



2019 - 2020

FBAHS

**Parent-Student
Handbook**

Hooked on Learning, Anchored in Truth

"We have as an anchor of the soul a hope both sure and steadfast..."

Hebrews 6:19a

PURPOSES AND USES OF THIS HANDBOOK

The purpose of the Parent/Student Handbook is to provide to parents, students, members of the faculty and staff, and those inquiring about FBA a basic presentation of the mission, philosophy, policies and practices of FBA. The Handbook provides students and their parents a set of guidelines for citizenship and behavior in and around FBA. We recognize that the handbook is imperfect and silent on some issues that may arise. In cases of disagreement about a particular interpretation, the appropriate Administrators will render decisions that they deem appropriate to both the students and the school. The most current and reliable version of the handbook is always on the school website at www.fbalions.org. Although changes are most often made during the summer months between academic years, the administration reserves the right to update, change, or initiate policy at any time.

INTRODUCTION

Our school strives to disciple students toward responsible roles in Christ's kingdom. Students are taught that they are image-bearers of God and His representatives to their fellow man and to the creation with which they have been entrusted.

Consequently, this is not merely a school. It is a culture and community dedicated to God's kingdom. We trust students will learn to do their best, pursue excellence, and develop their interests, God given abilities and gifts. We also desire that students learn to obey God's instruction, to live a life worthy of the calling of Christ, and to share His life with others. There are certain policies and regulations that are necessary to maintain the spirit and order we desire. We trust that our guidelines will help maintain a positive and orderly environment for students to enjoy.

MISSION STATEMENT

Our Mission is "Partnering with parents to develop students with Christian character and a biblical worldview, equipping them for life, learning and leadership."

CORE VALUES

Truth

Definition:

God's truth is absolute and is revealed to man through creation, the Bible, and the person of His Son Jesus Christ.

Supporting Scripture:

"All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness; so that the man of God may be adequate, equipped for every good work." 2 Timothy 3: 16, 17

Operating Principles:

Natural truth is evident to all and produces great good for humanity; however, its primary function is to draw man to his Creator. The authority of the Bible will supersede all other authority, although it must be clear the truth of the Bible will not yield eternal lasting results apart from one's having a personal relationship with the Lord Jesus Christ. Biblical principles applied to any situation will yield positive results, although lasting results require a personal relationship with the Lord Jesus Christ.

Family

Definition:

God has given parents the primary responsibility of educating their children; therefore, FBA is committed to partnering with Christian families in this endeavor.

Supporting Scripture:

“You shall love the Lord your God with all your heart and with all your soul and with all your might. These words, which I am commanding you today, shall be on your heart. You shall teach them diligently to your sons and shall talk of them when you sit in your house and when you walk by the way and when you lie down and when you rise up.” Deuteronomy 6: 5-7

Operating Principles:

We are ourselves accountable to God’s Word through consistent Christ-like lifestyle, disciplining in love and training students to make biblical based choices. Educational partnership occurs when the home, church, and school work in harmony agreeing in purpose, character, and biblical worldview. Effective communication, encouragement of active parental participation, and assistance in training their children to fulfill God’s purpose for their lives best serves the family.

Church

Definition:

The local church is God’s plan for community and the pillar and support of truth. FBA is dedicated to the local church and is committed to communicating clearly to our faculty, staff, and students the importance of active involvement in a Bible believing local church.

Supporting Scripture:

“...I write so that you will know how one ought to conduct himself in the household of God, which is the church of the living God, the pillar and support of the truth.” 2 Timothy 3:15

Operating Principles:

The church will benefit as FBA students grow and mature in Christ. FBA students are equipped to be servants to their community and the body of Christ as they serve the church. FBA is a ministry of FBCN committed to reaching out and serving those in southwest Florida and beyond.

Kingdom Education

Definition:

“Kingdom Education is a life-long, Bible based, Christ-centered process of leading a child to Christ, building a child up in Christ, and equipping a child to serve Christ” (Schultz, 2002, pg. 29).

Supporting Scripture:

“That the generation to come might know, even the children yet to be born, that they may arise and tell them to their children, that they should put their confidence in God and not forget the works of God, but keep His commandments.” Psalm 78:6, 7

“We proclaim Him, admonishing every man and teaching every man with all wisdom, so that we may present every man complete in Christ.” Colossians 1:28

Operating Principles

For Life: FBA will endeavor to lead every student to a personal relationship with Jesus Christ through the proclamation of the Word of God and in the power of the Holy Spirit.

For Learning: FBA will provide a Biblically integrated program of studies taught by born-again instructors, challenging students to develop and utilize God-given talents and abilities for the glory of God.

For Leadership: FBA will equip and train students with a biblical worldview enabling them to engage and impact their generation, teaching them to both understand and appropriate biblical truth.

GUIDING PRINCIPLES

As a Christian school, we are distinctly unique. It is a privilege for all of us to work together building a school system, which honors God. Therefore, everyone (adults and students) at First Baptist Academy will maintain the following guiding principles:

All of us at FBA strive to be...

Cooperative:	Galatians 6:10
Respectful:	Ephesians 6: 1-3
Responsible:	Colossians 3:25
Christ-like:	Philippians 2:5

PHILOSOPHY OF CHRISTIAN EDUCATION

The educational philosophy of First Baptist Academy is based on a God-centered view of truth and man as presented in the Bible. Since God created and sustains all things through His Son, Jesus Christ, the universe, and all life are dynamically related to God and have the purpose of glorifying Him. This is particularly true of man who was made in God's image, different in kind from all other creatures, with the unique capacity to know and respond to God personally and voluntarily. Because man is a sinner by nature and choice, however, man cannot in this condition know or honor God in life. Man can do this only by being born again through receiving Jesus Christ as Savior and Lord and thus be enabled to do God's Will, which is the ultimate purpose of life.

The entire process of Christian education is seen as a means used by the Holy Spirit to bring the student into fellowship with God, to develop in the student the mind of Christ, and to train him/her in godly living, so that the student can fulfill God's total purpose for this life personally and vocationally.

The student must:

- Be taught the Bible so he/she can understand God's nature and role as well as his/her own.
- Develop as a whole person-spiritually, mentally, physically, and socially.
- Develop a biblical worldview by learning to see all truth as God's truth and to integrate it with and interpret it by God's Word.
- Be educated as an individual with his/her own unique abilities and personality who must learn to live and work with others at home, in the church, and in a changing secular society.
- Be reared by a parent who models the Christian faith.
- Be taught by and interact with teacher models that are themselves growing Christians, have a biblical perspective on life and who are doctrinally and spiritually compatible with First Baptist Church of Naples.

The authority for such an education comes both from God's command that children be taught to love God and place Him first in their lives, and from the fact that parents are responsible for the total education and training of their children. At the parent's request, the Christian school, (First Baptist Academy), along with the Church (First Baptist Church of Naples and other biblical churches), become partners in giving this education.

