated from others, but as part of a larger community, as part of the family of God
- not only promoting and encouraging academically sound individuals, but rejoicing with children who are spiritually, theologically, and liturgically enlivened and fulfilled

### **B. Adherence to Catholic Doctrine**

The Academy is a Roman Catholic school located in the Roman Catholic Diocese of Brooklyn (“Diocese of Brooklyn”), and is committed to providing quality Catholic education for both Catholic children and those of other faiths who share our commitment to Gospel values and academic excellence. Our goals includes teaching Christ’s truth and fostering the formation of the Academy’s students by conveying the values rooted in the Gospel of Jesus Christ. As a religious organization of the Roman Catholic faith, the Academy, at all times, adheres to the doctrines, customs, tenets and teachings of the Roman Catholic church, and the curriculum guidelines in religion from the Diocese of

Brooklyn. All students and parents, including those who are Non-Catholic, must accept and adhere to the standards, values, and religious tenets of the Roman Catholic faith. All parents/guardians are expected to support the Academy's mission and commitment to Christian principles.

### **C. Inclusion of All Other Faiths**

The presence of students from other faiths provides a wonderful diversity, and the Academy welcomes students and parents/guardians of other faiths. However, as a Catholic school located within the Diocese of Brooklyn, the Academy is focused on the formation of children in the Catholic faith. Parents/guardians must accept the intentional Catholic values and tenets that are the underpinning of our Academy. All students, including Non-Catholic students, are expected to participate in the religious formation and education programs of the Academy, including, but not limited to, liturgies, religious functions, and religious classes. It is also expected that Non-Catholic students and parents/guardians participate as fully as they can in the liturgical and prayer life of the Academy. The teachers and administration at the Academy are also committed to teaching the fullness of revelation as it is taught by the Roman Catholic Church and the Diocese of Brooklyn. While our teachers, administration, and staff value the presence of students from other faiths and respect other faiths, they always teach and model within the context of the doctrines and tenets of the Roman Catholic Church.

## **III. ACADEMICS**

### **A. Academic Expectations**

The Academy expects its students to perform to the best of their ability. Teachers evaluate students' progress on a regular basis with quizzes, tests, homework, presentations, participation, behavior in the classroom, and class presentation. After a test is graded, it will be sent home for a parent/guardian to review and sign. A parent/guardian's signature indicates that the parent/guardian is aware of the student's progress.

### **B. Curriculum & Assessments**

#### **NYS Testing**

Students in grades 4, 6, 7, and 8 will participate in New York State Testing. Parents receive an Individual Student Report (ISR) which includes a breakdown of a student's performance in different skill areas within ELA, Math and Science. This helps parents understand where their child is doing well and in what areas he or she may need additional practice. Parents can use these results to guide a discussion with their child's teacher about additional supports or challenges that may be needed in the classroom, as well as ways to support learning at home.

There are no negative consequences when taking state tests as the tests are considered diagnostic. The ELA and math test results are not recorded on student permanent record cards or report cards. New York State law forbids the use of state test results as the determining factor in promotion.

### **C. Religious Education**

Religion is part of all that we see, teach and do at the Academy, and is a crucial component of students' academic learning. The Academy adheres to the current Diocese of Brooklyn curriculum guidelines in religion. Non-Catholic students are expected to fully participate in all religious education and formation programs, including, but not limited to, religion class, liturgies, and religious functions.

### **D. Homework**

Homework is an essential part of the Academy's instructional program, as it reinforces learning and provides students with opportunities to practice what they were taught in class. Homework can come in many forms, including, but not limited to, projects, reports, and independent reading. Students are required to complete all homework, including when a student is absent. **Parent, guardian, or other adult assistance with homework is key to a student's academic success!**

ALL students are expected to read independently for 20 minutes per evening (or, in the case of lower grades, to be read to).

- Homework may be given every day with the exception of Friday.
- Although there is no homework on Fridays, students may have essays and projects that can be worked on over the weekend.
- All teachers expect students to study, review, and read for pleasure on the days when written homework is not given.
- Grade-level homework policy will be addressed in class policies on back-to-school night.

Please keep in mind that each child works at a different pace and the time frame for completing homework for one student may be different from that for another.

Homework must be done at home and may not be done at school, with the exception of students who attend after school.



## **E. Grades**

The determination of grades is the responsibility of each individual teacher. Parents/guardians and students must know and understand how grades are determined and are encouraged to reach out to each student's teacher or teachers.

The following is an overview of grades at the Academy:

**Nursery, Pre-Kindergarten, and Kindergarten will utilize the following grading system to identify progress for each area**

- 4: Meeting grade level expectations with distinction
- 3: Meeting grade level expectations
- 2: Progressing toward meeting grade level expectations
- 1: Not meeting grade level expectations
- X: Student is receiving this service

**Grades 1 through 8 will utilize the levels included above and alpha/numeric grades as indicated below:**

A+	= 97 – 100
A	= 93 – 96
B+	= 89 – 92
B	= 85 – 88
C+	= 81 – 84
C	= 77 – 80
D+	= 74 – 76
D	= 70 – 73
F	= Below 70

**For social-emotional learning/ personal progress and religion report card evaluations.**

G: Area of Growth  
A: Area of Strength

### **Grades 1 – 4**

Principal's List	No grade lower than 93
1 <sup>st</sup> Honors	No grade lower than 89
2 <sup>nd</sup> Honors	No grade lower than 85
Honorable Mention	No grade lower than 81

### **Grades 5 – 8**

Principal's List	97 – 100 average with no grade below 93 in all subjects
1 <sup>st</sup> Honors	93- 96 average with no grade below 89 in all subjects
2 <sup>nd</sup> Honors	89 – 92 average with no grade below 85 in all subjects
Honorable Mention	85 – 88 average with no grade below 81 in all subjects

**Satisfactory Grades:**

Satisfactory grades in all special subjects and in the area of growth and development are necessary in order for a child to be considered for the Honor Roll.

**Perfect Attendance:**

Awards will be granted for perfect attendance (no full day absences) for each trimester. A special award will also be granted to students who have perfect attendance for an entire school year.

**F. Make-Up Work**

Make-Up work is appropriate for students who were out due to illness or other excused absences. Make-up work should be arranged with their homeroom teacher.

**G. Protecting Instructional Time**

Maintaining the school schedule and structure is of the utmost importance during the school year. As academies make their calendar and schedules, their goal is to protect instructional time as much as possible. In protecting instructional time, parents are asked to refrain from removing their child during the school day for unnecessary activities. Appointments should be scheduled, when possible, before or after the school day in order to avoid disrupting student learning. Vacations and family trips should also be planned, when possible, for existing school vacation weeks. In the event of a necessary absence, parents should alert the school and classroom teacher as soon as possible. If an extended absence is known, parents should communicate with their child's teacher to create a plan for making up missed work.

**H. Progress Reports & Report Card Schedule**

Parents/legal guardians will receive report cards three times a year, at the end of each trimester. Parents/legal guardians will also receive progress reports during each trimester prior to receiving the report cards. It is vital to a student's progress that an open communication exists between parents/legal guardians and their child's teacher. Any concerns regarding a child's progress should be addressed first to the child's teacher.

**I. Parent-Teacher Conferences**

Parents/legal guardians will have the opportunity to attend parent teacher conferences at the end of the first and second trimester following receipt of student report cards. While these are formally scheduled conferences, parents are also encouraged to schedule meetings with teachers or other staff, when necessary, to discuss their child's progress and learning goals.

**J. Admission Policies**

Roman Catholic schools in the Diocese of Brooklyn base their educational purpose and all their activities on the Christian teaching of the essential quality of all persons as rooted in God's love.

The process for admission to the Academy is as follows: parents/guardians must complete the Academy application form and provide all required documents. If

necessary, an interview will be held. Following an interview (if held) and evaluation of the materials, the parent/guardian will be notified in writing about whether the Academy is offering the child a position.

While admission is on a first-come, first served basis, the school endeavors to give preference in admission following these guidelines: first, to siblings of currently enrolled students; second, to Catholic students whose parents/guardians are active members of the parish; third, to Catholic students whose parents/guardians are active in another Catholic parish; and fourth, to non-Catholic students.

### **Transfers and Withdrawals**

If a parent/guardian wishes to transfer his or her child(ren) out of the Academy, a transfer request form must be obtained from Ms. Demera in the main office. Before records are transferred to another school, all bills must be paid in full and all books must be returned.

When a student transfers from one school to another or enters high school, the new school may request a copy of the permanent record and health card from the former school. The Academy may disclose a student's cumulative record (*i.e.* permanent record, attendance record, test results) to another school with a legitimate educational interest if a written request is made and when a parent/guardian has given written permission for the release of the child's records. Parent/guardian signature is required for the release of a student's confidential file, which includes special education records, psychological reports, disciplinary records, and reports by a school counselor.

At the discretion of the Principal, and in accordance with applicable law, the Academy has the right not to certify a student's graduation or provide transcripts of the student's academic record to third parties such as other schools, colleges, or employers, or to issue a diploma to the student, if there has been a breach of a material condition of the educational contract, such as failure to meet financial obligations, infractions against the school's code of conduct, anti-bullying policy or violations of the policies of the Academy and those set forth in this Handbook.

The Academy reserves the right to request that a parent/guardian withdraw his or her child from the school.

### **K. Recommendation for Next Grade Level**

The Academy takes the decision whether to promote or retain a student extremely seriously. Sometimes, however, testing, diagnosis and actual performance may indicate that a student cannot follow the school's complete course of study. In accordance with NYS Education Law, Assessment and Performance a student is being considered for retention at the same grade level, teachers will discuss the possibility with the Principal. Although the teacher consults with the Principal, the final decision for retaining a student rests with the Principal. Certain criteria the Principal and teachers may take into account as they consider a recommendation for retention includes that the student has failed to pass major subjects on each grade level and/or has not demonstrated acceptable progress toward mastery of standards, including failure to complete assignments, or repeated low scores in several areas on a report card.

A student who receives a final failing grade in religion will NOT be promoted.

If a student completes all requirements for promotion or graduation, and there has been no recommendation or approval to retain the student, a parent/guardian or family cannot self-select that the student be retained.

### **A STUDENT WHO FAILS TWO OR MORE SUBJECTS MAY BE RETAINED.**

The following procedures will be followed:

- The parents/guardians will be notified no later than the end of the second trimester of the possibility of retention.
- Meetings will be set up between the teacher and the child's parents/guardians. At these meetings, methods of remediation will be discussed and agreed upon. These methods will involve both the school and home environment, so it is mandatory that there is parental cooperation and input. An individual evaluation of the pupil's needs may be recommended.
- The final decision about a student's retention will be made no later than 2 days after all final exams are taken. However, the decision could be made before that by the principal and teachers in consultation with the parent/guardian.

### **Conditional Promotion:**

A student who fails ELA and/or Math will be promoted if he/she goes to mandatory summer school and passes all of the courses taken. Verifiable grades from the summer school must be submitted before promotion will be granted. The hiring of a tutor will not be considered an acceptable alternative to mandatory summer school and promotion will not be granted under those circumstances.

## **L. Graduation**

At the discretion of the Principal, the Academy has the right not to certify a student's graduation or to issue a diploma to the student, if there has been a breach of a material condition of the educational contract, such as failure to meet financial obligations, infractions against the school's code of conduct, anti-bullying policy or violations of the policies of the Academy and those set forth in this Handbook.

## **M. Distance Learning**

Please see the Distance Learning Protocol for the most up-to-date policies and procedures. [Click here for policy.](#)

## **N. Extracurricular Activities**

The Academy offers various extracurricular activities. Students are expected to follow school policy while engaged in any extracurricular activity. Participation in these activities is a privilege, and students are expected to fulfill their obligations in the classroom as a priority to any extracurricular activity.

Failure or difficulty meeting academic or behavioral requirements will result in a student's suspension or dismissal from the activity. The Principal makes the final determination as to participation in an extra-curricular activity.

When participating in extracurricular activities, including sports or otherwise, students must at all times demonstrate Catholic values. It is expected that students, coaches and

fans display respect, civility and responsibility during all events, contests, and/or practices.

Students who do not abide by the Academy's policies will lose the opportunity to participate in any extracurricular activity.

#### **O. Recess**

With the exception of school-wide events, which may include Mass, daily recess will be provided. If weather permits, the students will attend recess in the schoolyard. If not, the gym and/or cafeteria will be used. If a student has any physical limitation which may affect his or her ability to engage in all recess activities, the Academy must be notified in accordance with the Limitations of Physical Activity policy below.

#### **P. Summer School**

In accordance with NYS Education Guidelines a student who has received a failing grade in reading, mathematics, and language arts in three marking periods of the report card will be required to attend mandatory summer school in the low performing content areas. Summer school may also be recommended due to poor performance on standardized tests or in the classroom. Excessive absences during the school year may result in the child being required to attend summer school. The final determination as to whether a student must attend summer school rests with the Principal.

The summer school report card must be submitted to the Principal before September 1. Failure to attend summer school when required will result in retention at the same grade level or discharge of the student. It is the parent/guardian's responsibility to provide documentation that summer school has been successfully completed. In cases in which tutoring is allowed for the remediation, it must be undertaken by a qualified teacher and approved in advance by the Principal.

### **IV. GENERAL INFORMATION**

#### **A. Academy Calendar and Hours**

New York State Law currently requires a school calendar to provide 177 days of instruction with 3 professional days and cites the following holidays when schools may not be in session:

Columbus Day	Second Monday in October
Veterans Day	Eleventh Day in November
Thanksgiving Day	Fourth Thursday in November
Christmas Day	Twenty-fifth day in December
New Year's Day	First Day in January
Dr. Martin Luther King, Jr. Day	Third Monday in January
Memorial Day	Last Monday in May
Juneteenth	Nineteenth day in June

On the Feast of the Immaculate Conception, the feast of the patroness of the Diocese of

Brooklyn, the Academy will be closed. Academies may also choose to observe other Holy Days. All advanced school closings will be indicated in the school calendar.

The Academic calendar can be found on the Academy's website. To the extent any changes are made, the website will be updated.

### **B. School Hours**

Schools hours are from 8:00 am to 3 pm, with the exception of early dismissal days. (Pre-K and 3K dismiss at 2:20 from door E.) All students may arrive as early as 7:30 am at their drop-off location.

### **C. School Office Hours**

The school office will be open from 7:30 am to 5pm on school days.

