

Covenant Christian High School

Handbook for Students & Parents



2009-2010

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STATEMENT OF PURPOSE AND FAITH

Covenant Christian High School, Inc. shall have as its primary purpose the establishment, operation, and promotion of a school to educate students in such a way that each student will become a useful and creative citizen of Christ's Kingdom and of the student's community, state and nation, with the desire and ability to apply the student's Christian commitment and principles to all of life's situations. The foundation of Covenant Christian High School is the infallible Word of God written in the scriptures of the Old and New Testaments as interpreted in the historic confessions of faith, namely the Heidelberg Catechism (http://www.crcna.org/pages/heidelberg_intro.cfm, the Belgic Confession of Faith (http://www.crcna.org/pages/belgic_confess_main.cfm, and the Canons of the Synod of Dort (http://www.crcna.org/pages/dort_canons_main.cfm). In accordance with these confessions, we hold unreservedly to the sovereignty of God, revealed in the creation [Romans 1:20] and in the Lordship of Jesus Christ, over the world and thus over every sphere of human activity, and submit unconditionally to the authority of Holy Scripture, thereby recognizing Scripture alone to be the supreme and final standard for Christian education and all other matters of faith and life. On this basis, we subscribe to the following articles:

1. We believe in the Scriptures of the Old and New Testaments as the infallible, inerrant, sufficient, and inspired Word of God, and that they are the supreme and final authority in faith and life. [II Peter 1:19-21; Psalm 19:7-11]
2. We believe that God is the one only God, eternally existed in three persons, in Trinity; the Father, the Son and the Holy Spirit. Each Person is unique but together; one in substance and equal in power and glory. [Gal. 4:4-6; Heidelberg Catechism Lord's Day 8 Q & A 25]
3. We believe that God, the Father, Son and Holy Spirit, created the universe and its parts perfectly from nothing, by means of His sovereign verbal directive. [Hebrews 11:3] God not only created all things, but also upholds and is sovereign over all creation. Included in this creation was man made in the image of God, made without sin, and capable of perfect obedience.
4. We believe that man, though created perfectly, nevertheless fell into sin and rebelled against God. As a result of man's sin, all creation was placed under God's curse. [Gen. 3:17-19]
5. We believe that for man's salvation God graciously sent Jesus Christ our Lord, the only begotten Son of the Father who was conceived by the Holy Spirit and born a true man of the virgin Mary. Being therefore both God and man, He is the perfect mediator between God and man. He lived a life of perfect obedience, suffered in His humanity, was crucified, experienced complete separation from God, died, was buried, and arose bodily from the dead on the third day. He suffered total punishment in the place of those He came to redeem so that they would be reconciled to God. [II Cor. 5:21; Rom. 5:8-10]
6. We believe that eternal life is a gracious gift of God received through faith alone in Jesus Christ alone and that eternal life is neither deserved by anyone nor can it be earned by good deeds. [Eph. 2:8-10]
7. We believe that after His bodily ascension into Heaven, Christ our Lord was seated at the right hand of God the Father, where He intercedes for those whom He has purchased with His own blood. From heaven, he will return to judge all men, giving believers in Him life eternal and unbelievers eternal condemnation and separation from God forever. [Rom. 8:34; Matt. 25:31-46]

8. We believe that God the Holy Spirit is our Teacher who instructs us in the meaning and application of the Word of God from the Word itself. His regenerating and illuminating work is necessary to a saving understanding of His Word and a growing in grace and knowledge of our Lord and Savior Jesus Christ. [II Tim. 3:14-16; John 14:26]
9. We believe that God has charged parents with the responsibility of bringing up their children in the “nurture and admonition of the Lord” [Eph. 6:4], and that the school serves to assist parents in this covenantal task.

Covenant Christian High School Mission Statement

The mission of Covenant Christian High School is to provide students with a Biblically-based high school education as taught from a Reformed perspective. Covenant Christian High School is dedicated to providing an educational environment which recognizes Christ’s supremacy over all creation and human learning; and seeks to prepare the students to become faithful members of the body of Christ and a light to the world around them. (Matt. 5:13-16)

I. Academic Life

A. Expectation of Students

In accordance with the above Mission Statement, being enrolled at Covenant implies responsibilities which students, as well as parents/guardians, accepted upon enrollment. These responsibilities include, but are not limited to:

1. Students will recognize that Covenant exists to encourage and nurture growth in serving as disciples of Christ.
2. Students will be in attendance and prepared to learn whenever Covenant is in session.
3. Students will strive to meet and exceed Covenant’s standards for behavior and academics.
4. Students will exhibit and promote attitudes, speech, behavior and dress which contribute to a wholesome Christian environment.