ENDS POLICIES

1.1 FBA prepares students for *Life*, equipping them to:

1.1.1 Have a personal relationship with Christ evidenced by a life surrendered to the will of God, directed by His

Word and inspired by the Holy Spirit.

- 1.1.2 Understand and practice biblical disciplines (i.e. prayer, scripture memorization, worship, and service) as means of growing and maturing in the faith.
- 1.1.3 Recognize that all gifts, talents and abilities originate with and are sustained by God and are intended to be used for His glory and purpose.
- 1.2 FBA prepares students for *Learning*, equipping them to:
 - 1.2.1 Understand that all truth is God's Truth as revealed in His inspired, inerrant Word and His Creation.
 - 1.2.2 Develop and apply a biblical worldview as a tool to discern, defend and discuss God's Word engaging their culture.
 - 1.2.3 Utilize a variety of learning tools as a means of critical thinking and effective communication.
 - 1.2.4 Reach their full potential in Christ through programs and services appropriate to individual needs.
- 1.3 FBA prepares students for *Leadership*, equipping them to:
 - 1.3.1 Demonstrate servant leadership as modeled by Jesus Christ.
 - 1.3.2 Impact their culture as a committed disciple of Christ through a clear commitment to biblical principles, and the fulfillment of each individual's function in the body of Christ.
 - 1.3.3 Discern and fulfill their God-ordained role and function in the Kingdom of God through the local church.

STUDENT OUTCOMES

With our mission and core values in mind the following Student Outcomes serve as our model for every graduate of FBA.

For Life

1. Has a personal intimate relationship with Jesus Christ as Lord and Savior. (Matthew 10:32)
2. Lives with a life purpose to glorify God by living a generous, sacrificial lifestyle of discipleship. (Habakkuk 2:14)
3. Is actively involved in a local church community, serving God and others. (Hebrews 10:25)
4. Identifies the Bible, God's Word as truth and the a authority for all of life. (Hebrews 4:12)
5. Possesses apologetic skills and a biblical worldview in defense of their faith. (I Peter 3:15)
6. Understands and utilizes biblical and good practice principles for managing and resolving conflicts in relationships.

For Learning

1. Has a knowledge and understanding of people, events and movements in history and world cultures. (Romans 15:4)
2. Appreciates literature and the fine arts as a means of expressing both beliefs and values. (Matthew 12:37)
3. Utilizes technology as a means of finding, analyzing and evaluating information. (Proverbs 18:15)
4. Is committed to lifelong learning. (Proverbs 1:5)
5. Value intellectual inquiry and are engaged in the exchange of ideas as a means of problem solving. (1 Thessalonians 5:21)
6. Is culturally competent in the academic disciplines of language arts, science and math. (Titus 2:1)

For Leadership

1. Can articulate and defend their biblical worldview while having a basic understanding of other worldviews. (Colossians 2:8)
2. Have the skills to question, solve problems, and make wise decisions. (James 1:5)
3. Understand and defend the worth of every human being as created in God's image. (Genesis 1:26)
4. Respect and relate appropriately with integrity to the people with whom they interact. (Philippians 2:3,4)
5. Enjoys multiple opportunities to identify and obtain leadership skills and abilities.
6. Embraces character, competence and communication as critical leadership attributes.

STATEMENT OF FAITH

As stated in the Admission Policy of First Baptist Academy, parents and/or guardians must understand that these doctrinal positions will be taught in our Bible classes and in our Chapel.

The Scriptures

We affirm that the Holy Bible is the inspired, inerrant Word of God and the basis for our beliefs. Through the providence of God, the Word of God has been protected and preserved, and is the only infallible and authoritative rule of faith and practice (II Timothy 3:16-17; II Peter 1:20-21).

God

We believe that there is only one true, living, sovereign, holy and eternally existent God. He exists in three co-equal persons: Father, Son, and Holy Spirit, each being a distinct person with a distinct function, but all of one essence and all possessing the same nature, perfection and attributes. The Triune God is the creator and sustainer of all things, the source of all truth, and is worthy of worship, confidence and obedience (Deuteronomy 6:4-5; Genesis 1:31).

Jesus Christ

We believe that Jesus Christ is God. In His incarnation, He was conceived by the Holy Spirit, born of a virgin, lived an exemplary, sinless life, performed miracles, shed His blood on the cross to pay the debt for our sins, was buried, bodily resurrected, ascended to the right hand of the Father, and will return literally, visibly, and personally in glory and power (John 1:1-3, 14; Matthew 1:18-25, Philipians 2:5-9; Colossians 1:15; I Corinthians 15:1-8; Acts 1:11).

Holy Spirit

We believe that the Holy Spirit is God, co-equal and co-existent with the Father and the Son. He convicts of sin and lostness and then brings about regeneration and sanctification. The Holy Spirit lives within every believer and desires to infill us and empowers us to live a godly life. He gives special spiritual gifts to each believer to be used for His purposes and edify His Body (John 14:16-19; 16:7-15; I Corinthians 6:19-20; Romans 8:9, 11; Titus 3:5; I Corinthians 12).

Man

We believe that in the beginning, God created man in His image, in order to have fellowship with Him, and man is not in any sense the product of evolution (Genesis 1:27, 31).

Sin

We believe that Adam and Eve, the first humans, sinned by disobedience to God. This act resulted in the fall of all mankind and creation. All people since then have likewise sinned and lost their ability to live in fellowship with God. Every person's sin incurs both physical and spiritual death unless there is forgiveness and salvation by the grace of God through Jesus Christ. All are in need of a new nature, which then allows us to have relationship and fellowship with God (Genesis 3:1-24; Isaiah 59:2; Romans 3:10-23; 5:12-21; 6:23, II Corinthians 5:17).

Salvation

We believe that the salvation of lost and sinful people is a free gift of God's grace, apart from human works, based solely upon Christ's vicarious and atoning death and glorious resurrection. It is effected by the regenerating work of the Holy Spirit, and received only through repentance and faith in the person and finished work of Jesus Christ on the cross, and His resurrection from the dead. We must individually receive and confess Him as Lord of our lives in order to receive this free gift of salvation (Ephesians 2:8-10; Romans 10:9-13; Acts 20:21).

The Church

We believe that the Church is the Body of Christ and the Family of God. It is comprised of saved and baptized believers who regularly meet together and commit themselves to the purposes of our church: worship, evangelism, discipleship, fellowship, and service (Matthew 16:18; I Corinthians 12:12-24; Hebrews 10:25).

Evangelism and Missions

We believe that it is the responsibility and privilege of every Christian to proclaim the Good News of Jesus Christ, and to seek to make growing disciples in Southwest Florida and beyond. Our commission is to give to, pray for, and be as involved as possible in home and foreign missions (Matthew 28:18-20; Acts 1:8).