### **D. Early Release Schedule –(Half Day)**

On half days, students will dismiss at their normal dismissal locations at 12:30 pm.

### **E. After School Program**

The Academy offers an After School program. This occurs Monday through Friday from 3 pm until 6 pm. There is no after-school on half-days. The After School program is an extension of the school day, and students are expected to follow all Academy policies and procedures during After School. Directors of individual activities during After School may also issue rules of behavior, which recognize the special nature of non-classroom activities.

In instances where students are picked up, parents/guardians are expected to make arrangements to pick up their children at the end of the program or activity. Students will be released only to a parent/guardian or a person previously specified **in writing** by the parent/guardian. After-school program fees are expected to be paid in full upon being invoiced. Past due balances will result in a student not being allowed to participate in the program until the account is brought up to date.

### **F. Attendance**

The Academy has developed our attendance policy in accordance with New York State Education Law. This comprehensive attendance policy will help us uphold the philosophy and mission statement of our Academy.

Education Law of the State of New York mandates school attendance for all children between the ages of 6 and 16, but the responsibility for compliance rests with the parents/legal guardians. The school is required to keep an accurate record of daily attendance, absence and tardiness in the register of attendance in a manner approved by the Commissioner of Education.

- When a child has been absent, a written excuse is required from his or her parents/legal guardians. If a student is absent without an excuse, or if the school

has reason to suspect the validity of the excuse, the principal will investigate the situation.

- When a student has been absent for five days without a satisfactory explanation, a report will be made to the attendance officer of the local public school district.
- Continuing illegal absences, totaling five or more days, will also be reported to the attendance officer at the local public school district office.
- Although each case is different, it should be noted that at 40 truancy days, retention is a strong possibility and principals will contact the local district office to alert the truancy officer.

Doctor or dental appointments should be scheduled for after regular school hours. Family vacations should not be planned for days when school is in session. Rather, students receive vacation time throughout the year. Teachers are not required to give assignments in anticipation of family vacations, and are not required to give make-up tests for absences due to vacation trips.

### **G. Lateness**

A student who arrives after the time set by the Academy for the beginning of the day will be marked late.

### **H. Arrival and Dismissal Policy**

Early arrival begins at 7:30 am. Parents/guardians are to drop their children off at the designated drop-off location for their homeroom with a teacher or staff member present. This is the safest place for children—with their peers and with an adult from the Academy present. We strongly encourage parents/guardians to drop their children off at early arrival time, as the additional time gives students more time to prepare for the day and socialize with their peers. For safety reasons parents/guardians and visitors are required to sign in at the Main Office.

At the end of the school day, the students will be dismissed at the designated pick up spot for your child's homeroom. Please do not take students off the line prior to the teacher reaching their dismissal location.

The Academy will not release a student to any adult that is not known to it as a parent, guardian, or custodian. If a parent/guardian sends another individual to pick up his or her child, the parent/guardian must notify the Academy in writing at least 24 hours in advance.

Students who proceed home on their own, either by walking, bicycle, or otherwise, must do so as safely and directly as possible and submit written authorization signed by the parent/guardian to the Academy. They must obey all traffic and trespassing laws, and cross at designated crosswalks. Students will not be permitted to travel home from the Academy without a parent, guardian or other authorized adult or another pre-arranged travel accommodation (such as a school bus). In the case of a younger student traveling home with an older student, such as an older sibling, the Academy must receive written authorization from a parent/guardian. The Academy reserves the right to not release the

student(s) to travel home on their own, either by walking or otherwise, if it deems that is not in the best interest of the students.

### **Early Release**

Students are expected to be in attendance for the complete session each school day. If for any reason a student must leave the Academy before the regular dismissal hour, a parent/legal guardian or a person authorized by the parent/legal guardian must come to the Academy office to pick the student up and escort the student out of the building. Parents/ legal guardians must provide authorization for their child to be released to an individual other than a parent/ legal guardian.

### **I. Use of School Grounds**

Unless students are formally registered for before or after school programs, including Academy extracurricular activities, the school does not have staff available to supervise students present on the school grounds outside the general school hours.

### **J. Dress Code**

The Academy believes that clothes do not define a person. The wearing of a uniform allows everyone to be seen for who they are, not by what they have. The purpose of a uniform is a means of consistency in student dress, while keeping costs to a minimum. It also reduces the problem of competitive dressing. Students, unless otherwise notified by Administration, will wear the school uniform.

All students are expected to keep themselves well-groomed and neatly dressed at all times. A clean and healthy appearance is important. Any form of dress which is considered by the administration to be contrary to good hygiene or which is distractive or disruptive in appearance and detrimental to the purpose or conduct of the school will not be permitted. All clothing must be clean, neatly pressed, and in good repair. No ripped, torn, or defaced item may be worn.

In keeping with the long-standing tradition of Catholic Schools, students at St. Joseph the Worker Catholic Academy will wear uniforms. Flynn & O'Hara is the only approved uniform vendor for SJWCA. Flynn & O'Hara will visit the school each spring to measure students for the following fall. In addition, orders maybe placed through their online store at [www.flynnohara.com](http://www.flynnohara.com). You may also visit their retail store.

#### **Girls' Uniform: Grade 1- Grade 4**

- Khaki, White, & Navy Plaid jumper
- White blouse with Peter Pan (rounded) collar, long or short sleeves
- Navy blue or gray knee socks or navy blue or gray tights
- Navy blue or black tie or buckle shoes with rubber soles
- OPTIONAL: All Black sneakers
- OPTIONAL: Gray cardigan sweater may be worn at any time.
- OPTIONAL: Warm weather uniform consisting of navy golf shirt and khaki walking shorts may be worn between the beginning of **September through November 1<sup>st</sup>, and from April 1<sup>st</sup> to the end of the school year.**
- OPTIONAL: Khaki slacks and navy golf shirt may be worn in lieu of the jumper.



- Every student must own a jumper for special occasions.

**B. Girls' Uniform Grades 5-8**

- Khaki, White, & Navy Plaid skirt
- Navy golf shirt, long or short sleeves
- Navy blue or gray knee socks or navy blue or gray tights
- Navy blue or black tie or buckle shoes with rubber soles
- OPTIONAL: All Black sneakers
- OPTIONAL: Gray cardigan sweater may be worn at any time. Girls in Grades 5-8 may wear gray pullover sweater instead of cardigan.
- OPTIONAL: Warm weather uniform consisting of navy golf shirt and khaki walking shorts may be worn between the beginning of **September through November 1<sup>st</sup>, and from April 1<sup>st</sup> to the end of the school year.**
- OPTIONAL: Khaki slacks and navy golf shirt may be worn in lieu of the skirt
- Every student must own a skirt for special occasions.

**C. Boys' Uniform Grades 1-8**

- Khaki dress pants. Pants must be worn at the waist or must be secured at the waistline.
- Navy golf shirt, long or short sleeves
- Navy or black socks
- All Black tie shoes or slip on black dress shoes. Shoes must be secure on feet. Sneakers are **NOT** permitted.
- OPTIONAL: Gray cardigan sweater may be worn at any time. Boys in Grades 5-8 may wear gray pullover sweater instead of cardigan.
- OPTIONAL: Warm weather uniform consisting of khaki dress shorts with navy/black socks and black school shoes may be worn between the beginning of September through November 1<sup>st</sup>, and from April 1<sup>st</sup> to the end of the school year.

**D. Gym Uniform Grades 3K – Grade 8**

- The gym uniform is worn every day in grades 3K, Pre-K, and Kindergarten. 3K, Pre-K, and Kindergarten wear sneakers daily; girls may wear rubber-soled shoes with straps.
- SJWCA navy sweatshirt
- SJWCA navy sweatpants
- SJWCA yellow T-shirt
- OPTIONAL: SJWCA navy gym shorts may be worn from the beginning of September through November 1<sup>st</sup>, and from May 1<sup>st</sup> to the end of the school year.
- Sneakers must be worn on gym day.
- **If a child is unprepared for gym class this will affect their grade in Gym.**

**Grooming Code / Other uniform requirements**

- Girls are permitted to wear one stud or small hoop earring in each ear. Hoop earrings should hug the earlobe. No large hoop or chandelier earrings are permitted.

- Boys are not permitted to wear earrings in school.
- Tasteful and age-appropriate necklaces and bracelets may be worn at your own risk.
- No jewelry is to be worn on gym day.
- Make-up may not be worn. Students will be asked to remove it before returning to class. Exceptions may be made for 8th-grade special occasions with prior approval from the school administration.
- Hair must be neat and clean and should be checked regularly for lice.
- Color-treated/dyed hair or highlights are not permitted. Hair must be returned to its natural color before the student may return to school.
- Personal grooming, while individual, should not include bizarre, or “trendy” hairstyles (i.e. offensive, distracting, unnatural). Extremes in haircuts, hairstyles, or hair color are not permitted.
- Girl’s nail polish must be light in color. False nails nail extensions or nail decorations are not appropriate. If worn, students will be asked to remove them before returning to class. Exceptions may be made for 8th-grade special occasions with prior approval from the school administration.
- Boots may not be worn in school. A “boot” is defined as any shoe that covers the ankle. In case of inclement weather, students must change into school shoes.
- Facial hair is not permitted

**Nothing in this policy is meant to prevent a student from attending school with an ethnic hairstyle in connection with his or her race, heritage, or national origin, including, but not limited to, braids, locs, or twists.**

Parents/guardians will be notified if a child comes to school consistently in an unkempt manner. If no improvement is noticed within a reasonable amount of time, an appointment with the parents/guardians and the Principal will be made.

### **K. Dress Down Days**

There may be occasions in which students are allowed to wear non-uniform attire.. During this optional day, once a month, or while using a NUT card, students must observe standards of good taste and are reminded to dress with modesty. The following are examples of clothing that are **never** acceptable.

- Dresses, skirts, or shorts that are tight fitting or more than 2” above the knee
- Sheer clothing
- Spandex tops
- Midriff blouses, low cut tops, or tops without shoulders
- Sports hats or any other head covering
- Inappropriate novelty t-shirts or shirts with obscene/vulgar language
- Torn or dirty clothing
- Low rider pants or shorts
- Open-toed shoes, sandals or high heels

**\*NOTE:** N.U.T. cards are NOT transferable. Students may not use N.U.T. cards given to them or purchased from other students. N.U.T. cards must be used by the end of the school year. A N.U.T. card from one school year CANNOT be used the next

school year. There may also be days on which the N.U.T. cards cannot be used. An announcement will be made in advance for those days.

### **L. Field Trips**

Written permission must be obtained from parents/legal guardians of students who wish to go on scheduled trips. Information to the parents/legal guardians will include the date, purpose and destination of the trip, the expense, the means of transportation, and probable time of return.

Adults who wish to chaperone must complete Virtus training and background checks prior to accompanying students. Please see section on Volunteering, Chaperoning & VIRTUS training for further information about this process.

Field trips are considered an extension of the school day and the code of conduct and anti-bullying policy will apply. All disciplinary rules pertaining to students equally apply to students during school field trips. Students who engage in poor behavior on field trips may be required to be escorted by a parent/guardian for future field trips or may lose the privilege of attending field trips. Individual teachers in consultation with the Principal reserve the right to restrict or deny student participation on any field trip due to, but not limited to, poor academic performance, violation of the code of conduct or poor behavior, or violation of school policy.

All medications given on field trips must comply with the Administering Medication policy. For a student with prescription medication and/or medical necessary related treatments, a trained individual needs to be present on a field trip. This can include a parent/guardian, a designated family member to ensure care in the case of an emergency, or the school nurse *if* the nurse is attending the field trip. Given the needs of the Academy, the Academy cannot guarantee that the nurse will attend the trip. If a trained individual of the Academy cannot attend the field trip, it is the responsibility of the parent/guardian to provide a trained individual to accompany the student on the field trip. Any adult accompanying the student must complete Virtus training and background checks prior to accompanying the student.

The Academy reserves the right to cancel school-sponsored field trips at any time and for any reason, including inclement weather and safety risks.

### **M. Care of School Property**

Students will be held responsible for the proper care of all books, supplies, devices, accessories or equipment furnished to them by the Academy. Students who damage, lose, or deface Academy property shall be required to pay for the damage or loss.

Desks, lockers, and any other area on Academy property where students store items are Academy property and subject to searches by school authorities to protect the safety of all.

### **N. Books and Supplies**

All assigned books must be properly covered. Contact paper is NOT to be used to cover any books obtained under the New York State textbook loan. Books that are not part of

this loan and are soft-covered should be covered in contact paper. Each child is responsible for keeping his or her books in good condition. Books that are lost or defaced become the liability of the student and his or her parents. Students are responsible for providing supplemental materials listed on the yearly supply list for use in the classroom.

#### **O. Telephone Use to Call Parent/Guardian/Custodian**

If a parent/guardian needs to reach a student, he or she must call the main office. Similarly, if a student seeks to call his or her parent, the student must make the request to the main office. **Under no circumstances should a parent/guardian or child call or text each other during school hours from a cell phone. Similarly, students and families should not be emailing back and forth during the school day.**

#### **P. Personal Property**

The Academy is not responsible for valuables that are lost or damaged. It is strongly advised that students do not bring valuables into the school building including electronic devices such as tablets, phones, etc.

#### **Q. Announcements**

Informational announcements are handled through the Academy's P.A. system. Students must courteously listen when a message is presented over the P.A. system, especially when prayers are recited.

#### **R. Fliers and Informational Brochures**

Students may, upon approval by the Principal, distribute, at reasonable times and places, unofficial material, including petitions, buttons, or other insignia. However, all such material must be in accordance with the teachings of the Roman Catholic Church. Failure to comply will result in confiscation of the material and possibly disciplinary action. Further, any such material may not be obscene, libelous, contain indecent or vulgar language or content, advertise a product not permitted to minors by law, constitute insulting or fighting words the purpose of which is to injure or harass other people, or present a high likelihood of causing a disruption at the Academy. Further, parents/guardians may not distribute, either through their child or otherwise, any unofficial material.

### **V. STUDENT EXPECTATIONS AND BEHAVIOR**

#### **A. Student Behavior and Code of Conduct**

The Academy Student Code of Conduct is as follows:

Saint Joseph the Worker Catholic Academy believes strongly that strong discipline underlies the whole educational structure of a school and without discipline, it is impossible for teaching or learning to take place. We believe students can learn from their behavior and therefore, we want to emphasize logical consequences and making amends for the behavior whenever possible.