B. Expectation of Parents/Guardians

1. Covenant needs active and full parental/guardian involvement in the education of students. Therefore, we urge parents/guardians to:
 - a. Be cooperative in the implementation of school policies and procedures.
 - b. Attend all scheduled parent-teacher conferences to discuss student progress.
 - c. Proactively communicate with school personnel.
 - d. Remain apprised of the student’s progress by regularly accessing RenWeb to monitor progress.
 - e. Be cooperative in volunteering to chaperone class activities, drive for field trips, help with in-school workdays and assist with fundraising activities.
 - f. Faithfully read communications and documents sent by the school.

2. Procedure to Handle Parental/Guardian Concerns About School Matters:
Misunderstandings or conflicts can arise between staff and students, teachers and parents/guardians, parents/guardians and the administration. These situations will be handled in the manner described below, as outlined in Matthew 18.
 - a. All questions, problems or concerns should be discussed directly with the staff member first before anyone else is involved.
 - b. If the situation is not resolved at this level, it should be discussed with the Administrator.
 - c. If the situation involves a teaching staff member and is not resolved with the Administrator, it should be presented in writing to the Chairman of the Education Committee, to be addressed by the Education Committee.
 - d. As a final step, the Education Committee, the parents/guardians, or school personnel may submit a written appeal to the Board of Directors. The President of the Board will place the appeal on the agenda for the Board's regular monthly meeting.
 - e. If the situation involves a non-teaching staff member and is not resolved with the Administrator, it should then be presented in writing to the President of the Board, to be addressed by the Executive Committee.
 - f. As a final step, the Executive Committee, the parents/guardians, or school personnel may submit a written appeal to the Board of Directors. The President of the Board will place the appeal on the agenda for the Board's regular monthly meeting.

C. Visitors and Guests Guidelines

1. All visitors, including parents/guardians, must register in Covenant's office.
2. When visitors leave Covenant, they must "sign-out" in the office.
3. Permission to have a visitor for a day must be obtained at least one day prior to the day of the visit.
4. A student guest should be considering enrollment at Covenant.

D. Driving Privileges Guidelines

Misuse of vehicles includes, but is not limited to, driving on the school sidewalks, soccer field, or lawn; excessive speed; burning out or squealing tires on the school parking lots or near school property; and parking in unauthorized areas.

1. Entering and exiting the parking lot must be done in a safe manner according to the "enter" and "exit" signs.
2. All vehicles will enter the parking lot through the designated and posted west entrance by the portable classrooms.
3. Student drivers are to park their vehicles in the designated student parking area and will enter the school through the front (north) entry doors of the school.
4. Drivers dropping off students are to use the west drive to drop off students at the back (south) entry doors of the school. Drivers will proceed to the designated and posted exit at the east end of the parking lot.
5. Buses will drop off and pick up students at the front (north) entry doors of the school.
6. Students riding a school bus will be permitted to exit the school immediately after the 3:00 p.m. dismissal bell.
7. Students not riding a school bus will remain inside the building until the 3:10 bell indicating the school buses have exited the school parking lot.

8. Students being picked up from school will be dismissed through the back (south) entry doors.
9. Students driving home or riding with a student driver will be dismissed through the front (north) entry doors.
10. Students may not return to their car during the school day without permission.
11. Students will park in the assigned student parking area which is the second and third row of marked parking spaces to the north of the school building.
12. The first row of marked parking spaces is reserved for visitors and staff.

E. Definition of Full-time Student Policy

Full-time students at Covenant should be registered for at least six classes each semester and must attend all classes, chapels, activity periods, assemblies, etc.

F. Admission Policy

Eligibility for Admission

1. Children of Christian parent(s)[the term “parent” herein includes a legal guardian] who subscribe to:
 - a. Statement of basic principles for Christian education as stated in Article II Section 2.02 of the Bylaws.
 - b. Primary purpose as stated in Article III Section 3.01 of the Bylaws.
 - c. The Education Philosophy as stated in Article IV Section 4.01 of the Bylaws.
2. No child shall be, on grounds of race, color, natural origin, or gender, excluded from admission to Covenant Christian High School.
3. Families may be admitted upon review by the Board of Directors.

G. Admission of Part-time Student Policy

1. Students may enroll on a part-time basis at Covenant provided that such enrollment does not negatively affect the mission and educational process of Covenant. Students and parents/guardians will be expected to abide by all school policies adopted by Covenant’s Board of Directors.
2. Covenant will work with students under the following conditions:
 - a. Students will be allowed to enroll on a space available, first come basis. Educational planning priorities will always be for the full-time students. Enrollment is not secured until two weeks before the school year begins.
 - b. A school calendar will be provided to the parents/guardians, who will be responsible to make arrangements during modified schedules due to vacation, snow days, field trips, etc.
 - c. Enrollment may be for a semester or school year. Once the student is enrolled, it is expected that the student will remain enrolled through the remainder of the semester or the school year, as the case may be. Tuition is non-refundable.
 - d. Parents/guardians of the student must meet the requirements of the school’s Admission Policy as it applies to full-time students.
3. The student will be on a nine-week probationary period to evaluate his/her progress.
4. A teacher’s salary may be supplemented if additional work or expectations are placed on the teachers. No additional remuneration is to be expected if the student is part of a regular class and within the confines of a regular class load.