The Home

We believe that God has given parents the responsibility to bring up their children in the nurture and admonition of the Lord (Eph. 6:4, Prov.22:6). We believe that a consistent and whole education occurs when the home, church, and school work closely together and are in agreement in purpose, character, and biblical worldview (Ephesians 6:4; Proverbs 22:6).

GENERAL INFORMATION

FBA Admissions Policy

We admit students of any race, color, or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to other students at the school. We do not discriminate on the basis of race or ethnic background in administration, educational policies, financial aid, athletic, or other school-administered programs.

Admission cannot be granted until all necessary records have been submitted to the school office and a personal student/family interview with school administration has been completed.

Students entering Kindergarten through Twelfth grade will be tested at the administration's discretion prior to admission. At least one parent/guardian must be a born-again Christian who knows the Lord Jesus Christ as Savior and can give a clear Christian testimony. The parent/guardian must faithfully attend, financially support and minister in a local church whose fundamental beliefs are in agreement with the Statement of Faith of FBA. The parent/guardian must accept without verbal or mental reservations both the Statement of Faith and the Educational Philosophy and Objectives of this school and be committed to upholding them. All admissions appointments will be made on a probationary basis and continued enrollment at the Academy will be contingent upon demonstration of student adherence to our Four Guiding Principles.

Athletics:

FBA is a member of the Florida High School Athletic Association (FHSA), and offers a competitive sports program generally available to students in grades 6-12. FBA will determine which sports will be offered for each year. Participation is voluntary and involves practice and games after school. While all students are encouraged to try-out for an athletic team, team member selection may be limited and will be decided by the Athletic Director based on the student's attitude, skill level, and dedication. Therefore, all students trying out for a particular sport are not guaranteed a spot on the team. A physical is required for all students prior to participation in any team activity and/or tryouts. A student must be academically eligible in order to participate on a team.

At any time during a season the Athletic Director and school administration may remove a student from a team due to unacceptable behavior or failure to participate in team practices.

Athletic policies are available in the Athletic Handbook.

Campus Visitation

Anyone visiting the Academy must sign in/out at the security kiosk located in the Family Life Center Lobby for grades 9-12. A visitor's badge will be provided and must be worn on campus. Prior to leaving the campus, the badge should be returned to the security kiosk. Full cooperation with these policies will reduce classroom disruption and insure safety and security for students.

Closed Campus

FBA is a closed campus and students that do not attend FBA may not be on campus without proper authorization. To obtain authorization to visit the campus, students who do not attend FBA must secure permission from the appropriate school principal, at least 24 hours prior to his/her planned visit. Student visitors on campus must wear a visitor badge and are limited by the principal as to the areas on campus they may visit. Visiting students must respect the school dress guidelines and dress appropriately for their visit. All FBA students must remain on campus during the academic day unless prior administrative approval has been granted.

Chapel

Chapel is a time of praise and worship for faculty and students. The chapel message will normally be brought by one of our school or church staff members. Occasionally, we will ask Christian laymen from our community, missionaries, or guest pastors to speak in chapel. Parents are welcome. Chapel is an integral part of the curriculum and attendance is required.

Child Abuse/Protection Policy

If there is any known or suspected abuse or neglect by any adult of a child attending FBA, the teacher, the principal, the school administration, and the School Board has a duty to report the knowledge or suspicion to the appropriate state agency. This is the case whether the suspected abuse or neglect occurs on or off the school premises. The State of Florida requires FBA to report allegations of suspected child abuse to the proper governmental authority when there is a reasonable suspicion or reasonable basis for believing that physical or emotional abuse, sexual abuse and exploitation, inadequate supervision, or other forms of abuse have occurred.

Church Relationship

The school is a ministry of First Baptist Church Naples and will reflect its spirit, doctrines, and goals. Strong emphasis will be given toward working in harmony with the other ministries of the church. The School Committee and school administration are responsible and accountable to the Senior Pastor, appropriate ministerial staff, and ultimately to the church body.

Delivery of Items to Students

Parents that need to deliver forgotten items to their children are asked to bring those items to the security kiosk in the Family Life Center. Assignments that come in after class begins will be considered late. Homework assignments should not be faxed or e-mailed to the office.

Discipline

We are committed to supporting the four guiding principles of Respect, Responsibility, Cooperation, and Christ-Likeness. These are based on God's Word, and upheld as the standards for conduct at FBA. Romans 12:1, 2 express the need for transformation of the mind in order for genuine character change to occur in the life of the individual. The goal of discipline is not self-determined character change, but Christ-empowered character change. (Please see page 22 for more information on discipline procedures and standards).

Dress Code Enforcement

Parents may be called and asked to bring the student appropriate dress, or to pick up the student when student is out of

compliance with the school dress code.

Although there is not a required school uniform for high school students, a Guidelines Sheet is issued annually to establish guidelines for high school students in maintaining a proper and modest appearance. The Guideline Sheet is included in this handbook.

Field Trips

Teachers arrange for classes to take field trips to various locations for either educational or recreational purposes. Field trips must be approved through the school administration. The cost of transportation is included in the field trip fee. Parents may be asked to act as chaperones. Only approved FBA drivers will be permitted to drive.

Financial Aid

Financial Aid is awarded on the basis of financial need. Each year we receive donations, which are earmarked specifically for financial aid. At re-enrollment/registration time in January, FACTS Grant and Aid, an independent outside source, will begin accepting Financial Aid applications for the upcoming school year. FACTS reviews these applications, which require the parent's most current tax return information, in order to establish the level of need. The amount of financial aid is available only as budgeted funds allow and is available only to those students entering Kindergarten through High School.

First Baptist Academy also participates in the Florida Department of Education's Florida Tax Credit (income-based) Scholarship. Applicants interested in pursuing this scholarship may review the income requirements and find further information regarding the scholarship at www.stepupforstudents.org/for-parents/income-based/how-the-scholarship-works/. If awarded a scholarship, please share your FTC letter of eligibility (6-8 weeks from date of completed application) with the FBA Admissions Department.

Fundraising Projects

FBA may select certain fundraising projects to supplement the school's regular budget. Most of the activities are coordinated through Teachers and Parents Together ("TAPT"). While participation in any of our fundraising programs is voluntary, parents are asked to help as much as they can. Fundraisers for individual clubs and classes must be approved through the school administration.

Inclement Weather

Inclement weather may dictate the closing of school either prior to or during the school day. The Academy will close any time there is a public school (Collier County) closing due to hurricanes or other weather emergencies. Notification will be given through the local radio, television stations, and our website www.fbalions.org. The most reliable source is to call the school's weather extension at 411. This extension will be updated as needed. In the event of a long term school closing due to weather, FBA reserves the right to return separate from Collier County as conditions allow.

Lockers

Students in grades 9-12 are assigned a locker.

Lockers must be kept clean at all times. Any locker that is willfully damaged by a student will be repaired and the cost of repair will be billed to the student. Lockers are the property of the school and the administration reserves the right to inspect lockers at any time.