When a student does not follow the school regulations, he/she must face the consequences of his/her behavior as deemed appropriate by the administration. These consequences will differ depending on the severity of the misbehavior and on the number of occurrences of the misbehavior.

### **Behavior Infraction...**

- Behavior infractions are when a student's behavior is persistent and infringes on the teaching and/or learning of the group.
- An infraction will result in a student being removed from the learning environment. This can mean being separated from the group and/or joining another classroom.
- We will make every effort to align the consequence logically with the infraction in order to make amends.
- If there are more than three infractions (other than non-negotiables) students will be temporarily suspended from field trips, events, and activities and must have a meeting with parents at school (or on the phone).

### **Non-negotiables...**

Although Joseph the Worker Catholic Academy faculty will do their best to make consequences logical, there are certain behaviors that are non-negotiable. These behaviors include but are not limited to physical violence or any action that puts the student or others at risk. These behaviors will result in immediate removal from class setting and in-school suspension.

### **Alcohol and Drugs:**

Bringing to school or being under the influence of alcohol or drugs is grounds for immediate dismissal. Smoking, vaping, e-cigarettes are prohibited and disciplinary action as deemed necessary will be taken.

### **Weapons:**

Weapons, or anything which can be used as a weapon of any kind, as well as intentional physical violence against another human being, will not be tolerated. Any infraction against this rule may result in immediate expulsion.

All students are expected to thrive toward excellent behavior at all times. Behavior problems includes disrespecting authority, including teachers and staff, and other students, teasing, bullying, socially unacceptable behavior, or behavior contrary to the teachings of the Catholic Church or the mission of the Academy. If behavioral issues persist, the Academy may request a conference with the parent. Failure on behalf of a parent/guardian to attend a conference may result in the child staying home until the parent/guardian and student attend the conference with the Academy.

### **B. Anti-Bullying Policy**

The school communities within the Brooklyn Diocese believe in the sanctity of human life and the inherent dignity of the human person. We believe that all students, school employees and volunteers have a right to a safe and healthy school environment. All

members of the school community, in turn, have an obligation to promote mutual respect, tolerance and acceptance. Research shows that students who learn in a safe and supportive environment succeed academically. Students have a right to learn in an environment free of any harassment that substantially interferes with their education.

Bullying, bias-based harassment/intimidation are intentional, repeated, hurtful acts (physical, verbal, written) committed by one or more persons towards another person or persons. It usually involves an actual or perceived imbalance of power which can be physical, emotional or verbal. If not addressed, bullying can lead to the creation of a hostile, offensive or intimidating school environment and can affect a student's educational opportunities. The behaviors include but are not limited to:

- *Physical:* physical violence, stalking, threats, aggressive or menacing gestures, exclusion from peer groups which is intended to humiliate or isolate the target (relational bullying).
- *Verbal:* taunts, teasing, derogatory language, derogatory jokes, name calling, slurs, spreading rumors
- *Written:* written or graphic material including graffiti containing comments or stereotypes that are electronically written and transmitted via internet, social messaging sites, blogs, instant messaging, text messages, cell phone, webcams. This would also include forwarding such messages if received. This generally constitutes cyber-bullying.

#### *Reporting Procedures:*

- The targeted student, parent/guardian of a student or other students in the school (bystanders), or any school staff who believe that bullying has occurred should report the incident to the principal.
- The principal needs to conduct an investigation by interviewing all parties separately.
- The parents of all involved students should be notified.
- If it is determined that bullying has occurred the child who bullied is to be subject to consequences per the school's disciplinary code.
- Parents should be advised to contact the appropriate law enforcement agency if the situation warrants such a report.
- Referral to counseling should be made for all parties if deemed necessary.
- The principal must follow up to see that the offending conduct has stopped.
- All students should be notified that retaliation against anyone who makes a report will not be tolerated and those that retaliate will be subject to disciplinary actions.

### **C. Anti-Cyber Bullying Policy**

In accordance with New York State Law on Cyber-Bullying, inappropriate, defamatory, or content found to be injurious to an academy community member may result in disciplinary action, even if done outside of Academy premises or using devices not owned or controlled by the Academy. All instances of such behavior must be reported immediately to the administration, who will investigate the matter and enforce the consequences deemed appropriate.

Violation of this policy in whole or in part may result in any or all of the following and will be issued at the discretion of the Academy principal:

- Loss of use/privileges of school/academy technology.
- Disciplinary action including, but not limited to, detention, suspension, expulsion, and /or legal action by the school/academy, civil authorities, and/or other involved parties.
- Compensation for damages, both physical and punitive, incurred due to actions in violation of this policy

#### **D. Alcohol and Drug Free Zone Policy**

The New York City Tobacco Products Regulations Act of 1994 curtails exposure to tobacco use on school grounds. For the purpose of this legislation “school grounds” means the “buildings, grounds or facilities, or any part thereof, owned or occupied by public or private institutions for the primary purpose of providing educational instructions to students at or below the twelfth grade level.” Tobacco use is not permitted on school grounds at any time. A “tobacco product” is any substance which contains tobacco including but not limited to cigarettes, cigars, pipe tobacco, and chewing tobacco. New York City regulations are far more stringent than the regulations promulgated by New York State. However, schools subject to the rules of this municipality, as are the schools of the Diocese of Brooklyn, must follow the local laws. Thus, smoking is prohibited on ALL SCHOOL PREMISES AT ANY TIME.

For the safety of our students, alcohol is also prohibited from being consumed on school premises at any time. At no time is the use of marijuana permitted.

#### **E. Impermissible Items**

Students must conduct themselves, at all times, in a courteous manner in accord with Catholic principles. To that end, and also in the interest of safety of the students and protection of the Academy’s property, the following items are NOT allowed at any time but not limited to the following:

1. White-out or any type of permanent marker
2. Spray cans, smoke bombs, stink bombs, powders/choking agents or chemicals or any kind.
3. Gum
4. Alcohol or drugs of any kind, and matches or lighters, and drug paraphernalia
5. Laser pointers, knives/box cutters, scissors, or any type of weapon
6. Any type of toy weapon
7. Nail files
8. Energy drinks and caffeine
9. Extreme jewelry, more than two wristbands or bracelets, dangling earrings, or hoop earrings larger than the size of a dime
10. Makeup of any kind, including lipstick and nail polish

The presence of any of these items can lead to disciplinary action, up to and including expulsion. The presence of alcohol, drugs, or weapons is a criminal offense and the police will be notified.

## **F. Discipline Policy**

The Academy may need to involve disciplinary measures from time to time. The purpose of disciplinary measures are to provide structure to students and for them to learn self-discipline, which strengthens and promotes the values incorporated in our Catholic faith. Disciplinary measures should have as an end the development of the human person who respect's one self, other persons, and those in authority.

At no time will corporal punishment be used against a child. Any perceived acts of corporal punishment or reports from a child of corporal punishment should be reported to the Principal immediately by the student and/or the parent/guardian.

By enrolling your child in the Academy, the parent/guardian agrees to be supportive of the rules and regulations that the Academy deems as critical in the spiritual, academic and behavioral growth of the child.

Teachers are the primary disciplinarians within the classroom and among students. Teachers will discipline students for minor classroom disruptions, such as not completing homework, minor verbal disputes with other students, or not being in the complete uniform. To the extent a teacher finds it necessary, parents/guardians will be notified of classroom problems. As partners in education, parents/guardians should work with the teacher to ensure that inappropriate behavior is changed.

At times, however, teachers will refer classroom discipline issues to the administration of the Academy. This is likely to include chronic minor problems listed above, or major problems, including chronic lateness, verbal abuse of a teacher, signs of disrespect to a teacher or another adult on the staff, fighting, vandalism, stealing, physical, sexual, or verbal harassment or bullying of a fellow student, violent behavior, smoking, or the possession of drugs, drug paraphernalia, cigarettes, lighters, matches, stink or smoke bombs, chemicals/irritants, alcohol, dangerous items or a weapon. The administration will handle such matters in a variety of ways depending on the severity of the incident, up to and including suspension, police notification, and expulsion.

For serious acts of misbehavior, such as, but not limited to, fighting, stealing, vandalism and harassment, the student may immediately be suspended for a period of one to five days. In cases of vandalism, the parent/guardian must pay the full cost of the repair or replacement of the item before the child may return to school. In cases of theft, the item is either returned in good condition or the cost of replacement is borne by the parent/guardian before the child can return to school.

In cases where a child engages in a fight which causes injury to another child or adult, the police may be summoned and, then, the parents/guardians will be notified. Likewise, the possession of drugs or alcohol by a child may be reported to the police. The Academy reserves the right to expel the child due to such an offense.

In cases in which a child brings a weapon to school, the police are summoned, and then the parents/guardians are called. The Academy reserves the right to expel the child due to such an offense.



Police will always be called in the case of a weapon.

Individual-directed threats of violence or harm communicated directly or indirectly by any means, as well as building-directed threats of violence or harm communicated directly or indirectly by any means (e.g., shooting, bomb threats), or to harm students, employees, or visitors are taken seriously. Upon knowledge of the threats, the Principal will notify the Office of the Superintendent and call the parents. The administration will determine the course of action to be taken up to and including calling law enforcement, requiring a mental health referral, and/or expulsion.

It is the expectation of the Academy that student behavior is exemplary both on and off school grounds. A student always represents the entire school community. Therefore, the Academy reserves the right to discipline students for acts such as, but not limited to: stealing, fighting, vandalism, bullying or any other type of threatening or inappropriate misconduct (personally, via telephone, or the internet). Such misconduct could result in punishments including suspension and/or expulsion.

Lastly, a child's arrest for a crime on or off of school grounds, within or beyond the vicinity of the Academy, at any time could result in the child's suspension or expulsion. A child's conviction of a crime on or off of school grounds, within or beyond the vicinity of the Academy, will likely result in a child's expulsion.

In any matter of discipline or academics, including a decision to expel a student, the school's decision is final.

### **G. Respect for Life**

A fundamental belief and tenet of the Roman Catholic faith is that human life must be respected and protected from the moment of conception. All students and parents are expected to live and follow gospel teachings and the Catholic faith in this area.

## **VI. EXPECTATIONS AND OBLIGATIONS OF PARENTS/GUARDIANS**

### **A. Parental Involvement**

Home is the first place where a child learns love and respect for God and neighbor. Parents/legal guardians, in choosing a Catholic school to continue the education begun at home; have responsibilities as well as opportunities to share in the continuance of their children's education.

Parental involvement consists of parents/legal guardians and staff meeting together because of common interest in the child. It is expressed in many ways such as sharing in student supervision in the lunchroom or playground or serving as library or teacher aide. In some instances, parents/legal guardians may be asked to assist in advocacy in all areas that would benefit the schools, including programs that request government assistance, in consultation with the Office of the Superintendent. The involvement of the total family is also a means of communicating the academy's performance to the total parish community.

Parental support for the education of their children is of the utmost importance. Parents and legal guardians are also expected to uphold the behavioral expectations set forth for students and staff within the Academy community. Failure of parents to act in a manner compatible with the values of the Academy may result in student dismissal.

## **B. Proximate Preparation for the Reception of Sacraments**

Diocese of Brooklyn

Secretariat for Evangelization and Catechesis

Proximate Preparation for Reception of Sacraments Program

Handbook Format

**Proximate preparation** takes place during the Faith Formation year immediately preceding the reception of the Sacraments of Penance, Eucharist, and Confirmation. The Five (5) proximate preparation sessions offer the candidates and their families the opportunity to “deepen the life of faith, especially regarding knowledge of the sacraments of the Church.”

“The ‘Year of Renewal’ begins with the core of the mission of Catholic education — to form children in the love and knowledge of Jesus Christ as celebrated in the Catholic Church. By investing in our children, we are investing in the future of the Church. Education isn’t just in the classroom or the religious education room. It begins and is nourished in the family. ‘Year of Renewal’ provides an opportunity to highlight parents’ roles as primary witnesses of the faith and educators in everyday life...This is just the beginning, and it’s meant to be a spark of awareness that will grow, year after year.”

These words describe the “Year of Renewal for Catholic Education.” This Renewal is a combined effort to enhance Catholic Academies/Schools, Faith Formation Programs, and Parishes. It reflects the missionary call to all God’s people to evangelize and renew the face of the earth. In this Year of Renewal, it is most important that we, as parents and educators, once again familiarize ourselves with the Diocesan guidelines for the reception of sacraments.

“As a family of families, the parish remains the ideal home for Catholic families to join together”, to ensure the integrity of parish life, all constituents should review these guidelines and discuss the pastoral implications. Parents and children should be catechized as to the importance of returning to their home parishes for the reception of sacraments. It is the parish that confers a sacrament, not a Catholic academy or parish school.

**Can. 913** §1 For holy communion to be administered to children, it is required that they have sufficient knowledge and be accurately prepared, so that according to their capacity they understand what the mystery of Christ means, and are able to receive the Body of the Lord with faith and devotion.

**Can. 914** It is primarily the duty of parents and of those who take their place, as it is the duty of the parish priest, to ensure that children who have reached the use of reason are

properly prepared and, having made their sacramental confession, are nourished by this divine food as soon as possible. It is also the duty of the parish priest to see that children who have not reached the use of reason, or whom he has judged to be insufficiently disposed, do not come to holy communion.

#### THOSE TO BE CONFIRMED

**Can. 889 §1.** Every baptized person not yet confirmed and only such a person is capable of receiving confirmation.

**§2.** To receive confirmation licitly outside the danger of death requires that a person who has the use of reason be suitably instructed, properly disposed, and able to renew the baptismal promises.

**Can. 890** The faithful are obliged to receive this sacrament at the proper time. Parents and pastors of souls, especially pastors of parishes, are to take care that the faithful are properly instructed to receive the sacrament and come to it at the appropriate time.

**Can. 891** The sacrament of confirmation is to be conferred on the faithful at about the age of discretion unless the conference of bishops has determined another age, or there is the danger of death, or in the judgment of the minister, a grave cause suggests otherwise.

#### SPONSORS

**Can. 892** Insofar as possible, there is to be a sponsor for the person to be confirmed; the sponsor is to take care that the confirmed person behaves as a true witness of Christ and faithfully fulfills the obligations inherent in this sacrament.