H. Transfer Student Policy

1. Graduation requirements, acceptance of credits, grade point averages, and weighting of courses for transfer students will be determined by the Administrator.
2. Credits from another accredited high school will normally be assigned credit value equivalent to the same course at Covenant.
3. Transferred course work, grades and grade point average will become a part of the student's transcript and will be noted as transfer credit.

I. Non-Discrimination

Membership in this Corporation and acceptance and admission to the school operated by the Corporation and to the programs sponsored by the Corporation shall be made without regard to the race, color, natural origin or sex of the member or student, and the Corporation and any school operated thereby will not discriminate according to these criteria in the administration of its educational policies, admission policies or any other policies.

J. School Day

Our normal school day begins at 7:55 a.m. and ends at 3:00 p.m.

K. School Closing Policy

Closing of School

1. Covenant generally follows the Kankakee Valley School Corporation's decisions regarding school cancellation, delayed start or early dismissal.
2. Following a school cancellation, delayed start or early dismissal decision, Covenant will send a message through School Cast Parent Alert.

L. Daily Announcements Procedure

The daily announcements, read at the beginning of each third period class, are a valuable source of information regarding meetings, coming events and student concerns. They are also posted on the office window and the school's website. Announcements must be submitted to the secretary by 8:00 a.m. of the announcement day.

M. Graduation Requirements Policy

1. A Covenant diploma will be awarded upon completion of four years of high school attendance, completion of all required courses with a passing grade and completion of earning a minimum of 48 high school credits.
2. Credits are granted on a semester basis. One credit is granted for each semester that a course is completed and passed. (See Attendance Policy 6 on page 18)
3. Students who do not complete the requirements for a diploma may receive a Covenant Certificate of Attendance, certifying four years of high school attendance.
4. Graduation will occur annually at the completion of the school year.

N. Alternative Educational Opportunities Policy

Credits for alternative courses taken by full-time students already enrolled at Covenant will be accepted on the following conditions:

1. Prior approval must be obtained from the Administrator and Guidance Counselor.
2. Credit will only be accepted for elective courses or make-up courses.
3. Credits must be earned at an approved and accredited summer school, college or university, correspondence school or on-line school.

4. Covenant will pay 50% of the tuition cost, up to a maximum of \$250 per semester course, under the following circumstances:
 - a. The course is not offered in regular classroom instruction at Covenant.
 - b. The course is recommended by Covenant to resolve scheduling conflicts.
 - c. The course is completed with a passing grade. Upon receipt of the official transcript, Covenant will reimburse the student's family.
5. All other costs for the course will be the responsibility of the student's family.
6. The student's family will be responsible for the full cost for dual enrollment/college credit courses and credit recovery courses.
7. No more than eight alternative credits will be accepted towards meeting Covenant's graduation requirements.

O. Schedule Changes Policy

1. Once a semester begins, students are allowed to change schedules during the first five school days of classes.
2. Permission to change or drop a course must be validated by:
 - a. Parent signature
 - b. Teacher signature
 - c. Guidance Counselor signature
 - d. Administrator signature

P. Grading Scale Policy

Covenant's Grading Scale

96-100	A	4.00
93-95	A-	3.67
89-92	B+	3.33
85-88	B	3.00
81-84	B-	2.67
77-80	C+	2.33
73-76	C	2.00
70-72	C-	1.67
67-69	D+	1.33
63-66	D	1.00
60-62	D-	0.67
Below 60	F	0.00

Q. Progress Reports and Report Card Procedures

1. Progress reports will be e-mailed via RenWeb after the 3rd and 6th week of a nine-week grading period. Parents/guardians may submit a written request to have these reports mailed to them. Parents/guardians may request individual progress reports at any time.
2. Report cards will be issued at the end of each quarter.
3. Semester grades will be posted on the official transcripts.
4. Exams will be scheduled to be taken at the end of the semester and will count for up to 20% of the semester grade.
5. A student will receive credit for a course when all course assessments have been completed satisfactorily.

6. Incompletes are to be completed within two weeks of the end of a grading period. After reviewing a written request explaining the extenuating circumstances, the administration may grant up to two weeks to complete the required work for a particular course.
7. Incompletes will be recorded as an “F” until the work is completed within the time period granted by the Administrator.

R. Exam Exemption Voucher Policy

Students at Covenant are eligible to receive an exam exemption voucher if the following conditions are met:

1. The student has not missed more than the equivalent of two block periods or four regular periods in the course in which the exemption is being exercised.
2. The student may claim an exemption from one exam if his/her semester average is at least a “B” (85%) in that course.
3. For a year long course, the student may exempt the exam for either the first or second semester, but not for both semesters.
4. Seniors may claim exemption from all second semester exams in courses in which their semester average is at least a “B” (85%).
5. The student has not committed any infraction resulting in a Saturday School or any disciplinary action as the result of Category II or III infraction of the Discipline Policy.
6. The student has returned all forms and uniforms in a timely fashion and has made payment of all extra fees (such as class fees, class trip fees, extracurricular fees, co-curricular fees, library fines, driving and parking violation fines, etc.).
7. A student may attend the funeral of an immediate family member without affecting his/her eligibility for an exam voucher. For this purpose, an immediate family member shall be defined as a parent, sibling, grandparent, aunt, uncle, or first cousin of the student.