Lost & Found

Lost and found items will be collected and held at the Security Desk. Unclaimed items will be donated once per quarter to a local charity.

Lunches

The Academy offers a hot lunch program. Parents must prepay by sending a check to the lunchroom or on-line on Ren Web. Also on Ren Web, you may view your child's lunch balances and the school lunch menu. Additional items such as, French fries, ice cream and other assorted snacks are also available. Students who prefer to bring their lunch from home may do so.

If a student forgets his lunch and reports this to his teacher, the office may notify the parent concerning the matter and request delivery of a lunch or permission to charge a lunch. Charge payments are due the next school day. This service may be restricted should repetitive charges occur.

Parents are welcome to eat lunch with their children; however, they must sign in at the Family Life Center to receive their guest badge.

Parental Involvement

We view parental involvement as a crucial part of the educational process. A positive relationship between home and school develops a team approach to guiding, educating, and motivating students. Parents are expected to take an active part in their child's school, education, and development. FBA families are encouraged to volunteer a minimum of 20 hours per year per family.

Parking/Traffic Information

Due to the amount of traffic that must enter and exit the school campus, it is essential that all drivers obey speed limits and designated traffic patterns. The paved parking area is properly marked for traffic flow, and parking areas are clearly designated. Delivery and pick-up of students should always occur in the designated zones.

High school students may drive to school only after securing a parking permit and signing the Student Driving Agreement. Reckless or careless driving will not be tolerated. Students are not allowed to go to their car during school hours without permission. No loud music will be permitted in the vehicle while on school property or at school activities. Any violation may result in a suspension of driving privileges.

Private Property

First Baptist Academy reserves the right to search any campus property, including but not limited to, classrooms, offices, lockers and personal property that is on campus. Vehicles, driven to school by FBA students, are also subject to search at the discretion of the administration. Drug-sniffing dogs are permitted to be on campus at any time, with or without advance notice.

School Office

During the school year, office hours are from 8:00 a.m. to 3:30 p.m. Monday through Friday. When coming to the school for any reason, visitors should check in at the Security kiosk in the Commons or Family Life Center Lobby. Parents and guests must secure a visitor's badge to enter the building during school hours.

Parents should not call the office with routine messages for students. Any special transportation arrangements must be made prior to the day of pickup and requires written permission.

Parents should refrain from calling the teachers and members of the administration at their home.

School Hours

High School – 8:00 a.m. – 3:07 p.m.

Social Media Policy

It is the policy and practice of FBA that all employees (faculty and staff) not engage in social media (Facebook, Instagram, Snapchat, etc) or in other forms of electronic communication with students unless the purpose is completely educational in nature.

FBA, in an effort to serve as a lighthouse to the community, may issue students disciplinary action if they are involved as a host or participant in content on the Internet that devalues or disrespects persons, institutions, or biblical values. Postings on social websites like Facebook, Twitter, Instagram, Snapchat, and MySpace that are in the opinion of the administration inappropriate may result in disciplinary action. A student's home and personal Internet use can have an impact on the school, staff, and other students. If a student's personal Internet expression includes a threatening message to another student, a violent website, inappropriate comments about the school or staff, sexting, bullying, or inappropriate pictures and/or language, students will face school discipline and if applicable the proper authorities will be notified. Any pornographic, profane, or morally questionable material submitted online will result in school discipline, up to and including dismissal. Sexting is the act of sending, receiving, or forwarding sexually explicit or suggestive messages, photos, or images via cell phone, computer, or other digital device. Students engaged in such activities are subject to state laws and school discipline. The school considers sending, sharing, possessing, or even viewing pictures, text messages, or e-mails that contain a sexual message or image a violation that will result in school discipline, up to and including dismissal, and in the notification of local law enforcement. Students are required to immediately report any such activities to a teacher, principal, or superintendent.

Student Arrival/Dismissal

Students must not be dropped off at school before 7:30 a.m. Students are to wait in the lobby until 7:45 a.m. No student will be allowed upstairs before 7:45 a.m.

The school is not responsible for High School students after 3:30 p.m. unless they are participating in an official school activity or event. After 3:30 p.m. students will be asked to wait in the Main Commons for their ride.

Student Use of Electronic Devices

Students must have the permission of a member of the school staff prior to using an electronic device during the school day. Students are permitted to use an electronic device in the High School Lobby and during lunch. Electronic devices include, but are not limited to, laptops, tablets and cell phones.

Consequences for unauthorized use of an electronic device by a student will be addressed as follows:

1st Offense: Two demerits will be issued to the student

2nd Offense: Student will lose the privilege to carry his/her electronic device in school for three days

3rd Offense: Student will lose the privilege to carry his/her electronic device in school for three weeks

4th Offense: Student will lose the privilege to carry his/her electronic device in school for three months

Teacher Qualifications

We employ teachers who know Jesus Christ personally and are active in a local Bible-believing church. All K-12 full-time teachers have, as a minimum, a four-year degree from reputable institutions of higher learning and have obtained teaching certification from the Association of Christian Schools International (ACSI). Teachers will be evaluated on a regular basis by the administration in order to ensure accountability and instructional excellence.

T.A.P.T. (Teachers and Parents Together)

T.A.P.T. is the acronym for the parent association (Teachers and Parents Together). T.A.P.T. is dedicated to improving the relationships between parents and teachers as well as improving both school facilities and environment. A copy of TAPT's By-laws is available in each school office.

Time Allocation Policy

First Baptist Academy allots at least 170 actual school days with a required 900 net instructional hours at the High School level. These hours reflect instructional time and support student learning and graduation requirements. There will be no change in the schedule unless prior approval is given by Administration.

COMMUNICATION WITH PARENTS

Building Kingdom Families

All incoming families (parents) are required to attend a Building Kingdom Family seminar. The seminar is usually offered on a Saturday and is designed to communicate biblical principles of parenting in a Kingdom Education format. Please refer to the school calendar for specific dates.

Class Newsletters

Electronic (e-mail) newsletters are sent home to inform parents of special events and information particular to their classroom.

E-mail

All faculty and staff of FBA are assigned an e-mail address, which is accessible to parents. Refer to the back of this handbook for a comprehensive list of addresses.

Memos/Notices

The faculty or administration may generate notices to be distributed via students and/or e-mail to parents.

Parent/Teacher Conferences

The ultimate responsibility for the successful “training up” of any student rests with the parents. Should there be any reason to suspect that a student is struggling academically or behaviorally, parents are encouraged to arrange for a parent/teacher conference. All conferences should be arranged through the appropriate school office. There will also be a dedicated time in the fall for parent/teacher conferences.

Report Card

The report card will be available electronically at the close of each quarterly grading period. Any account that is delinquent, for any reason, may result in report cards being held.

Return Call Policy

Parents may call the office and leave a message for a teacher to return their call. Any communication received from parents will receive a response within one business day (24 hours).