**Can. 893 §1.** To perform the function of sponsor, a person must fulfill the conditions mentioned in **can. 874. (Can. 874 §1.** To be permitted to take on the function of sponsor a person must: 1/ be designated by the one to be baptized, by the parents or the person who takes their place, or in their absence by the pastor or minister and have the aptitude and intention of fulfilling this function; 2/ have completed the sixteenth year of age unless the diocesan bishop has established another age, or the pastor or minister has granted an exception for a just cause; 3/ be a Catholic who has been confirmed and has already received the most holy sacrament of the Eucharist and who leads a life of faith in keeping with the function to be taken on; 4/ not be bound by any canonical penalty legitimately imposed or declared; 5/ not be the father or mother of the one to be baptized. **§2.** A baptized person who belongs to a non-Catholic ecclesial community is not to participate except together with a Catholic sponsor and then only as a witness of the baptism.)

**§2.** It is desirable to choose as a sponsor the one who undertook the same function in baptism.

#### What this means:

- All proximate prep must be done through the home parish of each student
- Families must participate in Proximate Prep
- Sponsors must be practicing Catholics

### Session One (3 hrs)

### **Preparation of the Candidates**

This first Session should be held at the beginning of the Faith formation Year (September, October). It should follow a Sunday Celebration of the Eucharist. The intention of the Session is to introduce the families to the importance of Faith formation, the Domestic Church, and parish life. The important personnel is the Pastor, Pastoral Staff, Catechetical Leadership, families, and candidates for Sacraments.

**Catechetical Formation:** It is the personal responsibility of the Parents, Pastor, and Catechetical Leadership to ensure the adequate catechetical formation of the candidates and to vouch for such preparation in the presentation of the candidates to the Bishop (in the Sacrament of Confirmation) and to the parish. Because of this presentation, it is not necessary or required to have a public presentation of the candidates during a Sunday Mass prior to the conferral of the Sacraments.

**Sacrament of Penance:** It is important for the Reception of First Penance, First Holy Communion, and Confirmation that the candidates be “properly disposed” (**Canon 889**). *The Catechism of the Catholic Church* explains that “to receive Confirmation one must be in a state of grace. One should receive the Sacrament of Penance in order to be cleansed for the gift of the Holy Spirit...” (**no. 1310**). For the Sacrament of First Penance and First Holy Communion the Catechism states: According to the Church’s command, “after having attained the age of discretion, each of the faithful is bound by an obligation faithfully to confess serious sins at least once a year.”<sup>1</sup> Anyone who is aware of having committed a mortal sin must not receive Holy Communion, even if he experiences deep contrition, without having first received sacramental absolution unless he has a grave reason for receiving Communion and there is no possibility of going to confession.<sup>2</sup> Children must go to the sacrament of Penance before receiving Holy Communion for the first time. Candidates should therefore be expected to receive the Sacrament of Penance in proximate preparation for their Confirmation and be given the opportunity to do so. (**no. 1457**)

**Reception of Holy Communion:** Candidates and sponsors should prepare to receive Holy Communion at Mass, including the Confirmation Mass. The *Catechism of the Catholic Church* states that it “is in keeping with the very meaning of the Eucharist that the faithful if they have the required dispositions, *receive communion when* they participate in the Mass” (**no. 1388**). By receiving Holy Communion both the newly confirmed and their sponsors give witness that Christian Initiation is directed toward the Eucharist.

- “A person who is to receive the Most Holy Eucharist is to abstain for at least one hour before Holy Communion from any food and drink, except for only water and medicine.” (**Canon 919 §1**).
- “The elderly, the infirm, and those who care for them can receive the Most Holy Eucharist even if they have eaten something within the preceding hour” (**Canon 919, §3**).
- Family members and invited guests for First Communion should likewise understand the importance of the Sunday celebration of the Eucharist and be spiritually prepared to receive Eucharist.

**Universal Prayer:** The Pastor should encourage the parish community to pray for the candidates for First Penance, First Holy Communion, and Confirmation, especially with a petition in the *Universal Prayer* on the Sundays leading up to the date of the sacrament.

### **What this means:**

- Weekly Sunday celebration in the home parish is expected
- Parents participate in the preparation of children for sacraments
- Families are known in the parish
- Children are prepared for specific sacraments: First Penance, Eucharist, and Confirmation

## **Session Two (3 hrs)** **The Liturgical Calendar and Advent Season**

This second Session should be held on the first or Second Sunday of Advent. It involves a presentation on the Liturgical calendar and highlights the importance of Advent as a season of preparation for Christmas. The intention of the Session is to (re) introduce the families to the liturgical year, how the Domestic Church celebrates this season with Catholic cultural elements, and how the parish prepares for the coming of the Messiah. The important personnel is the Pastor, Pastoral Staff, Catechetical Leadership, families, and candidates for Sacraments.

### **Celebrating Christmas**

Advent is the period of preparation and waiting for the coming of the Lord. It begins the fourth Sunday before Christmas and it lasts until the 24th of December. As in many

other Christian churches, Advent is observed in Catholicism too and is related to a range of preparatory Christmas practices.

Some of them are to make an Advent wreath, to keep an Advent calendar and pray a daily devotional, as well as to set up Christmas decorations and erect a Christmas tree.

Christmas is an extraordinary event for the Catholic Church. It signifies the birth of the savior who is coming (in flesh) to meet people in the world. The Catholic Church designates the four weeks preceding Christmas as Advent. It is a preparatory period of a major event where the Lord is coming as a King and Savior.

According to the Catholic tradition, Christmas is not a one-day celebration, but it is a longer festive period that can last up to 22 days. It is also connected to other holidays that are celebrated in the winter period of the year.

**What this means:**

- Families will have a deepened understanding of the meaning of Advent/Christmas Season
- Families will participate in a parish-wide celebration
- A family Advent/Christmas project will be presented

Session Three (3 hrs)  
**The Liturgical Seasons of Lent/Easter/Pentecost**

This third Session should be held on the first Sunday of Lent. It stresses the importance of the Lenten practices of prayer, self-sacrifice, and charity as a means of preparing for the renewal of **Baptismal promises** at Easter. The intention of the Session is to present a liturgical/spiritual understanding of Lent, provide examples of how the Domestic Church may pray and sacrifice together, present cultural elements of the Easter celebration, and illustrate how the spirit of Pentecost is found in each sacrament's candidates will receive. The important personnel is the Pastor, Pastoral Staff, Catechetical Leadership, families, and candidates for Sacraments.

**Lenten Devotions**

Lent in the Liturgical Year is a time when families examine the Catholic customs of our heritage. The Catholic cultural traditions, especially in the types of **Easter foods**, can become a special treat and religious experience for the family, which can be handed down to the next generation, and to the next.

**Fasting** conveys a sense of self-sacrifice which is an important theme to teach our children. While Mother and Father may restrict their diet considerably, children should be encouraged to “fast” from desserts or sweets, using their mobile phones, and other electronic devices. References to the fasts in the Bible might be explained several times at dinner during Lent. All family members can also be encouraged to fast from gossip, unkind remarks, or any hurtful behavior. This has been a season of “giving up” things for Lent. Each family member might also be asked to choose one thing to give for every day of Lent. This may be helping someone, donating clothing or food, or some other act of charity.

**Holy Week**

Holy Week is a serious, deeply religious experience. The week is filled with prayer—formal prayer and private prayer. Families should be encouraged to attend the special Masses and rituals of the week in their home parishes.

From noon till three on Good Friday, many families keep silent. Children should be encouraged to meditate or to say private prayers. Watching a video of the Sorrowful Mysteries of the rosary while saying the **rosary** or watching a video of the Stations would be appropriate while saying the Stations.

As His apostles today, we want to spread the message. Families may write “He is Risen” on different colored sheets of construction paper, and tape them all over the doors of the domestic church. Greet each other with “He is Risen!” In all these ways, make your family life mirror the life of the church. In that way, it will indeed become the domestic church.

**What this means:**

- Families will have a deepened understanding of the meaning of Lent/Easter Season
- Families will participate in a parish-wide celebration
- A family Lent/Easter project will be presented

Session Four (1 1/2hrs)  
**Sacraments and Family Life**

This fourth Session should take place on a **weeknight** well before the ritual celebration of the sacraments. The presentation highlights the nature of sacraments, the role of sacraments in family life, and the role of the sacraments in the life growth plan of students. The intention of the Session is to present a liturgical/spiritual understanding of sacramental life in general, provide examples of how the Domestic Church may experience sacraments and present cultural elements of Eucharistic celebration. The important personnel is the Pastor, Pastoral Staff, Catechetical Leadership, families, and candidates for Sacraments.

Many Catholic families live their Faith only one hour a week by attending Sunday Mass. The rest of the week, the cares of the world impinge on the family, and the Faith is practically forgotten. We are called to lead lives worthy of our baptismal calling. We are to live with God as a constant part of our lives, especially by including Him in our family life. This proximate prep affords the opportunity to reflect on discipleship in light of the sacraments.

To be an authentic Catholic family, we must live a sacramental life. The sacramental life means not only the regular reception of the sacraments of Penance and the Holy Eucharist but also the daily practice of using sacramentals, to help us to live the life of prayer and to celebrate the feasts of the liturgical year.

**Receiving the Sacraments**

Next to the Holy Eucharist, the Sacrament of Reconciliation is our biggest help in living the Catholic lifestyle. If we are really aiming to be the best possible Catholic family, it is important to stress the frequent reception of the Sacrament of Reconciliation.

Receiving the Sacrament of Penance frequently will make us concentrate on strengthening our virtues and ultimately improve our Catholic family life.

Parents must be encouraged to raise children to love all the sacraments. The sacramental life involves taking the children to observe the reception of the other sacraments, especially Baptism and Confirmation, and explaining their meaning. When possible, children may opportunities to experience a wedding ceremony, have instruction concerning the deeper meanings of the sacrament of Matrimony according to their age level. When appropriate Children need to witness the Sacrament of the Sick.

**Sacramentals**

While the Sacramental Life means frequent reception of Penance and Holy Eucharist, it also means the daily use of sacramentals. Sacramentals are a part of our Catholic cultural heritage. They can supplement the daily reception of the Holy Eucharist, and, in some cases, maybe the only way to maintain the sacramental life for some families during the week between Sunday Masses.

The *Catechism of the Catholic Church* defines **Sacramentals** as “sacred signs which bear a resemblance to the **sacraments**. They signify effects, particularly of a spiritual nature, which are obtained through the intercession of the **Church**. Sacramentals are



signs reminding us of God, of the saints, and Catholic truths. While sacraments were instituted by Jesus Christ as a direct means of obtaining sanctifying and sacramental graces, sacramentals were instituted by the Church to obtain graces for us.

Sacramentals embody and make alive Catholic traditions which have existed for centuries. The rosary, the scapular, the Advent Wreath, Miraculous Medal—these are not merely objects, but truly represent the Catholic way of life.

### **Living the Faith**

The sacramentals with appropriate prayers are best used in conjunction with the liturgical year. The liturgical year, starting with Advent takes us through the history of mankind awaiting Jesus our Redeemer, and then through the life of Jesus Christ. (cf. Proximate Prep 2)

This is a wonderful way for us to grow spiritually, but best of all, a joyful way to teach our children how to live and practice the authentic Catholic family life.

To be more specific, certain traditional Catholic practices can be started (or maintained) to help us better understand and love our Catholic beliefs. During Advent, the making of the Advent wreath is a very special event.

### **What this means:**

- Families will have a better understanding of the sacramental life of the Church
- Children will be given additional information about sacraments and their meaning
- Parents/Guardians will have the opportunity to address important issues in their adult faith formation

### **Session 5 (1 1/2hrs)**

### **The Celebration of the Sacraments**

This fifth (final) Session should take place on a **weeknight** before the ritual celebration of the sacraments. The presentation highlights the nature of the particular sacrament to be celebrated. The intention of the Session is to present a liturgical/spiritual understanding of the particular ritual, explain the flow of the ceremony, and present cultural elements of Eucharistic celebration that may be particular to the Diocese or parish, **i.e.**, presentation of candidates, style of clothing acceptable for participants, and specific elements of conduct that are allowed.

### **The Celebration of the Christian Mystery:**

Jesus Christ has made it possible for us to share in the divine nature by conforming to Him through the grace of the Holy Spirit imparted to us through the Sacraments.

The sacrament of Confirmation is necessary for the completion of baptismal grace. In Confirmation, the baptized is anointed with oil (a sign of abundance, joy, cleansing, healing, and strength) and is thereby consecrated, or imprinted, with the seal of the Holy Spirit. As Christ was marked with his father's seal, Christians are marked with the seal of the Holy Spirit of divine protection in the great Eschatological (end times trial). The primary effect of the sacrament is the (full outpouring of the Holy Spirit as once granted to the apostles on the day of Pentecost.” Confirmation brings an increase and

deepening of baptismal grace; it unites us more firmly to Christ; increases the gifts of the Holy Spirit and renders more perfect our bond with the church, And gives us a “special strength of the Holy Spirit to spread and defend the faith by word and action as true witnesses of Christ...”

The sacrament of the Eucharist (from the Greek meaning “thanksgiving”) completes Christian initiation. The Eucharist is “the source and summit of the Christian life.” The other sacraments, along with all the work of the Church in her ministries, are bound up with and oriented toward the Eucharist. “The Eucharist is the efficacious sign and sublime cause of that communion in the divine life and that unity of the People of God by which the Church is kept in being.” In short, the Eucharist is the “sum and summary of our faith.”

Jesus Christ is present to the church in many ways: in his word, in the church’s prayer, in the poor, the sick, the imprisoned, in the sacraments, in the mass, and the person of the minister. At the same time, he is most especially present in the Eucharist, in the body and blood of Christ under the forms of bread and wine. The whole of Christ, his body and blood together with his soul and divinity, is truly, really, and substantially contained in the Most Blessed Sacrament of the Eucharist. This means that Christ is present in the fullest sense when the bread and wine are converted into his body and blood through the power of the Holy Spirit.

### **What this means:**

- Families will have a better understanding of the liturgical aspects of the sacraments
- Parents/guardians will receive specific information about the ritual as it is celebrated in the home parish
- Children will have the opportunity to receive final instructions about the reception of a sacrament

### **C. Parental Communication**

Regular communication between the Academy and parents/guardians is a crucial component of your child’s school experience. Scheduled parent teacher conferences allow teachers and parents/guardians to discuss student achievement as well as to develop means to assist students in areas of difficulty.

A parent/guardian may request a meeting with a teacher at any time by simply sending a note to the teacher in question and the teacher will arrange for this meeting outside class time at a mutually convenient time. The meeting should take place in the classroom or someplace that ensures privacy, and never in a hallway, on the street, or another public place. A parent/guardian who is refused such a meeting should notify the Principal. If a parent/guardian seeks to meet with the Principal, he or she must contact the main office to set up an appointment.