S. Honor Roll Policy

1. For a student to receive “High Honors” recognition at the end of a grading period the student must have:
 - a. A GPA of at least 3.50
 - b. No grade lower than a “C” (73%)
 - c. Enrollment in at least six courses
2. For a student to receive “Honors” recognition at the end of a grading period the student must have:
 - a. A GPA of at least 3.00
 - b. No grade lower than a “D” (63%)
 - c. Enrollment in at least six courses

T. Academic Probation Policy

Students are expected to successfully progress in their academic work at Covenant.

1. A student will be placed on academic probation when the student receives a failing grade on two or more courses in any semester.
2. A conference will be required with the student, the parents/guardians, the Guidance Counselor, and the Administrator. The conference will be to evaluate the causes of these failures, develop a course of action to avoid future failures, and develop a plan to successfully recover lost credits.

3. Following a semester of academic probation, the Administrator and Guidance Counselor will review the student's academic record and make recommendations to the Education Committee.
4. Following a review of the recommendations, the Education Committee may make recommendations to the Board of Directors.

U. Eligibility for Student Activities Policy

Since Covenant values academic performance and wants each student to achieve the highest level of educational success within the framework of his or her ability, we have implemented the following policy to govern the student's involvement in extracurricular activities:

1. Eligibility applies to all students who participate in extracurricular activities.
2. Students must have at least a "C" (73%) average and not be failing in any class.
3. Eligibility will be determined at the end of the fourth week of a grading period and at the completion of a grading period.
4. If a student is ineligible, he/she will not be allowed to participate in events or contests until the next eligibility check. A student will be able to resume practice after 2 weeks of ineligibility if he/she has demonstrated academic progress.
5. The administration, with input from the faculty and parents/guardians, reserves the right to grant eligibility to students that demonstrate excellent effort but fail to meet guideline number 2.
6. A student determined to be ineligible may appeal in writing to the Eligibility Committee, made up of the Administrator, Guidance Counselor and a faculty member.

V. Extracurricular Opportunities

1. In addition to the curriculum, Covenant offers extracurricular activities giving students opportunity to participate in the Christian community at Covenant.
2. Extracurricular activities offered at this time include, but are not limited to:

Baseball	Basketball	Book Club
Chapel Committee	Cheerleading	Chess Club
Drama/Musical	Golf Club	Landlopers
Soccer	Student Council	Track & Field
Volleyball	Yearbook	

W. Writing Standards Guidelines

Academic work should exhibit scholarship, diligence and excellence, as God calls His people to use their gifts to the best of their ability. Covenant has adopted these writing standards:

1. Work must be original; plagiarism will not be tolerated.
2. Work must be completed on the computer or in legible handwriting with blue or black ink.
3. Work must be submitted by the due date as announced by the teacher.
4. Work will exhibit MLA formatting.
<http://limestone.k12.il.us/mla.htm>
<http://www.ccc.commnet.edu/mla/index.shtml>
5. Work will exhibit correct grammatical usage.

X. Media Center/Library Guidelines

1. The school library seeks to aid students by supplying reference materials, resources for school assignments and recreational reading.
2. All students will receive library orientation at the beginning of the school year.
3. All materials must be checked out before they are removed from the library.
4. Students must behave in a quiet, orderly fashion when using the library.
5. Food and drinks are not allowed in the library.

Y. Study Hall Procedures

1. Seating charts for each study period will be established and assigned by each teacher.
2. A quiet, study atmosphere will be maintained.
 - a. Students are to be prepared for individual study.
 - b. Group work and study is a privilege that may be granted at a teacher's discretion.
 - c. Students are not to leave the room without prior written consent from another teacher.
 - d. Teachers will honor genuine reasons for a student to temporarily leave a study hall.
 - e. Teachers will closely monitor the amount of time away from the classroom.
3. Students may sign into the media center/library at the start of the study hall period only if their work requires the use of media center/library resources, and the room is not being used for scheduled class.

Z. Emergency Drill Procedures

1. Fire Drills
 - a. Fire drills will be conducted at least once a month.
 - b. Each classroom is to leave by the exit designated on the emergency exit diagrams.
 - c. Exit the building quietly and line up in the designated location.
2. Severe Weather
 - a. Severe weather drills will be conducted at least four times per school year (twice in the fall and twice in the spring).
 - b. Tornado Watch – when school is in session, school will continue and dismiss as normal.
 - c. Tornado Warning – students will be directed by the teacher to the safest area in the building. In the event of a warning, students will be detained in the safest area until the warning is lifted, even if students must stay beyond the normal dismissal time.