RenWeb

RenWeb is a web-based program that provides real-time management of student data within a user-friendly environment. An important feature in RenWeb is parent/guardian access.

Each family will be issued a username and password, which will allow access to RenWeb to get up-to-date information such as grades, attendance, and more.

Announcements will be posted on the ParentsWeb section of RenWeb. It is the parents' & students responsibility to review the Announcement section frequently to keep informed of current information.

Use of Facilities Policy: Notwithstanding any other school policy, student restrooms, locker rooms, and showers that are designated for one biological sex shall only be used by members of that biological sex. Biological sex means the biological condition of being male or female as determined at birth based on physical differences, or when necessary, at the chromosomal level. In any other school facilities or settings where a student may be in a state of undress in the presence of

other students (that is, changing costumes during school theatrical productions and so on), school personnel shall provide separate, private areas designated for use by students according to their biological sex.

Volunteers

To support the Kingdom Education model, all parents are encouraged to serve 20 volunteer hours at FBA during the school year. Opportunities for service will be shared at First Look and are posted on the school website. There may be specific training for certain volunteer activities.

If you would like to become a regularly scheduled volunteer assisting in the many areas of need at FBA, there are two levels of clearance required in order to allow volunteers to work at FBA. A volunteer is defined as any non-paid person appointed by the Principal or member of the school staff that *performs assigned duties* that support our students and staff. Volunteer applicants must complete an application, submit to a background check (see Volunteer Levels below) and receive approval before being assigned as a volunteer. FBA reserves the right to deny placement of an applicant volunteer based on the result of the background check. All information received by FBA including the application will be maintained in a confidential manner and stored in a secure location.

Volunteer Levels:

Level I: A volunteer who has direct contact with students, only within the immediate presence of an FBA employee, or is assigned duties such as an office assistant that many not directly involve students. Minimum screening requirements: Application and verification of a photo ID (ID required if other than a parent or guardian).

Level II: A volunteer who has direct contact with students outside of the immediate presence of an FBA staff member who is assigned duties to include, but is not limited to, tutoring, working in the school clinic, overnight duties (such as overnight field trips), coaching responsibilities, or long-term mentoring assignments. Minimum screening requirements: Same as Level 1 plus reference checks, Criminal History Record Check Waiver Agreement, Criminal History Update, and fingerprints that are submitted and cleared by the Florida Department of Law Enforcement and the FBI. All paperwork and clearances must be received by FBA before a Level II volunteer may serve. Fingerprint clearance is offered on site at no cost to the volunteer.

HEALTH INFORMATION

Emergencies/Accidents

A registered nurse is available on campus each school day from 9:00am-3:00pm. When students are ill or injured, their parents will be notified as soon as possible. Should we not be able to contact the parent in case of a severe problem, the student will be taken to an emergency room.

Immunizations

Florida law requires that every child entering a public or nonpublic school in Florida show proof of proper immunization certification (DH 680) or exemption prior to admittance. The state law does allow a parent to make an independent vaccination decision for themselves and their children, but only through an official letter of exemption (Exemption forms may be obtained through the Collier County Health Department).

Florida law also requires that all students entering Florida schools for the first time, including Pre-K, have a health examination (physical) performed by a Florida physician within the past 12 months as required (DH 3040).

Each child attending FBA must present an immunization form (DH3040) and a physical form (DH680) prior to admittance. Students will be prohibited from attending class for non-compliance.

Injuries/Illness

All reported minor injuries will be referred to the Nurse's office and an incident form will be filled out. Any student experiencing illness will be admitted to the clinic for evaluation of his/her symptoms. Parents will be notified if the student is unable to remain in school. Students will remain under the supervision of the nurse until the parent arrives.

Students who have a fever or who have been vomiting within the past 24 hours should not come to school. Students who develop a fever or who are vomiting at school will be sent home. Children must have a temperature below 100 degrees for 24 hours before returning to school. If your child has an illness that the doctor says is contagious, please be considerate of the other students and keep your child at home until he/she is feeling better and is no longer contagious. It is the responsibility of the parents to inform the school if the child is out with a contagious disease or has been exposed to a contagious disease.

Medication

When it is necessary for students to take any medication, a Request for Medication Administration Form (available on the "Nurses Corner" page of our website) must be completed and returned. Without this form on file, regardless of the type, no medication (over-the-counter or prescription) will be administered by a school employee; however, if a parent wishes to come to school he/she may administer the medication. The medication must be in its original container and include type of medication, dosage, time of administration and the duration to be administered. The medication will be stored in the Nurse's office and the student will be permitted to go to the Clinic, or the Nurse will bring the medication to the student, at the times the medication must be given. Students are not permitted to keep medicine, including over-the-counter medications, such as Tylenol or Motrin, in their possession while on campus; the only exception to this guideline would be emergency medication, and this must be accompanied by a doctor's note.

ACADEMICS

Academic Honor Rolls

Summa Cum Laude: 3.90 or higher weighted GPA

Magna Cum Laude: 3.70 or higher weighted GPA

Cum Laude: 3.50 GPA or higher weighted GPA

Students who qualify for the above mentioned Honor Rolls are recognized each semester.

Academic Probation

This is a period of time set aside to help a student meet the academic standards of the academy. Any student who is found, by the administration, to be deficient academically may be placed on probation. A student who receives an F in any class or whose composite grade point average falls below a 2.0 at the end of a marking period will be placed on probation.

Meetings between the parents and the principal are a vital component of the action plan to help the student improve. When a student achieves a C average at the end of a marking period, he/she will be restored to normal academic status. If, at the end of the school year, the student has not achieved an overall C average, he/ she may be required to enlist tutorial services, enroll in a summer program, be retained, or be withdrawn from the school.

Academic Integrity

Cheating will be taken very seriously at the Academy. Students found plagiarizing or cheating will receive a zero for the work and will be subject to other disciplinary consequences.

Academic Progress

Parents have 24/7 access to RenWeb, an on-line grade book. Instructions for accessing your child's grades are given at First Look, prior to the start of the academic year. Parents are strongly encouraged to regularly (at least once a week) monitor their child's academic progress.

Awards

The following awards may be given to qualifying students at designated times during the school year:

- Core Academic Subject Awards
- Student Council
- National Honor Society

Exam Exemption Policy

Students in Grades 9 – 10 may choose to opt out of one exam per semester provided he/she has an A (minimum of 90% for both quarters) and 95% attendance (missing 4 or fewer days) in that course. However, students may not opt out of the same course both semesters.

Students in Grade 11 may opt out of 2 exams per semester, according to the guidelines mentioned above. Students may not opt out of the same courses both semesters.

Students in Grade 12 who carry an A (minimum of 90% for both quarters) and 95% attendance (missing 4 or fewer days) do not have to take the semester exam in that course (AP classes are not included in this policy).