The school program provides an excellent systematic review of goals, methods and means of evaluation and communicate those with families by:

- Holding an orientation meeting in September. Attendance at this meeting is **mandatory**. If a parent or guardian cannot attend the meeting, they should arrange to meet with the teacher at a mutually agreed upon time.
- Ongoing Progress Reports.
- Trimester Report Cards distributed at Parent-Teacher Conferences in December and March. The final report card is sent home on the last day of school with students.
- Letters, emails, Dojos or telephone calls to parents when progress reports, tests and homework papers are not returned or signed.
- Parent/teacher conferences at the request of the teacher or parent. Parents can call or write for an appointment with the principal or teacher.
- **Class Dojo** will be used for daily communication between the academy and families. Class Dojo is a great way for families to be a part of the class community.
- **Google Classroom (1-8) and Class Dojo (K)** will be used to post homework daily. Parents should check it regularly.
- If a problem arises concerning a child in a classroom situation, the matter is **please make sure to contact the teacher immediately**.

Additionally, the Academy may communicate with the parent/guardian in many ways, including:

- **Email, SMS, phone messages, Class Dojo, and posts through the FACTS Family Portal**
- **School Website and Social Media** The Academy website can be found at [www.sjwca.org](http://www.sjwca.org). This website does not require a login and is accessible to the public. Various announcements may be made on the school website, such as emergency school closing, snow days, and other important information. The website will also contain various resources, such as the academic calendar.
- **Information Sent Home With the Children:** Occasionally, teachers or administration at the Academy will send hard copy information home with your children. Please check your child's backpack **daily** to check for any information sent home by the Academy.

#### **D. Home Academy Association (HAA)**

Every Academy is encouraged to establish a Home Academy Association. Its purpose is the educational enrichment of parents/legal guardians and teachers. The goal of the Home Academy Association is to foster a clearer understanding of the mutual responsibilities of parents/legal guardians and teachers regarding the education of the students.

An added responsibility of the Home Academy Association will be to assist in the fundraising efforts of the Academy. In the school, this is done in coordination with the administration. In an academy, it is done in coordination with the board of directors of

the academy. No organization may hold title to accounts nor have access to funds raised for the Academy. All financial transactions must be approved by the pastor/academy board of directors.

### **E. Homework**

As a partner in education, parents' role in homework is vital. Parents/guardians or another caretaker should remain available to assist students with homework and ensure that all homework is completed.

### **F. Fundraising**

Fundraising activities are beneficial to the Academy and are often a quality way to involve students in furthering their school community. Any fundraising program should have the approval of the Principal, and should be organized and executed so that the Academy program is not interrupted.

All students are required to raise a minimum fundraising requirement of \$250. (If each student raises a minimum of \$250, we will have met almost 75% of our fundraising goal.)

This fundraising requirement can be earned through regular fundraising events such as the Read-A-Thon, Candy Sale, Holiday Sale, and many other opportunities. Families and friends are always welcome to donate directly to the academy as well. Donations can be made year-round at <https://sjwca.org/donate/>.

### **G. Volunteering, Chaperoning & VIRTUS Training**

Volunteers and chaperones are an integral part of the school community. Each student is required to have one person from their family volunteer at least one school function. This can be as small as being present at a bake sale or chaperoning a trip to as big as chairing a major schoolwide function. All volunteers, must complete VIRTUS training, sign a Code of Conduct, and complete a background check before volunteering.

- The VIRTUS program for adults is a three-hour live awareness session that instructs adults of the Church that to protect children you must have continuous awareness and vigilance. This awareness session helps trainees understand signs of child sexual abuse, the methods and means by which offenders commit abuse, and five empowerment steps to prevent child sexual abuse.
- The Code of Conduct is a document that acknowledges the importance of legal, professional and responsible conduct of all who work with children and young people. All clergy, employees and volunteers are required to read the Code of Conduct and to sign a Statement of Acknowledgement Form. The Code of Conduct is distributed at all VIRTUS sessions.
- All employees and volunteers are also required to have a criminal background screening completed before they start their employment or service. These forms are also distributed at all VIRTUS sessions. As of May 2010, all background screenings (employees and volunteers) will be done through the Safe Environment Office. The searches are done through LexisNexis (volunteers) or HireRight (employees). All information is kept confidential and if a positive result is returned, the pastor/administrator will be notified and appropriate steps will be taken.

Background searches will be rerun every 3 years for employees and 5 years for volunteers

## **H. Custody and Guardianship Orders**

Parents must provide accurate custodial information to be kept on file at the Academy. Non-custodial parents do have rights. The law protects non-custodial parents and maintains that parents do not cease to be parents when they no longer have custody of their children. The Academy abides by the provisions of the Buckley Amendment with respect to the rights of non-custodial parents. In the absence of a court order to the contrary, the Academy will provide the non-custodial parents with access to academic records and other school information regarding his or her child. **If there is a court order specifying that there is to be no information given, it is the custodial parent's responsibility to provide the school with a court certified copy of the court order.**

## **I. Contacts with Media**

Throughout the academic year, the Academy may take pictures or videos and release personal information about students for promotional purposes. This might include:

- where a special event or program at the Academy is covered by a newspaper or television station, resulting in student interviews and pictures;
- award-winning students who may have their names and photos published in a local newspaper; or
- if the Academy posts pictures of school activities on webpages and social media.

Parents/guardians have the right to exclude their children from videotaping, audio recording, school pictures, other photography or participation involving printed materials or on the internet. If a parent/guardian chooses to exclude their child, the parent/guardian must provide written notification to the main office.

Parents/guardians who do not object must fill out the media authorization release form, attached at the end of this Handbook. Please be advised that, if a parent/guardian does not fill out this form, the child may be excluded from certain group photographs or otherwise taken in connection with the school day or other Academy functions.

## **VII. HEALTH AND WELLNESS**

### **A. Medical Requirements**

The New York City Department of Health requires that all new students entering nursery through grade 12 show proof of having received a complete medical evaluation. Children who transfer from one school to another in New York City are not considered new students. These requirements may change from year to year.

New York State Law states that all students in Grades Nursery through 12 must be immunized as directed by the New York State and New York City Departments of Health. New students may enter school provisionally with documentation of **an initial series of**

**immunizations.** Once admitted provisionally, a student has a certain amount of time to continue and complete the medical requirements. Students who fail to complete the necessary requirements within the appropriate time frame **must be excluded from school**. Parents must provide records of immunization to be kept on file at the Academy. Any exemptions to the immunization requirements must be approved by the Academy with documentation being kept in the student's health records. Only medical exemptions are permitted per New York State Law. Religious exemptions are no longer permissible.

- For Nursery, Pre-k, and UPK Programs--Between July 1 and December 31 of each year, all children between the ages of 6 months and 59 months and attending a group child care or school-based child care program must receive one dose of influenza vaccine.

## **B. Health Services**

SJWCA has a registered Board of Health nurse on staff. However, we do not have the ability to provide medication to a student who requires an injection. If a child has to receive oral medication, we must have on file explicit written instructions via Medical 504 from your medical provider and from you, the parent/guardian. The school can bear no responsibility for administering, procuring or maintaining the medication on school premises. Parents/guardians are also responsible for having updated immunization records for their child(ren).

## **C. Illness and Medical Conditions**

The following provides an overview of various medical conditions and illnesses, the Academy's policy on how it handles such illnesses and conditions, and parent/guardian requirements. This list is not meant to be exhaustive but rather explanatory. In the case of any other illness or medical condition, or if there are any questions, please contact the Principal. **The policies in this section may be altered or superseded by policies in light of COVID-19.**

**Parents are reminded of the NYC Department of Health Core Practices for reducing illness in school:**

- **Keep your child home if they are sick**
- **Practice good Hand Hygiene (wash hands )**
- **Practice good Respiratory Hygiene (cover coughs and sneezes)**

Allergies: Parents/guardians must notify the Academy of any documented allergies that a student may have.

We are not a nut free school, however your teacher will notify families should students within the class have food allergies.

Asthma: Parents/guardians are required to notify the Academy of the medical needs and protocols of any student who has asthma or a related condition.

Clearance to Return: In certain instances, the Academy may require medical clearance for the child to return to the Academy. If requested, the medical clearance note must

specifically state that the child may return to the Academy and resume all activities including gym and playground. Clearance notes will likely be required for severe illness, including hospitalizations and ER visits, surgical procedures, head injuries, cardiac/respiratory concerns, fractures, sprains, or significant changes in a child's health state which may impact physical activities.

Contagious Illness: To the extent a child has a contagious illness, please notify the Academy as soon as possible so that we may alert others who came in contact with your child. We also may be required to notify the Department of Health. A student with a contagious illness should not arrive for school. This applies even if the parent/guardian has not received confirmation that the child's illness is contagious, but the child is exhibiting signs of a possible communicable disease, such as a suspicious skin rash, suspicious open wounds, redness of the eyes with intense itching/burning and a thick drainage, painful, reddened sore throat, and a constant cough accompanied by other symptoms. Students with a contagious illness should remain home from school until a doctor advises that he or she is no longer contagious and can resume normal activities.

Diarrhea/Vomiting: Students who are exhibiting vomiting and/or diarrhea should not arrive for school. Rather, they should stay home until they are free from symptoms for at least 24 hours.

Epinephrine: Severe allergic reactions leading to anaphylaxis are a life-threatening and time sensitive medical emergency. Therefore, and in accordance with New York State and City Departments of Health recommendations, Academies will work with local health providers to receive training on the administration of epinephrine. For more information, see the administering epinephrine policy below.

If a child is at risk of anaphylaxis, the parent/guardian **MUST** notify the school and inform it of the risk. Additionally, the parent/guardian must 1) inform the Academy whether the student can self-administer epinephrine, 2) supply the Academy with two epinephrine devices in its original packaging; and 3) replace the devices when it expires, has been used, or shows any other signs of defect, such as discoloration.

Fever: If your child has a fever of 100 degrees or over, he or she must stay home. Your child may not return to school until they are fever free *without* Tylenol, Motrin or Advil for at least 24 hours.

Lice: To the extent a student contracts head lice, he or she must stay home from school until the parent/guardian has treated the condition in accordance with the New York City Department of Health Regulations. This is to protect the health and safety of all students and staff given the highly likelihood that others can also contract head lice. In any cases where a student is infected, a letter will be sent out to the entire class. The student's name will not be revealed. If a parent/guardian becomes aware of a lice infection at home, do not send your child to school. Please inform the school via telephone. The Academy does not pay for lice treatment regardless of where exposure may have occurred.

Mobility: As a matter of safety, and in accordance with all applicable laws, the Academy may not be able to accommodate in-person learning for a child who is immobile, such as a child who is utilizing crutches or in a cast. The Academy will endeavor to provide a reasonable accommodation whenever possible, but must ensure the safety of the student

and all other students and be in accord with fire safety laws. Distance learning may be provided as an alternative solution.

#### **D. Administering Medication**

School nurses may administer over-the counter-prescription drugs to students with written consent and medical authorization from a parent or legal guardian. School nurses may administer prescription medication that has been prescribed by a physician but must be provided with:

- Medical authorization from the parent or legal guardian consenting to administering the medication
- A medical plan developed by the child's parents and health care provider detailing the proper administration of the medication, details regarding the child's medical concerns, and other pertinent details.

The Academy reserves the right to call 911 in any case of a medical emergency.

#### **E. Administering Epinephrine**

Parents or guardians will supply their own epinephrine auto-injector and must provide written consent and medical authorization for its use. The Academy must have an up-to-date medical statement on file for each child in care. For a child with identified allergies or with special health care needs, the Academy must have a copy of an individual health care plan developed by the child's parents and health care provider. Parents must make program staff aware of the individual health care plan on their child's first day at the program.

It is the responsibility of the parent/guardian of the student who is at risk of anaphylaxis:

- to notify the school that the child/student is at risk of anaphylaxis and is in need of the presence of epinephrine on school premises
- to indicate to the school if the child/student is capable of self-administration of the epinephrine device
- to supply the school with the epinephrine device\* in its original packaging as received from the pharmacist
- to replace the epinephrine device when it expires, discolors or has been used

\*It is recommended that two epinephrine devices be supplied, the second functioning as a back-up in case of malfunction or if an extra dose is necessary in accordance with medical documentation.

#### **F. Administering Epinephrine on Field Trips**

In the event of a school trip or school event conducted outside of the school premises, it is the responsibility of the parent (or a designated person who appears on the child's emergency contact list) to attend with the child/student for the purpose of epinephrine administration, if necessary.



## **G. City & State Health Services**

The Education Law of New York State mandates that students attending nonpublic schools receive the same health services provided to students attending public schools.

## **H. Accommodations**

Students requiring medical accommodations throughout the school day (including physical education, dietary conditions, physical limitations and medical interventions) must submit a statement from his or her licensed medical provider stating the need for such accommodation each academic year. The Academy will attempt to provide the accommodation in accordance with all applicable laws, and will inform the parent/guardian if it is unable to do so. If the Academy is unable to do so, it may withdraw the child's enrollment in accordance with law.

## **I. Emergency Services in the Event of a Serious Injury**

In the event of a serious injury, the Academy may call 911 and an ambulance may take the child to the hospital. The ambulance staff will determine the hospital based upon the severity of the emergency. A staff member will accompany the child in the ambulance and the parent/guardian will be notified to meet the child at the hospital. The Academy, its staff, and the Academy officials shall be held harmless from any liability, costs or expenses associated with any emergency services and such costs or expenses shall be the responsibility of the injured party or, if a student, the student's parents/guardians.

## **J. Limitations of Physical Activity**

Students at the Academy will be enrolled in physical education classes. To the extent a student has a physical disability or issue which may impair his or her ability to engage in the class, or which may make the class unsafe, the parents/guardians must notify the Academy at the beginning of the school year or as soon as the issue arises. A written doctor's recommendation may be required. Further, a student will be required to attend the physical education class for the instructional component and observation, and to complete an alternative assignment or to complete missed activities when physically able to participate.

## **K. Counseling Services**

SJWCA has a school counselor on site. Ms. Elena Lupo ([elupo@sjwca.org](mailto:elupo@sjwca.org)) holds whole group, small group, and 1:1 counseling services. She can be reached on Class Dojo or by email.