II. School Discipline Policies and Procedures

A. Guiding Principle of Christian School Discipline Policy

“No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it.”

Hebrews 12:11

Hebrews 12 makes it very clear that God disciplines His children in love and because of love. Although the motivation for discipline at Covenant is the same, human imperfection hinders carrying out discipline in the same perfect manner as our heavenly Father. Nonetheless, Covenant will attempt to discipline in the context of Christian love and to nurture the individual student(s) as well as the rest of the Covenant community.

In school, as in all of life, choices are made which come with corresponding responsibilities and consequences.

Covenant school discipline is guided by the broad concepts of:

Choices > Conflict > Confession > Forgiveness > Consequence > Restoration

It is imperative to keep the following points in mind as the remainder of Covenant’s Discipline Policy is read:

1. To promote and maintain consistency, most discipline matters at Covenant have been organized into three general categories.
2. Each category includes the usual progression in the steps of discipline.
3. Depending upon the severity of the infraction/violation, disciplinary measures may be handled on a case-by-case basis.
4. Specific policies are explained in greater detail in the Appendix.

B. Category One Infractions/Violations (handled on a per semester basis)

1. Type of Infraction/Violation

- a. Dress Code
- b. Driving Privileges
- c. Electronic Devices
- d. General Conduct
- e. Inappropriate Language
- f. Locker Usage
- g. School Telephone Usage
- h. Tardies
- i. Timely Payment of Fees, etc.

2. Normal Discipline Progression

- a. Verbal warning
- b. Written warning
- c. Detention (normally 6:45 to 7:45 a.m.)
- d. Saturday school (normally 7:00 to 9:00 a.m.)
- e. In-school suspension
- f. Out-of-school suspension
- g. Expulsion

C. Category Two Infractions/Violations (handled on a per school year basis)

1. Type of Infraction/Violation

- a. Abuse / misuse of school property
- b. Abuse / misuse of property of others
- c. Bullying/Harassment
- d. Dishonesty
- e. Profane/Vulgar Language
- f. Truancy - unapproved absence from school, usually without a parent's knowledge

2. Normal Discipline Progression (including restitution where applicable)

- a. Detention
- b. Saturday school
- c. In-school suspension
- d. Out-of-school suspension
- e. Expulsion

D. Category Three Infractions/Violations (handled on a high school career basis)

1. Infractions are those which involve the commission of any act that constitutes a crime under governmental law or ordinance (excluding minor traffic violations).

Examples include, but are not limited to:

- a. Possession and/or consumption of alcohol
- b. Possession and/or use of controlled substances (drugs)
- c. Physical Assault
- d. Theft
- e. Vandalism
- f. Weapons at School or School Function

2. Normal Discipline Progression

- a. First High School Offense
 - i. A 2-day in-school suspension along with a four-week (20 school day) suspension from all school sponsored events that occur within this period of suspension.
 - ii. The student may be required to undergo an assessment by an agency approved by Covenant.
- b. Second High School Offense
 - i. A 4-day in-school suspension along with a four-week (20 school day) suspension from all school sponsored events that occur within this period of suspension.
 - ii. The student will be required to undergo an assessment by an agency approved by Covenant.
 - iii. A drug or alcohol test may be required, if applicable.
- c. Third High School Offense
 - i. An 8-day in-school suspension along with a six-week (30 school day) suspension from all school sponsored events that occur within this period of suspension.
 - ii. The student will enter and successfully complete an appropriate program by an agency approved by Covenant.
 - iii. Initial and subsequent drug or alcohol testing will be required, if applicable.

- d. Fourth High School Offense
 - i. Expulsion from school.
 - ii. A thirty-six week (180 school day) suspension from all school sponsored events that occur within this period of suspension.
 - iii. The student will enter and successfully complete an appropriate program by an agency approved by Covenant.
 - iv. Initial and subsequent drug or alcohol testing will be required, if applicable.
 - v. Re-admission may be possible only after an appeal by the parents/guardians. (See following appeal process)
- 3. Standards used to determine if an infraction or violation has occurred**
- a. The violation is observed by a staff member or law enforcement official.
 - b. The student self-reports or admits the violation.
 - c. The violation is supported by a preponderance of the evidence.
- 4. Information Concerning Category Three Infractions/Violations**
- a. Approved Counseling Agencies: State-certified addiction counselors should be used for assessments. Approval of said agency should be obtained from the Administrator prior to any sessions.
 - b. Substance Abuse Assessment: The purpose of the assessment is to use third parties to assist the parents/guardians and the school in determining what further actions or treatment may be needed to help the student discontinue such harmful behavior. Assessments consist of one or more interviews with the student, as well as the administration of standardized medical, psychiatric, and personality tests. Typically, some communication concerning the reasons for requiring an assessment, etc. will take place between the school and the agency.
 - c. Costs: Costs for assessment, physical tests, treatment program(s), and/or counseling will be the responsibility of the student and parent(s)/guardian(s).
 - d. Confidentiality: Reports concerning assessments, physical testing, and treatment programs will be kept confidential. Members of the Education Committee and/or the Board of Directors may become aware of some of the information while dealing with students under this policy.
 - e. Possession: Possession is considered to exist if a student: a) is aware of the presence of alcohol or controlled substance, and b) is in the proximity or has access to the alcohol or controlled substance, and c) fails to remove himself/herself from the premises immediately.
 - f. Students are encouraged to promptly self-report any violation.
 - i. A student who self-reports or admits his/her violation in good faith and honesty, prior to being confronted or prior to the school administration being made aware of facts specific to the incident, may receive a 50% reduction in the suspension.
 - ii. To self-report, a student should contact the Administrator as soon as possible after the occurrence of the violation. If the student is not able to contact the Administrator in person, it would be acceptable to leave a phone or email message indicating the student's desire to meet with the Administrator.