Students may take 2 additional days for official college visits only for a total of 6 days each semester and may still exempt. College visits are only granted with official college documentation that must be turned in to the office.

All potential exemptions must be approved by the parent, teacher and administration.

Grade Calculation

Percentages and categories may vary from subject to subject. Please refer to the academic syllabus for each course for this information. Please see the current HS Academic Course Catalog for GPA information and grading scale.

Grade Promotion

If a student fails any two (2) academic subjects for the year, he/she may not be promoted to the next grade level.

HOMWORK

The purpose of homework is (1) to reinforce what has been taught; (2) to let the teacher know if he/she has successfully communicated the material to their students; (3) to enable the student to make sure he/she has a good understanding of what was covered in class by working independently; (4) to help the student practice being responsible for doing work assigned and doing it on time and (5) to apply skills and knowledge learned in the lesson. Repeated failure to complete homework will result in disciplinary action and notification of parents. Homework on Wednesday will be limited as much as possible in order to be sensitive to church attendance.

Responsibilities of the Student:

- Each student has the responsibility to develop good work and study habits.
- Set aside a special time to do his/her assignments.
- Find a special place free from excessive noise and other distractions in which to work.
- Organize time so assignments can be completed in a reasonable length of time.
- Carefully check the completed assignments.
- Return all work completed to the teacher by the date required.

When absent, a student is responsible to:

- Determine with the teacher what work was missed and needs to be completed.
- Have work completed by the date agreed upon with the teacher. If the work is not completed by that time, no credit may be given.
- Make up tests the day the student returns to school if the student was aware of the test date prior to the absence, unless the student brings a note from home indicating that due to the illness, the student was unable to study. Tests and quizzes assigned while the student was absent must be made up within three days after the student returns to school.
- No incomplete grades will be given if a student is absent due to family vacations. The student will receive credit for what is done during the term, but no extra time will be allowed to accommodate vacations. Incomplete grades will be given only for extended illness and must be authorized by the principal.

Responsibilities of the Parent/Guardian:

Cooperation by parents/guardians is a necessary factor for homework to be meaningful. It is important for parents/guardians to support the teacher and to instill in the child an attitude that homework is an important and necessary part of the learning process.

Parents/Guardians should:

- Provide a quiet, well-lighted place for the child to study.
- Establish a regular “homework time” in the home and have a special place free from excessive noise and other distractions where the child cannot work.
- Encourage and support the child’s efforts and be available for questions, being careful to remember is the child’s responsibility not the parent/guardian.
- Set aside time to review the child’s homework to make sure it is complete.
- Communicate with the teacher whenever the child has consistent difficulty with homework assignments.
- Encourage the child to seek help and ask questions of the teacher when in doubt about the assignment.

Responsibilities of the Teacher:

- The teacher will make every effort to provide a suitable learning environment and have engaging lessons.
- In cases of a student not performing up to academic expectations, or grades of D or F, the teacher will contact the parent/guardian to communicate specific challenges or areas of concern and/or missing assignments.

Our teachers desire to assist the parents/guardians in the training of their children and appreciate any helpful communication that may provide valuable insight into your student. Each teacher has voicemail at the school and an email address for your convenience. Please be understanding of a teacher’s schedule in expecting a response.

Report Cards

Parents have the ability to check their child’s progress by utilizing the on-line grade system through RenWeb. Report Cards will be available electronically at the close of each quarterly grading period. The fourth quarter report card will be available within two weeks of the last day of school.

High School semester grades represent earned credit and will be recorded on transcripts.

Standardized Testing

The PSAT will be administered to all students in grades 10 & 11 in the Fall. The Pre ACT will be administered to all students in Grades 9 & 10 in the Spring. Other standardized tests may also be administered. Results of these tests are made available to parents.

Testing Information

Tests that are missed due to excused absence must be made up within three (3) class days of returning to school. It is the responsibility of the student and parents to arrange for making up missed tests within the prescribed time period.

Text and Library Books

In the high school students purchase their own textbooks. It is recommended that students label all materials. It is the parents’ responsibility to make sure their students have all required textbooks and materials by the beginning of school. High school students are provided access to an on-line library, at the school's expense.

ATTENDANCE

Parents are urged to make sure that their students are in school. Family vacations should be planned for times when school is not in session and medical and dental appointments whenever possible should be scheduled for times other than school hours. The following is the Academy’s standard classification of absences:

Excessive Unexcused Tardies – When a student is late to school:

- 5 times (and each time thereafter) the student will receive a detention.
- 10 times the student will meet with their principal and the School Administrator.

This is based on a nine week marking period.

Excessive Absences

The Florida Mandatory attendance law requires all students to attend school. Students at private schools are not exempt from this law.

Promotion to the next grade level may be jeopardized should a student miss 30 or more days during the school year. High School students, who miss more than 15 days within a semester of a given class, may not receive credit for that particular course. Exceptions may be granted by the school administrator.

Students who are truant from school may be suspended and reported to the local authorities.

Missing more than 4 periods of school is considered a half-day absence. Students must be at school for at least four (4) full periods to participate in extracurricular activities.

Excused Absence

Students who miss one or more classes will be granted an excused absence once an email or phone call is received from the parent. Please email attendance@fbalions.org or call 507.2233 and follow the prompts to attendance. Any work missed during an excused absence may be made up without penalty. This must be done within a reasonable time period to be determined by the administration.

Late Arrivals/Early Dismissals

School begins at 8:00 a.m. A student who arrives to school late must check-in at the Security kiosk in the Family Life Center. If a student is at school for any portion of the school day he/she should be prepared to take any test or quiz scheduled for that day. Any student who is consistently late is subject to administrative discipline.

Students must be in attendance a minimum of four (4) full periods in order to be counted present for that day and or be allowed to participate in extra-curricular activities. Where attendance is counted by class periods a student who is more than 10 minutes late may be counted as absent. In the case of an early dismissal, students must be present at school by 8:30 am to be eligible for participation in extra-curricular activities.

A student who requires an early dismissal must provide a note from his/her parent/guardian. For their protection, we require students to be signed out at the security kiosk. Teachers will not release a student from class unless instructed to do so by the office.

Unexcused Absence

Students receiving unexcused absences may receive a zero for all assignments missed. An unexcused absence is typically defined but not limited to, non-emergency absence or absence for the sake of convenience to the parent or student.

DISCIPLINE

The Four Guiding Principles of Respect, Responsibility, Cooperation, and Christ-Likeness are based on God's Word, and upheld as the standards for conduct at FBA. Romans 12:1 - 2 expresses the need for transformation of the mind in order for genuine character change to occur in the life of the individual. The goal of discipline is not self-determined character change, but Christ-empowered character change. We seek to practice shepherding the heart discipline. Proverbs teaches us that all actions flow out of the heart. We seek to help students learn and grow through their mistakes through shepherding the heart, discipline and appropriate consequences.