## **L. Wellness Policy**

The Academy meets minimum federal and state standards for goals of physical education, nutrition and healthy environments in schools.

## **M. Breakfast/Lunch Program**

SJWCA has a full kitchen and provides DOE breakfast and lunch daily. If you are not participating in the lunch program, lunch must be carried in bags clearly marked with a

name and grade. **No Glass materials may be brought in. No fast food lunches may be brought in (i.e. McDonald's, Burger King, Wendy's, pizza, etc).**

Children eating in school are expected to behave properly. They are to follow all lunchroom and yard regulations. They are responsible for cleaning up the area where they have eaten their lunch. Students must respect the authority of all teachers and adult supervisors. A student whose behavior is unsatisfactory will be subject to disciplinary action and possible withdrawal from the program.

**\*Birthday celebrations during instructional time are not permitted.**

### **Lunch Room Procedures**

1. Upon entering the lunchroom, students should go to their assigned tables and remain seated until they are directed by the teacher or supervisor to get up.
2. Students are not permitted to table hop, brush or comb their hair, throw food, or engage in other disruptive behavior.
3. Students must walk in an orderly manner to the line-up area.
4. Students' eating area is to be left in a neat and clean manner.
5. Each table will be inspected by the teacher in charge. There should be no food, containers, or papers remaining on the tables or floors.
6. During inclement weather, schoolyard activities will not be possible. Instead the children will go to the gymnasium for playtime unless the gym is unavailable.

During lunch, whether in the classroom or, if the case may be, a lunchroom, each child is expected to remain in his or her seat until dismissed. Each child is also responsible for keeping his or her area clean. Respect and obedience are to be shown at all times to those who are supervising lunch.

### **N. Accident Policy**

If a student is seriously injured, the parent/guardian will be notified by the Academy as soon as reasonably possible, taking into consideration such factors as the apparent severity of the accident/injury and the priority of providing assistance to the student.

If an accident results in a medical condition/injury, the Academy is authorized to render reasonable first aid if such direct medical assistance would, in the opinion and judgment of the Academy, minimize the severity of the student or injured person's condition. The Academy may secure a professional diagnosis and/or treatment if such action, in the opinion and judgment of the Academy, appears to be reasonably warranted. The Academy, its staff, and the Academy officials shall be held harmless from any liability, costs or expenses associated with any treatment of first aid provided (including, but not limited to the cost of transportation), and such costs or expenses shall be the responsibility of the injured party or, if a student, the student's parents.

## **VIII. TECHNOLOGY**

### **A. Acceptable Use Policy**

The use of technology is permitted on school premises under limited conditions as authorized by the Principal for the sole purpose of enhancing academic achievement while respecting the dignity and safety of all members of the Academy community.

In using the information and technology in safe, legal, and responsible ways, the following conditions of being a digital citizen within the Diocese of Brooklyn are expected:

*Respect One's Self*

- Public names should be appropriate
- Be mindful of any and all content you post including photos, personal views, comments, personal information, etc.
- Avoid seeking out and/or viewing inappropriate content
- Do not engage in potentially harmful activities such as communicating with persons unknown to you or internet challenges

*Respect Others*

- Be mindful of comments, posts, photos or any content directed toward or including others
- Refrain from engaging in inflammatory, harassing, or any other such disrespectful behavior
- Do not perpetuate inappropriate content by sharing it with or sending it to others
- Warn others of potentially disturbing or harmful content that should be avoided

*Protect One's Self and Others*

- Report any and all cyber-abuse committed against you or others to parents, teachers and/or administrators
- Keep groups with friends private to avoid potentially inappropriate or dangerous content and communications from unknown sources

*Respect Intellectual Property*

- Cite sources when using any content not originally authored by you

Members of Catholic Academy communities must remember that when electronically communicating with individuals, groups, or institutions, you are doing so as an individual. You should not represent yourself, your views, ideas, questions, or actions as representing the Catholic Academy you are associated with without the expressed permission of the principal.

*Security of Technology*

The schools and academies of the Roman Catholic Diocese of Brooklyn assume no responsibility for the theft, loss, repair or replacement of any technology devices that are brought onto school/academy property, whether it is lost, stolen, damaged, or confiscated.

Security on any computer system is a high priority. If you believe you can identify a security issue, you must notify a system administrator, principal, or teacher and not disclose the problem to others in any way. Although there are safeguards in place to protect all users from inappropriate content, we are not responsible for failures in filtering that result in a bypass of our program and/or access to objectionable content. If any inappropriate content bypasses these safeguards, any parties involved should turn off the

monitor and report the security breach immediately to a system administrator, teacher or the principal. Additionally, member of the school/academy community shall not:

- Use another's credentials for any reason
- Gain or attempt to gain unauthorized access to Diocesan or school/academy computers or computer systems.
- Download or install any software application without prior authorization.

#### *Administrative Rights (To monitor use of technology)*

The school/academy reserves the right to monitor both student and employee use of technology and computer accessed content. Due to the evolving nature of technology, the Catholic Schools and Academies of the Roman Catholic Diocese of Brooklyn reserve the right to amend or add to this policy at any time without notice.

#### *Personal use of Social Media (Teachers, Students)*

This section refers to the personal use of social media. This includes, but is not limited to Facebook, Twitter, YouTube, Tumblr, Instagram, Google+, LinkedIn, Snapchat or any other such medium. All references to school/academy personnel, students and/or any member of the school/academy community in technology related mediums such as web pages or email which is deemed to be conduct injurious to the moral tone of the school or academy are violations of this policy. Any communication with current students by faculty, staff or administration is strictly forbidden on any personal social networking site. Personal posts must use appropriately respectful speech, and refrain from harassing, defamatory, abusive, discriminatory, threatening or other inappropriate communications.

Representation of the school/academy in whole or part on any personal posts and/or communication is prohibited. The Academy reserves the right to take disciplinary action for activity that occurs on social media or otherwise on the internet, if deemed, in the sole discretion of the Academy, in the best interest of the Academy.

### **Children's Online Privacy Protection Act (COPPA)**

COPPA applies to commercial companies and limits their ability to collect personal information from children under 13. By default, advertising is turned off for SSCA's school presence in Google Apps for Education. No personal student information is collected for commercial purposes. This permission form allows the school to act as an agent for parents in the collection of information within the school context. The school's use of student information is solely for education purposes.

--COPPA – <http://www.ftc.gov/privacy/coppafaqs.shtml>

### **Family Educational Rights and Privacy Act (FERPA)**

FERPA protects the privacy of student education records and gives parents the rights to review student records. Under FERPA, schools may disclose directory information (such as contained in the education records of a student that would not generally be considered harmful or an invasion of privacy if disclosed) but parents may request the school not disclose this information.

--FERPA – <http://www2.ed.gov/policy/gen/guid/fpco/pdf/ferpfaq.pdf>

Access to school-provided technology is a privilege, which entails responsibility on the part of the user. The Internet provides worldwide access to computers containing information resources, which may not be considered of educational value in the context of the school setting or of a suitable nature for school age children. Information gathered from the Internet and obtained from all other software in the same manner as all other reference materials, in that such resources must enhance the learning environment.

- Saint Joseph the Worker Catholic Academy reserves the right to restrict access to any and all inappropriate material.
- Saint Joseph the Worker Catholic Academy reserves the right to monitor student devices and users during school hours for their duration at the academy.
- All monitoring software and management tools will be suspended upon graduation or departure from the academy.
- Some features of devices and student users will be limited by school staff and as needed in order to provide the best and safest learning experience possible.
- While in classrooms, Chrome devices will be monitored using Go Guardian Software©. Students are required to share their screen with their teacher in each and every class. Failure to do so will result in loss of Chromebook privileges.
- Students are expected to remain logged into their Chromebook with their **SJWCA e-mail address ONLY** at all times while in the building. Failure to do so will result in loss of Chromebook privileges.
- Students are expected to use Chromebooks, computers and tablets as learning tools, watching videos for entertainment or playing video games is prohibited and will result in loss of privileges.
- The school administrator and his/her designees may remove, add or modify hardware and software configurations without prior notice to maintain the operation of technology resources of all users.
- Students are expected to use these resources judiciously in accordance with the already enumerated guidelines.
- All use, whether or not explicitly enumerated within this policy, must be consistent with the philosophy, goals and educational mission of the school.

At Saint Joseph the Worker Catholic Academy, we use G Suite for Education. While at Saint Joseph the Worker Catholic Academy we will provide and manage a G Suite for Education account for your child. G Suite for Education is a set of education productivity tools from Google including Gmail, Calendar, Docs, Classroom, and more used by tens of millions of students and teachers around the world. At Saint Joseph the Worker Catholic Academy, students will use their G Suite accounts to complete assignments, communicate with their teachers, sign into Chromebooks, and learn 21st century digital citizenship skills.

Using their G Suite for Education accounts, students may access and use the following “Core Services” offered by Google (described at [https://gsuite.google.com/terms/user\\_features.html](https://gsuite.google.com/terms/user_features.html)):

- Gmail
- Calendar
- Group
- Forms
- Contacts
- Vault

- Classroom
- Drive
- Docs
- Sheets
- Sites
- Slides
- Talk/Hangouts
- Keep

In addition, we also allow students to access certain other Google services with their G Suite for Education accounts. Specifically, your child may have access to the following **“Additional Services”**:

- YouTube
- Blogger
- Google Maps

In using a device in school, you will be accessing the internet in class daily. Below are some guidelines regarding this: **Website and Media Guidelines: Think before you act because your virtual actions are real and permanent!**

#### **Guidelines for Use**

- YouTube: Teachers will occasionally share YouTube videos with students for instructional purposes. Students will have access to YouTube on their devices in a limited capacity.
- Be aware of what you post online. Website and social media venues are very public. What you contribute leaves a digital footprint for all to see. Do not post anything you wouldn't want friends, enemies, parents, teachers, future colleges, or employers to see.
- Follow the school's code of conduct when writing online. It is acceptable to disagree with other's opinions; however, do it in a respectful way. Make sure that criticism is constructive and not hurtful. What is inappropriate in the classroom is inappropriate online.
- Be safe online. Never give out personal information, including, but not limited to, last names, phone numbers, addresses, exact birth dates, and pictures. Do not share your password with anyone besides your teachers and parents.
- Linking to other websites to support your thoughts and ideas is recommended. However, be sure to read and review the entire website prior to linking to ensure that all information is appropriate for a school setting.
- Do your own work! Do not use other people's intellectual property without their permission. Be aware that it is a violation of copyright law to copy and paste other's thoughts. It is good practice to hyperlink to your sources.
- Be aware that pictures may also be protected under copyright laws. Verify that you have permission to use the image or that it is under Creative Commons attribution.
- How you represent yourself online is an extension of yourself. Do not misrepresent yourself by using someone else's identity.
- Online work should be well written. Follow writing conventions including proper grammar, capitalization, and punctuation. If you edit someone else's work, be sure it is in the spirit of improving the writing.

- If you run across inappropriate material that makes you feel uncomfortable or is not respectful, tell your teacher, or another trusted adult, right away.
- Students should never let any other students use their assigned device or login to their user.
- **Cyber Bullying:** Cyber Bullying and Harassment will not be tolerated. Actions deliberately threatening, harassing, intimidating an individual or group of individuals, placing an individual in reasonable fear of harm or damaging the individual's property; or disrupting the orderly operation of the school, will not be tolerated. Students engaging in this behavior, in or out of school, will result in logical and/or legal consequences.

Students violating school policies governing standards of conduct or the use of technology, including the Internet and electronic mail, shall be subject to revocation of privileges and potential disciplinary and/or appropriate legal action. It is understood that school policies are subordinate to local, state and federal statutes as well as the agreements specified in the contract with the Internet service provider.

It is required that parents are supportive of all school policies and that they cooperate with the administration and with the faculty in the proper academic and behavioral development of their children. **It is expected that parents monitor their children in regards to internet usage and social media.**

Parents/guardians for all students must sign this Acceptable Use Policy which effectively gives permission for their child to use the internet and the Academy's technology resources for educational purposes and also understands and accepts the Academy's guidelines.

The acknowledgement of the Acceptable Use Policy to be signed by parents/guardians and, where applicable, students, is attached to the end of this Handbook.

## **B. FACTS Family Portal**

The FACTS Family Portal will be your one-stop destination to view student academic information, school announcements, school calendar and your FACTS payment plan and incidental billing information. You will conveniently be able to access all this information in one centralized location, eliminating the need for multiple log-ins. Once the FACTS Family Portal is set up your child(rens) school will notify you with some simple instructions on creating log-in credentials. Once you create your user profile, you will be able to access the FACTS Family Portal from any device, including your smart phone whether it is an Apple or Android device.

## **C. Communications with Teachers**

Students benefit tremendously when an open line of communication exists between families and teachers. It is recommended that parents/ legal guardians communicate any concerns regarding their child. Parents/ legal guardians as well as teachers should always use FACTS, school communication platforms (I.e. Google classroom), or a note sent

directly to the teacher/ family. If needed, the parent/ legal guardian or teacher can schedule a follow-up meeting to address any further issue. It is also recommended that a parent communicate with a teacher regarding their concerns prior to involving the administration. Initiating an open communication with the teacher first continues a positive relationship between families and teachers.

Parents and teachers should not use personal social media accounts or personal cell phones (texting) as a means of communication in regards to school related concerns.

#### **D. Electronic Devices**

Electronic devices, although useful and helpful tools in many ways, must only be used appropriately by faculty, administration, staff and students. The use of electronic devices by faculty, administration, staff and students must be appropriate to the educational setting, and may not distract the student, other students, or the class as a whole during the course of the school day and after school. (i.e., cell phones, iPads, iPhones, Smart Watches and other personal electronic devices). The Academy is permitted to implement, at any time, any policy regarding electronic devices, such as cell phones, as it deems appropriate. In the event an electronic device, including a student cell phone, is believed to contain evidence of a violation of Academy policy and/or a threat to the school community, the individual possessing the electronic device is obliged to grant the administration of the Academy access to the device and the information on the device to ensure compliance with policy and the safety of the school, and parents/guardians further consent hereto.

Inappropriate use of any electronic device may result in serious consequences, up to and including, expulsion.

Schools are not responsible for the loss, theft or damage to electronic devices.

#### **Cell Phones**

Because of parental concerns regarding the safety of their children traveling to and from school, students will be allowed to bring cell phones to school, as long as the following policies are followed.