5. Procedure for Determination and Appeals of Suspension or Expulsion

After a violation of the discipline policy, the Administrator shall meet with the student to determine the appropriate discipline steps that will be followed. The discipline procedure will also be communicated to the parent(s)/guardian(s) via both a phone/personal conversation and a written letter.

Appeals of suspension and/or expulsion shall follow the following procedures:

- a. If a student and his/her parent(s)/guardian(s) wish to appeal the decision, the written request must be received by the Administrator within seven days of the date on which the student was expelled or suspended.
- b. The Administrator will assemble the Education Committee within ten days following the date that the appeal was received.
- c. The Education Committee will consider the circumstances and evidence of the case, as well as the rationale for the appeal, and make a decision. The student and/or parent(s)/guardian(s) will be given the opportunity to appear before the Education Committee.
- d. In the event that the original decision was made by the Education Committee or that the Education Committee does not change the appealed decision, the student and parent(s)/guardian(s) may appeal to the Board of Directors.
- e. Appeals to the Board of Directors must be made in writing within seven days of the decision. It will be reviewed and decided within seven days following the receipt of the written appeal. The student and/or parent(s)/guardian(s) will be given the opportunity to appear before the Board of Directors.
- f. The decision of the Board of Directors is final and will be communicated to the parent(s) via a phone/personal conversation and a written letter.
- g. During the appeal process, the student will be ineligible to participate in any extracurricular or co-curricular activities.
- h. The suspension or expulsion will remain in effect throughout the appeal process.

E. Appendix for the Discipline Policy

1. Dress Code Policy (Category One)

Students should contribute to a healthy academic environment by dressing neatly, appropriately and modestly.

- a. Students are expected to dress showing respect for self and others.
- b. Dress should be comfortable but not too casual.
- c. Clothing should be in good repair without holes, rips or tears.
- d. Skirts should be no more than four inches above the center of the kneecap.
- e. Shorts that are at least mid thigh in length and neatly hemmed will be acceptable for both boys and girls.
- f. Shoes/sandals must be worn at all times for hygienic reasons.
- g. Dress should not reveal undergarments or excessive skin.
- h. Clothing advertising alcohol, tobacco or other activities/organizations reflecting anti-Christian values are not acceptable.
- i. Clothing may not have designs or writing on the seat.
- j. Educational or school-sponsored excursions will either have a stated dress code or the above will apply.

To assist students in the selection of what they will wear to school and to assist school staff in a more consistent enforcement of the dress code policy, the following guidelines should be followed:

- a. Pants need to be kept up so that undergarments (including shorts under jeans) should not be visible at any time, for example, standing, sitting, bending over, leaning, jumping, etc.
- b. Necklines should be no longer than four fingers below the top of the center of the collarbone
- c. Clothing should not be excessively too loose or too tight.

2. Driving Privileges Guidelines (Category One)

Misuse of vehicles includes, but is not limited to, driving on the school sidewalks, soccer field, or lawn; excessive speed; burning out or squealing tires on the school parking lots or near school property; and parking in unauthorized areas.

- a. Entering and exiting the parking lot must be done in a safe manner according to the "enter" and "exit" signs.
- b. All vehicles will enter the parking lot through the designated and posted west entrance by the portable classrooms.
- c. Student drivers are to park their vehicles in the designated student parking area and will enter the school through the front (north) entry doors of the school.
- d. Drivers dropping off students are to use the west drive to drop off students at the back (south) entry doors of the school. Drivers will proceed to the designated and posted exit at the east end of the parking lot.
- e. Buses will drop off and pick up students at the front (north) entry doors of the school.
- f. Students riding a school bus will be permitted to exit the school immediately after the 3:00 p.m. dismissal bell.
- g. Students not riding a school bus will remain inside the building until the 3:10 bell indicating the school buses have exited the school parking lot.
- h. Students being picked up from school will be dismissed through the back (south) entry doors.
- i. Students driving home or riding with a student driver will be dismissed through the front (north) entry doors.
- j. Students may not return to their car during the school day without permission.
- k. Students will park in the assigned student parking area which is the second and third row of marked parking spaces to the north of the school building.
- l. The first row of marked parking spaces is reserved for visitors and staff.