In addition to the Four Guiding Principles all students at FBA are expected to follow the Student Behavior Standards listed below.

Student Behavior Standards-"The FBA Way":

- Students will be on time for class.
- Students will be fully prepared for each class.
- Students will remain attentive and on task.
- Students will maintain a clean and orderly work space.
- Students will follow classroom procedures as outlined by the teacher.
- Students will respect property and people.

It is the desire and goal of each staff member to make each child responsible for his/her learning and behavior.

- Discipline always begins with building a positive relationship with each student. Therefore, the child should know he/she is loved and respected as an individual.
- Discipline should be handled at the classroom level whenever possible.
- The teacher should counsel each student regarding inappropriate conduct.
- If the student does not respond to the efforts of the classroom teacher, the administrator will counsel with the student.
- Inappropriate behavior is defined as willful disobedience, defiance of authority and/or disrespect shown to other people [student(s), teacher(s), parent(s)/guardian(s), or staff member(s)] while involved in a school activity.
- It may be that the teacher and/or principal will request a conference with the parent(s)/guardian(s) to seek their help in dealing with the student's misbehavior.
- All discipline is issued in compliance with the process outlined within policy, but at the discretion of the administration.
- There are several levels of disciplinary action. These levels are not necessarily progressive in the dispensation of discipline but include:
 - Warnings, such as eye contact, speaking to the student for inappropriate behavior, etc.
 - Phone call home.
 - Teachers and administration will assign appropriate consequences for inappropriate behavior.
 - Repeated infractions can result in suspension or expulsion.
 - Demerits will accumulate per semester.

Guidelines:

Level I Minor Infractions: Behavior is normally related to student maturity and his/her cooperation with the teacher and classroom order. The following is a list of off-task/disruptive behaviors not intended to be all-inclusive. Each of these behaviors will be assigned two demerits:

- Classroom disruption
- Repeated dress code violations (out of dress code compliance will result in an unexcused absence from class until corrected.)
- Unauthorized use of personal electronic devices (please see specific information under the Student Electronic Devices Section)
- Tardy to class (excludes first period)
- Student in hallway without a pass
- Interrupting another class
- Going into another student's locker
- Unprepared for class

Consequences: The teacher typically handles minor infractions by a variety of interventions: i.e. warning, relocation of student within the classroom, parental call, and informal conference with principal. However, with repeated minor infractions other consequences may be imposed.

Level II Major Infractions: Behaviors and attitudes related to student character and trust. The following is a list of major infractions. The following is a list of off-task/disruptive behaviors not intended to be all-inclusive. Each of these behaviors will be assigned 10 demerits and other consequences:

- Disrespect
- Personal Display of Affection (PDA)
- Cheating
- Lying
- Inappropriate language or gestures
- Inappropriate play or teasing
- Skipping class(es)

Consequences:

The consequence for a major infraction will be determined by the administration. A Behavioral Report will be sent home to document the behavior and the consequence.

Level III Serious Infractions: Behaviors and attitudes related to student character and trust. The following is a list of major infractions. The following is a list of off-task/disruptive behaviors not intended to be all-inclusive. Each of these behaviors will be assigned multiple demerits and other consequences:

- Truancy/leaving school grounds without permission
- Inappropriate conduct (language, relationships, attitude, etc)
- Disrespect to authority
- Destruction of property
- Stealing
- Direct disobedience
- Possession or use of weapons
- Causing injury or threat of injury to others
- Habitual lying
- Bullying or harassment of others

Consequences: Will be determined by the administration. A Behavior Report will be sent home to document the behavior and a principal /school administrator conference will be scheduled with the family.

For every 10 demerits accumulated the school principal will assign appropriate consequences. At 50 demerits a conference will be held between the school administration and the parents to determine if further attendance for the student is possible.

Bullying is prohibited at First Baptist Academy. It will not be tolerated during the school day nor during any school sponsored activities on or off the school grounds. Bullying and intimidation are actions that are contrary to the teachings of Jesus Christ. It destroys respect for the dignity of the individual as God's creation and undermines the Christian atmosphere of the school, depriving the student of a safe and caring learning environment.

Bullying occurs when a person or group is **intentionally** and **repeatedly** intimidated, frightened, excluded or hurt by a pattern of behaviors directed at them by others. The following actions in an **ongoing** form may be considered forms of bullying:

- Physical aggression
- Verbal abuse
- Intentional exclusion from activities
- The setting up of humiliating experiences
- Damaging a person's property/possessions or taking them without permission
- Threatening gestures, actions or words

In accordance with this definition, the following factors should be considered before identifying conduct by a student or group of students as bullying in violation of school policy:

- **Location:** It is the intention of FBA to only address bullying that occurs on our campus or at an FBA event. In the event we are made aware of bullying not on our campus or at an FBA event, parents of students involved may be contacted.
- **Intentionality:** FBA does not equate teasing with bullying. Bullying is always an intentional act meant to bring harm or discomfort.
- **Repeated Occurrences:** Bullying most often occurs repeatedly.

Student/Parent Pledge (Grades 6-12):

Each year students in grades 6-12 and their parents sign a Student/Parent Pledge. FBA students are expected to represent FBA in a positive manner, on and off school grounds. Failure to do so may result in suspension and/or expulsion.

Student /Principal Conference (SPC):

A conference will be scheduled to discuss the nature of the incident and to biblically counsel with the student to encourage personal responsibility, resolution and reconciliation.

Retained in School Office (RSO):

A student may be retained in the school office until the administration deems it appropriate to send the student back to class. This is normally for one period, but could result in a longer period of time depending upon attitude and behavior.

Suspension:

A student may be suspended at any time by the administration if such action is warranted. This occurs only in serious cases of misbehavior. At the discretion of the administration the student may be asked to serve suspension at home. Students on suspension (in school or out of school) are not permitted to participate in extra-curricular activities on the day of their suspension(s).

In School Suspension (ISS):

A student is isolated from classmates and assigned class work by the teacher, to be completed under supervision of the principal. Prior to serving an ISS a parent would be contacted and informed of the action. Prior to returning to the classroom the parent, student and principal must meet. A meeting or series of meetings with the school's Biblical Counselor may be scheduled, at the discretion of the administration. Three suspensions in a calendar year (ISS or OSS) may result in the student's expulsion or withdrawal from FBA.

Out of School Suspension (OSS):

The student will remain at home to complete assigned class work under the supervision of the parent. Prior to serving an OSS a parent would be contacted and informed of the action. Prior to returning to the classroom the parent, student and principal must meet. A meeting or series of meetings with the school's Biblical Counselor may be scheduled, at the discretion of the administration. Three suspensions in a calendar year (ISS or OSS) may result in the student's expulsion or withdrawal from FBA.

Note: Suspensions are treated the same as an excused absence in regards to making up work.