- Students will give their cell phones during homeroom to their teacher.
- They will be locked up and returned to the students at dismissal.
- Smartwatches are not permitted as they can potentially be an extension of one's cell phone. (ie. Apple Watch, Samsung Watches etc.)

Students who do not turn in their cell phones in the morning and are caught with it, will be given detention. The phone will then be confiscated and be sent to the office where it must be picked up by a parent/guardian. Students who repeatedly violate this policy may be suspended.

#### **E. Parent/Guardian Monitoring of Child's Non-School Devices**

Today more than ever young individuals need guidance from their parents to help navigate the technological world, create boundaries, and filter out inappropriate content. There are multiple consumer products, including some at no cost, which



parents/guardians can secure for monitoring and controlling their child's access to technology. Specifically, products for mobile and cellular services include, but are not exclusive to, Apple Screen Time, Google Family Link, Qustodio and OpenDNS Family Shield. The Academy expects parents/guardians to equip their child's personal electronic devices, including cellular devices and tablets, with parental controls if not already in place. The Academy expresses no preference or recommendation for any specific product but expects that parent/guardians utilize such a product to monitor their child's electronic activity. Further, as Catholics, we all have an obligation to our fellow Academy-community members. Therefore, the Academy expects that parents/guardians will notify the school if activity on a child's personal electronic device threatens the health and/or safety of any member of the Academy community.

## **IX. SAFETY**

### **A. Commitment to Safety**

Safety of the students is the Academy's number one concern and we maintain a high standard of safety. This requires that the Academy complete periodic drills and exercises and that all members of the community are trained in our safety standards. In order to maintain a safe environment, the Academy requires cooperation across the board including the administration, teachers, staff, and, of course, parents. We must ensure safety is practiced in hallways, when passing during class, while on staircases, when using restrooms, during recess and physical education, during after school programs and extracurricular activities, when outside the school building, during arrival and departure, and in connection with parent parking.

### **B. Emergency Drills**

Per New York State laws, academies are required to conduct twelve emergency drills over the course of the school year. Four of these drills must be lockdown drills. Students are expected to follow all directives provided to them by school teachers and staff. Failure to comply or act appropriately during emergency drills will result in disciplinary action.

### **C. School Closings**

The Diocese of Brooklyn will base their closings on the New York City Public School System. If the New York City school system closes due to inclement weather, the schools within the Diocese of Brooklyn are closed. Local academies may also make decisions to close their individual schools based on inclement weather or other hazardous conditions (infrastructure issues, flooding, property damage, etc.). Parents will be notified as soon as possible. In the event of a closure during the school day, proper provisions will be made for students to return home or to be cared for in other premises until usual dismissal time.

### **D. Crisis/Emergency Information**

Should a crisis require evacuation from the school building, the students will be brought to a safe place located in Parish Hall and parents/guardians should meet them at that

location. The Academy utilizes Class Dojo, the SJWCA App, and FACTS Family Portal to notify parents/guardians directly about the crisis.

#### **E. Reporting Concerns Regarding School Safety**

Students, parents/guardians and staff must report all dangerous and potentially dangerous situations and/or events directly to an administrator at the Academy.

#### **F. Visitors**

All visitors must be admitted to the building by school staff. Visitors should proceed to the main office to sign in and receive a visitor designation (lanyard, sticker, etc.) if available. Visitors to the school are asked to remain in the office until they have confirmed their destination within the school. For the safety of staff and students, visitors should not walk about the school but should travel to their intended destination within the school. Prior to leaving the school, visitors should return to the main office, sign out, and leave through the main doors. Visitors should not exit through side doors to ensure that building security is maintained.

During COVID-19, we ask all parents and legal guardians to visit the Academy only when necessary as well as to keep any visits as brief as possible.

#### **G. Video Surveillance/Photographs**

Academies within the Diocese of Brooklyn are authorized to use video camera surveillance on Academy property to monitor the health, welfare, and safety of all staff, students, and visitors to the property, and to safeguard facilities and equipment. Video cameras may be placed in locations as deemed appropriate by the designated school administrators.

Violations of Diocesan policies, administrative regulations, building rules, or laws that images, video and audio capture through surveillance may be used as evidence that may subject students, staff, and visitors to appropriate disciplinary and legal action, including, but not limited to, disclosure to law enforcement.

Data from video surveillance is typically retained for a year. Data related to a known incident which involves injury to students, staff or members of the public or property, or which involves any potential violation of the law or Diocesan policies will be kept with reports of the incident until the incident has been appropriately resolved.

The Academy recognizes that parents/guardians will often want to document their student's life at the Academy, including by taking pictures or video recordings. The Academy asks parents/guardians to exercise caution, however, and be mindful of not taking pictures of other children without the express consent of those children's parents/guardians. Parents/guardians and students are not permitted to take pictures or make recordings of any type, including but not limited to audio and/or video recordings, on school grounds without express consent of the Principal.

Students are prohibited from making any and all recordings (including audio and video) on Academy grounds or at an Academy-sponsored event, regardless of whether such

event is on Academy grounds. This prohibition applies to the recording of a class or Academy event through the use of a personal electronic device, including, but not limited to, cell phones, smart watches, iPads, tablets, laptops, and/or iPhones. The Academy may, in its sole discretion, authorize the recording of a class or Academy event; however such recording may only be done with the prior consent of the Principal.

## **X. SAFE ENVIRONMENT**

### **A. Safe Environment Protocol & VIRTUS training**

All teachers, staff and volunteers must complete VIRTUS training and a background screening which is administered by the Diocese of Brooklyn.

There are additional steps parents/guardians can take to keep their children safe, which we recommend parents/guardians consistently and regularly review with their children. This includes:

- Students should never go home with strangers.
- Students should never talk to strangers.
- Students should never take things from strangers.
- If students are approached by strangers and are still near the Academy, they should be encouraged to return to the Academy and immediately inform a staff member.
- Young students should be escorted to and from school.
- Older children should be encouraged to walk/travel to school in groups whenever possible.

The teachers at the Academy will also remind students of the importance of not responding to strangers and actions each child should take if approached by a stranger, including reporting it to responsible adults.

### **B. Child Lures Prevention Program**

The Child Lures/Teen Lures Prevention programs are presented to the children and youth who attend each Academy. This program is tailored to different age groups and covers topics such as staying healthy and safe, kindness and respect, trusted adults, my body belongs to me, child luring, choosing grown-ups to help, children are special, and abuse is never a child's fault (topics will vary based on age level appropriateness). For older students, topics include sexual assault, harassment, dating violence, bullying/cyberbullying, sexting, identity theft, online luring, suicide and human trafficking with the goal of facilitating authentic conversations to bring awareness to the topics.

Each program provides teachers with the resources to facilitate appropriate conversations. Parents/legal guardians will also be provided with a link to access parent guides digitally to continue the conversations within their homes.

### **C. Child Abuse Laws**

Under NYS law, teachers are all **mandated reporters** and are legally required to report any suspected case of child abuse or neglect to the proper agency. The teacher will make a judgment that the child may be presenting signs of abuse or neglect. If the mandated reporter makes such a judgment and suspects abuse or neglect, in addition to reporting to the proper agency, the reporter must also notify the Principal.

### **D. Confidentiality**

There is a professional, legal and moral ethic that requires all persons to safeguard all student information of a privileged nature. However, if a teacher learns of something that could impact the health or safety of a student or any person, the teacher has the responsibility to share the information with the Principal. Further, school officials are required to report when they have reasonable cause to suspect that a child coming before them in their professional or official capacity is an abused or maltreated child.

### **E. Sexual Harassment**

The Academy is committed to providing for its students an atmosphere and school zone free from sexual harassment. Sexual harassment is defined as any unwelcome sexual advances, unwelcome physical contact of a sexual nature, or unwelcome verbal or physical conduct of a sexual nature. Sexual harassment is a direct violation of the Catholic faith as it signifies a lack of respect for other persons.

Any student who believes that he or she is being sexually harassed, or a parent/guardian who was informed by their child that the child was sexually harassed shall immediately report this information to teacher and to the Principal. A student/parent who is uncomfortable reporting the alleged harassment to a teacher or Principal may report it directly to the Office of the Superintendent. Any information shall be treated as confidential, to the extent permitted by law. All claims of sexual harassment will be investigated in an appropriate manner under the supervision of the Office of the Superintendent. No student will be subject to any retaliation or disciplinary action on the part of the Academy for reports of sexual harassment made in good faith.

No student is to sexually harass another member of the school community. Any student who engages in sexual harassment shall be subject to disciplinary action, up to and including expulsion.

### **F. Child Reporting Abuse to Parents**

If a student reports any form of abuse at the Academy to his or her parent/guardian, the parent/guardian must notify the Principal. Any information shall be treated as confidential, to the extent permitted by law. This will permit the Principal to investigate the situation and will ensure that the alleged abuse or harassment does not occur to other students. If a parent/guardian is uncomfortable going to the Principal, he or she may go directly to the Office of the Superintendent.

## **XI. SIGNS OF SUICIDE (SOS) PREVENTION PROGRAM**

SOS Signs of Suicide (SOS) is a universal, school-based prevention program designed for middle school (ages 11-13) and high school (ages 13-17) students. The goals of this program are:

- Decrease suicide and suicide attempts by increasing student knowledge and adaptive attitudes about depression
- Encourage personal help-seeking and/or help-seeking on behalf of a friend
- Reduce the stigma of mental illness and acknowledge the importance of seeking help or treatment
- Engage parents and school staff as partners in prevention through “gatekeeper” education
- Encourage schools to develop community-based partnerships to support student mental health
- Raise of awareness of self-harm behaviors, such as cutting and burning

Through a video and guided discussion, students learn to identify warning signs of suicide and depression. At the end of the session, students complete a seven-question screening for depression (anonymous or signed – the school can decide) to further encourage help-seeking and connect students at risk with trusted adults. The curriculum raises awareness about behavioral health and encourages students to ACT (Acknowledge, Care, Tell) when worried about themselves or their peers.

## **XII. TUITION AND FINANCES**

### **A. School Tuition Policies**

The success of our Academy relies on the commitment of our families to make Catholic education a financial priority. The Academy has full-year contractual and financial obligations that must be met, such as teacher salaries, utility bills, building maintenance and improvements, and other expenses. Families that seek enrollment are required to satisfy the annual tuition by specified due dates.

These policies are not intended to deprive anyone of a Catholic education. It is our desire to maintain a fair approach to collection of tuition and to provide a sound financial policy for the overall welfare of our families. We encourage all responsible parties to maintain open communication with the business office to ensure a complete understanding of each family’s financial obligations. The goal of our academy is to provide a Catholic education to every student who desires one, but only by mutual cooperation can we make certain that this goal is met. Parental non-payment or delinquency in meeting financial obligations creates an additional burden for the Academy.

- Tuition contracts specifying a payment schedule will be published and shared with families. All families must sign an enrollment contract that guarantees the family will be responsible for the full payment of tuition for the academic year.
- Academies will arrange for all tuition and fees to be collected through FACTS Tuition Management.

- Tuition payment schedule will follow the most appropriate schedule for the academy and parents: monthly, one payment, or three installments.
- A Tuition Assistance Committee will be in place at every Academy

## **B. Tuition and Other Fee Schedules**

The Academy will collect tuition and fees over a ten-month period. This ten-month period will typically extend from June to March. Tuition collection will begin prior to the start of the school year.

### **Tuition Rates 2023-24**

<b>K through Grade 8</b>	<b>Cost per Student</b>	<b>Reduced Tuition Rate for families with multiple students enrolled (per student)</b>
K-8th Grade Tuition	\$6,600	\$5,300
<b>3K and Pre-K</b>	<b>Cost per Student</b>	<b>Admissions</b>
3K	Free	Priority seating is granted to incumbent students and their siblings. All applications need to be submitted through <a href="https://www.myschools.nyc/en/account/log-in/">https://www.myschools.nyc/en/account/log-in/</a>
Pre-K	Free	

Families seeking financial assistance can find further information on <https://futuresineducation.org/>

Academies reserve the right to place severely delinquent accounts in the hands of a collection agency or its attorneys for collection. It is not our desire that any family should incur unnecessary legal fees or suffer further embarrassment or inconvenience in this regard. Again, we encourage prompt communication with the academy in an effort to avoid litigation.

In order to withdraw a student, the parent must submit written notice to the principal in advance of the withdraw date. This enables the academy to prepare necessary information and settle accounts. No student records will be forwarded to another academy or school until all accounts have been settled.

Following the terms of the enrollment contract, refunds will be made only in accordance with the stated guidelines and/or at the discretion of the administration. The refund must be requested prior to the start of the period for which payment would be made.

### **C. Resources for Tuition Assistance**

Catholic education is meant to be available to every Catholic family. Every family desiring a Catholic education for their child(ren) will participate to the extent capable in the cost of providing that education.

Each family in need of tuition assistance must complete a scholarship application through Futures in Education, which may currently be found at: [www.futuresineducation.org/scholarships](http://www.futuresineducation.org/scholarships). The one exception is families returning to the Teddy Forstmann program coordinated by Children's Scholarship Fund.

If the family requests additional assistance beyond the awarded amount, the request will be forwarded to the Tuition Assistance Committee. The review will be completed as early as possible.

## **D. Tuition Assistance Committee**

The Tuition Assistance Committee is an essential advisory body to the pastor/board chair and principal. It has a two-fold purpose.

- The Committee will have the responsibility of direct involvement in the monitoring and collection of tuition arrears from the families of its respective school or academy.
- The Committee will be empowered to recommend when needed a partial deferment of tuition for families that have demonstrated true financial need or face unforeseen extraordinary circumstances. Such a deferment will establish a fair and just tuition rate that will allow students to remain enrolled when even scholarship assistance is not enough. This discernment must be guided by an approved process that is fair, transparent and reasonable. Any recommendation made by the Tuition Assistance Committee must be approved by the respective pastor of a parochial school and the Board of Directors for an academy.

Should there be a concern regarding the tuition assistance process or if an appeal for discernment is requested, parents/guardians should present their concerns in writing. In the case of a Catholic academy, the letter should be addressed to the chairperson of the Board of Trustees. The response from the pastor or chairperson would be final.