3. General Conduct Guidelines (Category One)

- a. Students are to conduct themselves as Christians at all times. Disobedience or any conduct of a discourteous nature is always out of order. Good conduct is expected at school and all school related functions.
- b. There is to be no loitering on the campus or in the school building after school hours or after school related functions. The building will be open to students from 7:30 a.m. to 3:30 p.m. on school days unless the student has permission from a staff member.

- c. Boyfriend/girlfriend relationships should reflect respect for each person and for those around them. Public displays of affection are inappropriate at school or school related functions.
- d. With the exception of water, food and drink may generally not be consumed in classrooms.

4. Locker Use Guidelines (Category One)

- a. Each student will be assigned a locker. It is his/her responsibility to keep the locker clean.
- b. Students will be required to use the locker assigned to them.
- c. Students will be required to use the combination lock provided by Covenant.
- d. For security reasons students are not to share the combination of their locks with others.
- e. Lost or damaged combination locks will result in a \$10.00 replacement fee.
- f. The lockers remain the property of Covenant, and the administration reserves the right to inspect the lockers at any time.
- g. Appropriate, non-permanent decorations may be placed only on the inside of the lockers.

5. School Telephone Use Guideline (Category One)

A pay phone is near the entrance of the school for the students' use. The office phone is to be used only in case of illness or emergency, with permission from staff.

6. Attendance - Absences and Tardies Policy (Category One)

- a. Parent(s)/guardian(s) are to call the school by 8:15 a.m. if their child will be absent from school. A student will be recorded as truant without this contact being made.
- b. Covenant will call the home to determine the status of the absent student, if the school has not received notification from the parent(s)/guardian(s).
- c. Once a student has been to school and needs to leave for any reason, it is imperative that the student checks out through the office. All checkouts must be confirmed directly with parent/guardian contact by telephone or in person at the time of checkout or prior to check out. A student will be recorded as truant whenever this procedure is not followed.
- d. Students must "sign-in" or "sign-out" in the school office when coming to school late or needing to leave early.
- e. Tardies will be handled in the following manner (per nine-week grading period):
 - i. The 4th tardy will result in the student receiving a written warning, which is Step 2 of the Category One discipline progression.
 - ii. The 5th tardy will result in the student receiving a detention, which is Step 3 of the Category One discipline progression.
 - iii. The 6th tardy will result in the student receiving a Saturday school, which is Step 4 of the Category One discipline progression.
- f. Detentions hours are normally from 6:45 to 7:45 a.m. on the date assigned.
- g. Saturday school will normally be served from 7:00 to 9:00 a.m. on the date assigned.
- h. The school should be informed of planned absences in advance. Planned absences are not allowed during exams or Service Projects Week.

- i. Students are determined to be absent for a particular class if they are absent for more than 20 minutes, approximately 40%, of a regular class period.
- j. Excessive absence in a course will result in a student not receiving credit for the course. When a student is absent for more than 10 class periods in a given semester, the student will not receive credit for that particular class. Any parental appeal must be submitted in writing to the Administrator. The appeal must explain the unique and weighty circumstances the Education Committee should consider for deciding whether or not to grant a waiver of this excessive absence rule.
- k. Attendance rules apply to all students enrolled at Covenant regardless of age.

7. College Visit Guidelines

- a. College visits require the approval of the Guidance Counselor and Administrator, and the request must be submitted at least two days prior to the visit. The form is available in the office.
- b. Approved college visit absences will not affect the student's eligibility for his/her exam voucher.
- c. Students are normally eligible for a maximum of four college visit days during each of their junior and senior school years.

8. Guidelines for Timeliness of Paying Fees, Returning Forms, Returning Uniforms, etc, (Category One)

- a. First request for fees, forms, materials, uniforms, etc. will be made public in the daily announcements a minimum of three times. The deadline for the request to be met will accompany the announcement.
- b. A final request will appear at least one more time in the daily announcements. At this time, individuals who have not fulfilled the request will be listed in the announcements. A final deadline will accompany this announcement.
- c. If the request has not been met on the following school day, the student will receive a detention, Step 3 of a Category One infraction/violation.
- d. Subsequent days of not fulfilling the request will result in:
 - i. Saturday School
 - ii. Loss of Exam Voucher

9. Honesty Policy (Category Two)

Covenant desires to hold students to a high moral and ethical standard when it comes to integrity and honesty. The following policies will be enforced:

- a. Honesty violations can transpire in school work (cheating, copying, plagiarism) and personal behavior (forgery, impersonation, lying).
- b. If the violation involves more than one student, all parties will be held responsible.
- c. Honesty infractions will result in parental notification, receiving an "F" grade (0%) on any work related to the offense, and resubmission of all work involved.
- d. Infractions unrelated to academic work will result in parental notification.
- e. All first time infractions will result in a detention.