Behavioral Probation:

This is a period of time set aside to help a student meet the behavioral standards of the school. Any student, who experiences an abnormal or inordinate number of incident reports or who, in the opinion of the administration, would benefit from a specific system of accountability may be placed on behavioral probation for a period of up to one semester. Any new student who has been suspended or expelled from their previous school shall be automatically placed on behavioral probation. Students on behavioral probation for the coming term will have a conference with the Principal at the beginning of the school year. If after the first semester of the new school year, the student's behavior shows significant improvement

he/she will be restored to normal student status. If little or no improvement is seen the student will be retained on behavioral probation for another semester. A student retained on behavioral probation for the second semester will be evaluated at the end of the school year to determine if the student will be permitted to return. During the period of probation the student can expect to be counseled by a member of the school staff. The purpose of the program is to identify those students who are having spiritual or emotional problems, which are affecting their ability to function properly in the school. The school will attempt to help these students adjust and find the proper solution for their difficulty. However, it must be understood that when the behavior of one student begins to adversely affect the quality of classroom instruction for other students, he/she may be asked to withdraw from the school.

Expulsion:

A student may be dismissed from school at any time he is found out of harmony with the rules and policies of the school. Decisions in these matters are the full responsibility of the administration. Students expelled or asked to withdraw will not be eligible for re-admission until a plan of restoration has been agreed upon. Expelled students may not be on school property and may not attend school-sponsored, extra-curricular events.

Weapons Policy:

Students possessing weapons either on or off campus are subject to expulsion.

Alcohol and Controlled Substance:

Policy related to school use: Any student who sells, possesses, distributes, uses, aids in the use of, or is under the influence of illegal drugs (including look-alikes), controlled substances (unless lawfully prescribed), associated paraphernalia, or alcoholic beverages during school hours, while on school property (including vehicles) or at a school sponsored event is subject to disciplinary action. Possession is considered to exist if a student a) is aware of the presence of alcohol or a controlled substance, b) is in the proximity of or has access to the alcohol or controlled substance and c) fails to completely remove himself/herself from the premises. The student will be suspended until the administration makes a decision regarding the student's future relationship with the school. Legal authorities may be contacted when warranted by circumstances.

Policy related to non-school use:

Any student who sells, possesses, distributes, uses, aids in the use of, or is under the influence of illegal drugs (including look-alikes), controlled substances (unless lawfully prescribed), associated paraphernalia, or alcoholic beverages outside of school hours and school activities is subject to school imposed consequences. Possession is considered to exist if a student a) is aware of the presence of alcohol or a controlled substance, b) is in the proximity of or has access to the alcohol or controlled substance and c) fails to completely remove himself/herself from the premises. Disciplinary action will be determined by the administration. Legal authorities may be contacted when warranted by circumstances.

Sexual Immorality:

When it is determined that a student has been involved in an act of inappropriate sexual behavior/activity, he or she will automatically be suspended from school with a total number of days to be determined by school administration. When true repentance is evidenced and attested to by the school administration, restoration of the student to the school body may be completed. True repentance will include a confession of the sin, an apology for the sin committed, and a suspension of the relationship. It is understood that the renewal of that relationship will be contingent upon the students having received counseling and approval of their parents, guardians, and administration. If there is no evidence of repentance for the sin of sexual immorality after an appropriate time (not to exceed 30 days) to discern and follow clearly defined procedures, expulsion from school will be in order.

Pregnancy:

When a pregnancy results from sexual immorality, neither the female nor male student responsible for the pregnancy will be permitted to attend on campus classes at FBA. For senior students, the administration may attempt to provide an alternative method for completion of the requirements for graduation. Additional costs, if any, will be the responsibility of the parents of the student involved.

Both students will lose all rights to be involved in either public presentation or extra-curricular activities of the school. If graduating seniors, both students will not be permitted to participate in graduation ceremonies. Until after their graduation, a child born prior to that time will not be permitted on campus or at any school function. If there is no evidence of repentance

for the sin of sexual immorality, after giving appropriate time (not to exceed 30 days) to discern and follow clearly defined procedures, expulsion from school will be in order.

Married students or single parents with children at home will not be permitted for enrollment in the high school. The administration will attempt to recommend alternative methods of education in those instances.

An unmarried student who has previously given birth or fathered a child and makes application to FBA will be considered on an individual basis for enrollment provided the student meets all other applicable criteria for this policy.

Dress Code Guidelines

First Baptist Academy High School bases its dress code upon two criteria:

1. Biblical standards of modesty (1 Timothy 2:9, Romans 12:1)
2. The desire for a neat, clean and attractive appearance. Students should dress in a way that would not detract from the Academy's mission statement

FBAHS students are expected to comply with the following guidelines:

- Both boys and girls must wear a collared shirt; must be a polo, button-down or half-zip sweater/sweatshirt. Collared jackets do not qualify as a collared shirt. No more than two buttons may be left unbuttoned on any shirt. Both boys and girls shirts may have no writing or graphics with the exception of a small brand logo.
- No t-shirts, tank tops, camis, spaghetti straps, off the shoulder blouses, or backless shirts.
- Shirts must hang below the top of pants. No bare skin should be exposed at the waist or abdomen area. Underwear must not be exposed at any time.
- Jeans & non-athletic shorts are permitted to be worn every day. Belt line must be at the waistline.
- The length of skirts / dresses and shorts shall reflect modesty and good taste and should be no less than 2" below the fingertips. No knit or pencil skirts are permitted.
- No athletic shorts or athletic pants with the exception of on designated dress down days.
- Hats & hoods are not permitted at any time, even on designated dress down days.
- Sweaters and jackets may be worn, but must depict appropriate messages that honor and glorify God.
- No bedroom slippers or pajama pants.
- Clothing may not have any rips, holes or tears and may not fit too tightly or too loosely. Leggings/jeggings are not permitted.
- PE uniforms are required for all PE classes.

Dress Down Days: Athletic pants and athletic shorts are allowed to be worn as well as t-shirts. The length of skirts/dresses/shorts must follow the same above mentioned length requirements. *Please ensure that t-shirts have no inappropriate messages (i.e., no explicit writing, no questionable issues, no bands not glorifying God, etc.).*

Standards for ALL FBAHS students:

- Clothing must be modest at all times while on campus and at school events held off campus.
- Hairstyles with extreme cuts or unnatural colors must be avoided. Boys' hair is to be neatly groomed at all times. Hair must be such a length that it does not cover the eyebrows or ears. Extremes in hair length, style, or color are not acceptable. Extremes will be determined by the administration.
- No body piercing except for a girl's earrings are allowed to be worn on campus.
- Visible tattoos are not permitted.

Parents may be called and asked to bring the student appropriate clothing items, or to pick up the student when he / she has not complied with the above guidelines. Violations may result in a detention.

FACULTY AND STAFF

The FBA Faculty & Staff directory can be found online at <https://www.fbalions.org/about-fba/facultyandstaff.cfm>