## **E. FACTS**

FACTS is a tuition management company designed to make tuition collection simpler for families as well as academies. There will be one FACTS record per family, and each student must be listed separately. This provides valuable detail about the charges and discounts each student is receiving. In turn, this provides the academy better reporting. A major benefit of FACTS is the ability to process automatic drafts of the payer's bank account or credit card. There is a 2.85% convenience fee on credit card transactions. FACTS does offer an invoicing option as well. With this option, FACTS will send an invoice to the payer (via email or postal mail) 20 calendar days prior to the payment due date. The payer must then initiate payment either by using a credit card or bank account online, over the phone, or by mailing a check directly to FACTS. Families are encouraged to pay via automatic draft. FACTS also allows for flexible payment options. Common options are monthly payments, three trimester payments, and a payment in full.

## **F. Tuition Delinquency**

By standard practice, FACTS will send payment reminders prior to any due date, returned payment notices in the case of a failed payment, and will make automated phone calls to delinquent payers. Payers who fail to communicate with the academy and resolve the delinquency through a payment schedule approved by the academy will result in suspension of services for the student.

Students will not be permitted to attend class at the start of the trimester should any balance be past due.



No student will be permitted to begin an academic year unless all registration and other required fees are current. Registration and other required fees are paid through FACTS Tuition Management at enrollment. Enrollment for students whose families are not current in the registration or other required fees by June 30 may be cancelled at the discretion of the academy. In no event will students be permitted to attend class at the commencement of the academic year unless the delinquency is paid in full.

In order to participate in graduation activities, all debts for eighth grade students must be cleared by the first Monday of May. Eighth grade transcripts will not be released to the high schools if the financial obligations have not been met.

For all grades, in order to participate in school activities and field trips, all financial accounts are to be current and up to date.

All fees must be paid in full before records or progress reports will be processed. It is the sole discretion of the academy to withhold trimester exams, report cards, transcripts, records, and diplomas until all financial obligations are satisfied in full.

### **XIII. TRANSPORTATION**

#### **A. Bus Procedure**

While students are being transporting to and from the Academy, it is expected that they will uphold the behavior expectations of the Academy as well as rules set forth by the bus driver or bus company. Students who continuously disregard bus procedures and rules are at risk of losing their access to bus transportation.

Each bus company must hold an evacuation drill at least once a year. Students are expected to follow all instructions as given by the bus driver or other adult facilitating the drill.

#### **B. Use of Other Vehicles**

Only a licensed public carrier that is fully insured should be used to transport students. Teachers or administrators are not permitted to transport students in their personal vehicles.

The Academy does not assume liability for transportation not operated by it, such as Ubers, car service, private buses or van services.

Parents/ legal guardians must provide authorization for their child to be transported by someone else. This includes transportation for dismissal as well as extracurricular activities.

### **XIV. RECORDS**

#### **A. Change of Information**

For student safety, it is imperative that parents/ legal guardians alert the Academy to any changes in address or phone number. Parents/ legal guardians must also provide the Academy with an adequate number of emergency contacts (with up to date information).

### **B. Educational Records Request**

In the event of a student transferring to a different academy, parish school, or public school, the school will provide student records to the school of transfer. Requests can be made in writing by the parent/ legal guardian or by the school that the student will be transferring to. The school office is responsible for sending student records directly to the school of transfer. If records are not provided in a timely fashion, parents or legal guardians may contact the Office of the Superintendent to receive further assistance in this matter.

### **C. Authorization to Release Records**

Academies may not release the records of students without the written consent of the parents/legal guardians to any individual, agency or organization other than the following:

- Other academy or parish school officials who have legitimate educational interests.
- Officials of other academies or parish schools in which the student intends to enroll.
- Officials of the courts with lawfully issued judicial process, i.e., subpoena, court order, etc.
- Please note health records are the property of the Department of Health.

### **D. Review of a Child's Official Records**

Parents/legal guardians have the right to inspect any and all material which is part of their child's permanent record. Academies require parents/legal guardians to provide a written request prior to when they wish to examine their child's permanent record. At the time of inspection, the academy administrator, or qualified delegate, will be present.



# IMMUNIZATION INFORMATION

## 2022–23: FULL COMPLIANCE

### New York State Immunization Requirements for Child Care and School Entrance/Attendance

Notes: For all settings and grades (child care, head start, nursery, 3K, pre-Kindergarten through 12), intervals between doses of vaccine should be in accordance with the ACIP-recommended immunization schedule for children aged 0 through 18 years. Doses received more than 4 calendar days before the recommended minimum age or interval are not valid and do not count. This 4-day grace period does not apply to the recommended 28-day minimum interval between doses of live virus vaccines (i.e., MMR, varicella). Refer to the footnotes for dose requirements and specific information about each vaccine. Children enrolling in gradeless classes should meet immunization requirements for their age-equivalent grade. Children who were not in full compliance before the start of the school year must complete requirements according to the ACIP-recommended catch-up schedule in order to remain in child care or school.

VACCINES	CHILD CARE, HEAD START, NURSERY, 3K OR PRE-KINDERGARTEN	KINDERGARTEN through Grade 5	GRADES 6 through 12
Diphtheria and tetanus toxoid-containing vaccine and pertussis vaccine (DTaP/DTp) <sup>2</sup>	4 doses	5 doses or 4 doses if the fourth dose was received at age 4 years or older or 3 doses if the child is age 7 years or older and the series was started at age 1 year or older	3 doses
Tetanus and diphtheria toxoid-containing vaccine and pertussis vaccine booster (Tdap) <sup>3</sup>	Not Applicable		1 dose
Polio vaccine (IPV/OPV) <sup>4,5</sup>	3 doses	4 doses or 3 doses if the third dose was received at age 4 years or older	
Measles, mumps, and rubella vaccine (MMR) <sup>1,6</sup>	1 dose	2 doses	
Hepatitis B (HepB) vaccine <sup>1,6</sup>	3 doses	3 doses	3 doses or 2 doses of adult hepatitis B vaccine (Recombivax HB <sup>®</sup> ) for children who received the doses at least 4 months apart between the ages of 11 through 15 years
Varicella (chickenpox) vaccine <sup>1,7</sup>	1 dose	2 doses	
Meningococcal conjugate vaccine (MenACWY) <sup>8</sup>	Not Applicable		Grades 7, 8, 9, 10 and 11: 1 dose Grade 12: 2 doses or 1 dose if the first dose was received at age 16 years or older
Haemophilus influenzae type b conjugate vaccine (Hib) <sup>9</sup>	1 to 4 doses	Not Applicable	
Pneumococcal conjugate vaccine (PCV) <sup>10</sup>	1 to 4 doses	Not Applicable	
Influenza <sup>11</sup>	1 dose	Not Applicable	

#### For more information contact:

New York State Department of Health, Bureau of Immunization: 518-473-4437

New York City Department of Health and Mental Hygiene, Bureau of Immunization: 347-396-2433; Office of School Health Citywide (all districts): OSH@health.nyc.gov

- Documented serologic evidence of immunity to measles, mumps, rubella, hepatitis B, or varicella meets the requirements for these immunizations. Serologic evidence of immunity to polio is acceptable only if results are positive for all three serotypes and testing must have been done prior to September 1, 2019. Diagnosis by a physician, physician assistant or nurse practitioner that a child had varicella disease is acceptable proof of immunity to varicella.
- Diphtheria and tetanus toxoids and acellular pertussis (DTaP) vaccine – (Minimum age: 6 weeks)**
  - Children starting the series on time should receive a five-dose series of DTaP vaccine at ages 2 months, 4 months, 6 months, 15 through 18 months, and age 4 years or older. The fourth dose may be received as early as age 12 months, provided at least 6 months have elapsed since the third dose. However, when retrospectively identified, the fourth dose need not be repeated if it was administered at least 4 months after the third dose. The final dose in the series must be received on or after the fourth birthday and at least 6 months after the prior dose.
  - If the fourth dose was administered at age 4 years or older, the fifth (booster) dose is not necessary.
  - If the fifth dose was received prior to the fourth birthday, a sixth dose, administered at least 6 months after the prior dose, is required.
  - For children born before January 1, 2005, immunity only to diphtheria is required; any diphtheria-containing vaccine can meet the requirement (DTaP, DT, Td, or Tdap).
  - Children ages 7 years and older who are not fully immunized with the childhood DTaP vaccine series should receive Tdap vaccine as the first dose in the catch-up series; if additional doses are needed, either Tdap or Td should be used. If the first dose of DTaP/DTp/DT was received before the first birthday, then four total doses are required to complete the series. If the first dose of DTaP/DTp/DT was received on or after the first birthday, then three total doses are required to complete the series. The final dose must be received on or after the fourth birthday.
- Tetanus and diphtheria toxoids and acellular pertussis (Tdap) vaccine – (Minimum age: 7 years)**
  - Students ages 11 years or older entering grades 6 through 12 are required to have one dose of Tdap.
  - Students without Tdap who are age 10 years upon entry to 6<sup>th</sup> grade are in compliance until they turn age 11 years.
  - In addition to the grade 6 through 12 requirement, Tdap may also be given as part of the catch-up series for students 7 years of age and older who are not fully immunized with the childhood DTaP series (see footnote 2e).
  - In school year 2022–2023, only doses of Tdap (or DTaP) given at age 10 years or older will satisfy the Tdap requirement for grades 6, 7 and 8; however, doses of Tdap (or DTaP) given at age 7 years or older will satisfy the requirement grades 9 through 12.
  - DTaP should NOT be used on or after the 7<sup>th</sup> birthday but if inadvertently received, the Tdap requirement is satisfied by doses of DTaP (see footnote 3c).
- Inactivated poliovirus vaccine (IPV) or oral polio vaccine (OPV) – (Minimum age: 6 weeks)**
  - Children starting the series on time should receive IPV at ages 2 months, 4 months, 6 through 18 months and age 4 years or older. The final dose in the series must be received on or after the fourth birthday and at least 6 months after the prior dose.
  - For students who received their fourth dose before age 4 years: if the 4<sup>th</sup> dose was prior to August 7, 2010, four doses separated by at least four weeks is sufficient.
  - If the third dose was received at age 4 years or older and at least 6 months after the prior dose, a fourth dose is not necessary.
  - If both OPV and IPV were administered as part of a series, the total number of doses and intervals between doses is the same as that recommended for the IPV schedule. For OPV to count towards the completion of the polio series, the dose(s) must have been given before April 1, 2016, and be trivalent (IOPV).
- Measles, mumps, and rubella (MMR) vaccine – (Minimum age: 12 months)**
  - The first dose of MMR vaccine must be given on or after the first birthday. The second dose must be given at least 28 days (four weeks) after the first dose to be considered valid.
  - Students in kindergarten through grade 12 must receive two doses of measles-containing vaccine, two doses of mumps-containing vaccine and at least one dose of rubella-containing vaccine.
- Hepatitis B (HepB) vaccine – (Minimum age: birth)**
  - The first dose of HepB vaccine may be given at birth or anytime thereafter. The second dose must be given at least four weeks (28 days) after the first dose. The third dose must be given at least eight weeks after the second dose AND at least 16 weeks after dose one AND no earlier than 24 weeks of age.
  - Administration of a total of four doses is permitted when a combination vaccine containing HepB is administered after the birth dose. This fourth dose is often needed to ensure that the last dose in the series is given on or after age 6 months.
  - Two doses of adult HepB vaccine (Recombivax<sup>®</sup>) received at least four months apart at age 11 through 15 years will meet the requirement.
- Varicella (chickenpox) vaccine – (Minimum age: 12 months)**
  - The first dose of varicella vaccine must be given on or after the first birthday. The second dose must be given at least 28 days (four weeks) after the first dose to be considered valid.
  - For children younger than age 13 years, the recommended minimum interval between doses is three months (though, if the second dose was administered at least four weeks after the first dose, it can be accepted as valid); for people aged 13 years and older, the minimum interval between doses is four weeks.
- Meningococcal Vaccine (MenACWY) – (Minimum age: 2 months)**
  - Students entering grades 7, 8, 9, 10 and 11 are required to receive a single dose of meningococcal conjugate vaccine against serogroups A, C, W-135 and Y (MenACWY vaccine).
  - Students entering grade 12 need to receive two doses of MenACWY vaccine, or only one dose of MenACWY vaccine if the first dose was administered at age 16 years or older.
  - If the second dose was administered before age 16 years, then a third dose given on or after age 16 years is required.
  - The minimum interval between doses of MenACWY vaccine is eight weeks.
  - In school year 2022–2023, only doses of MenACWY given at 10 years or older satisfies the requirement for grades 7, 8 and 9; doses given before 10 years will satisfy the requirement for the first dose for grades 10 through 12.
- Haemophilus influenzae type b conjugate vaccine (Hib) – (Minimum age: 6 weeks)**
  - Children starting the series on time and receiving PRP-T Hib vaccine should receive doses at ages 2 months, 4 months, 6 months and 12 through 15 months. If the formulation is PRP-OMP, only two doses are needed before age 12 through 15 months.
  - If 2 doses of vaccine were received before age 12 months, only 3 doses are required, with the third dose at 12 through 15 months and at least 8 weeks after the second dose.
  - If the first dose was received at age 12 through 14 months, only 2 doses are required with second dose at least 8 weeks after the first dose.
  - If the first dose was received at age 15 months or older, no further doses are required.
  - Hib vaccine is not required for children ages 5 years or older.
- Pneumococcal conjugate vaccine (PCV) – (Minimum age: 6 weeks)**
  - Children starting the series on time should receive PCV vaccine at ages 2 months, 4 months, 6 months and 12 through 15 months.
  - Unvaccinated children ages 7 through 11 months must receive two doses, at least four weeks apart, followed by a third dose at age 12 through 15 months and at least eight weeks after the prior dose.
  - Unvaccinated children ages 12 through 23 months must receive two doses at least eight weeks apart.
  - If a dose was received at age 24 months or older, no further doses are required.
  - PCV vaccine is not required for children ages 5 years or older.
  - See PCV chart at <https://www.cdc.gov/vaccines/schedules/downloads/child/job-aids/pneumococcal.pdf>
- Influenza Vaccine – (Minimum age: 6 months)**
  - All children 6 months through 59 months of age enrolled in NYC Article 47 & 43 regulated Child Care, Head Start, Nursery, or Pre-K programs must receive one dose of influenza vaccine between July 1<sup>st</sup> and December 31<sup>st</sup> of each year.
  - Depending on their prior influenza vaccination history, some children may need two doses of influenza vaccine; however, a second dose is not required for school entry. Please refer to the Centers for Disease Control and Prevention ([cdc.gov/flu](https://www.cdc.gov/flu)) or New York City Department of Health ([www.nyc.gov/health/flu](https://www.nyc.gov/health/flu))