10. Weapons Policy (Category Three)

The possession of any weapon is not allowed in or on school property or at any school function. Any object, including facsimiles of weapons, used to threaten or otherwise create concern in the school community will be treated as if the object were a weapon. Covenant reports violations of this policy to the DeMotte Police Department.

11. Computer Use Policy

Students at Covenant have access to a computer network, wireless network and the Internet. Each student must obtain parental/guardian permission and sign this agreement to be allowed access to these services:

Internet Use:

Used properly, the Internet can be a powerful educational tool, giving access to electronic mail communication with people all over the world, to information from government agencies, university libraries, museums and many other sources. With this access comes the availability of material that may not be suitable for students. Covenant has taken precautions to restrict access to controversial material. However, it is impossible to control and eliminate all such material.

The following are guidelines for student Internet use. Generally, the guidelines require ethical, moral and legal use of the network. If a student violates any of these provisions, his or her use may be terminated.

- a. The use of the Internet must be consistent with the goals and objectives of Covenant.
- b. Use of the Internet is a privilege, not a right.
- c. Internet users are expected to abide by general rules of network etiquette:
 - i. Be polite.
 - ii. Use appropriate language.
 - iii. Do not reveal your personal home address or phone number, or that of other users.
 - iv. Do not disrupt the network use of other students or staff.
- d. E-mail accounts from other providers, such as hotmail or yahoo, may not be used on school computers to send mail.
- e. Instant messaging software not provided and installed by Covenant may not be used.
- f. Use of the Internet is for school related or staff approved educational work only.
- g. Respect the data and privacy of other users.
- h. Do not share user names and passwords with other people.
- i. Do not leave a work station unattended. When leaving a work station, remember to lock or log off the computer.
- j. Respond to web pages only with teacher permission.
- k. Computer security is important. If a user feels he or she can identify a security problem, they must notify the school administration.

Computer Use (including personal laptops)

Use of computers at Covenant also requires adherence to the following:

- a. The use of the computer must be consistent with the goals and objectives of Covenant.
- b. Use of the computer is for school related or staff approved educational work only.
- c. Use of computers at school is a privilege, not a right.
- d. Copying, altering or tampering with data files, software programs or system settings on any school computer is strictly forbidden.
- e. Unauthorized persons may not use equipment, software, security passwords or access codes belonging to the school.
- f. Covenant reserves the right to review and remove any material stored on its equipment.
- g. Users must honor software licensing agreements and all rules of copyright and personal property.
- h. E-mail is not guaranteed to be private. At any time and without prior notice, Covenant reserves the right to examine e-mail, personal file directories and other information stored on Covenant computers. All students of Covenant waive any right to privacy in data entered, created, received, stored or transmitted on our computer network. Covenant monitors the content of electronic communication for inappropriate use.
- i. Software from outside sources may only be used on school equipment with proper authorization from the system administrator or authorized staff member.

Violation of these policies will result in the loss of computer privileges at school. The duration of the suspension of computer privileges will be determined by the Administrator. Normally the first violation will result in a one week suspension of privileges. During the period of this suspension, the student's login rights will be blocked. The suspension of privileges will also apply to a student's use of a personal laptop at school.

By signing the consent form, the parent(s)/guardian(s) have acknowledged that they have discussed the privileges and responsibilities for computer use at Covenant, and the student has agreed to abide by the above Internet/Computer Use Agreement.

12. Electronic Device Use Guidelines (Per Semester)

Electronic devices must be used appropriately and respectfully.

- a. Pagers, cell phones and other electronic devices (music players, video games, etc.) will be confiscated if on or used during study period, class time, chapel time, school assemblies or if they become a nuisance during the school day or at any school activity.
- b. Cell phones with cameras are never permitted in locker rooms or restrooms
- c. Laptop computers may be confiscated if used for non-educational purposes, that is, for purposes not directly related to the coursework at Covenant.
- d. Confiscated devices will be returned at the Administrator's discretion. Prior to the device being returned, the student will pay the fine and meet with the Administrator.
- e. A 1st offense will also result in a \$10 fine payable before the device is returned.

- f. A 2nd offense will also result in a \$20 fine payable before the device is returned.
- g. A 3rd offense will also result in a \$30 fine payable before the device is returned. In addition, the student will not be allowed to have the electronic device in the school building during the regular school day for the remainder of the semester.
- h. A 4th offense will also result in a permanent confiscation of the electronic device.

13. Pregnancy Policy

Within the bounds of marriage, sexual intimacy is one of God's gifts. Outside of marriage, such intimacy is a lapse of Christian conduct.

Guidelines for a Disciplinary Response:

- a. This policy applies to both the father and mother enrolled at Covenant.
- b. School personnel will provide an atmosphere of support, love and concern. The administration will pursue disciplinary discussions, as appropriate, with parent(s)/guardian(s), student(s), grandparent(s), clergy, counselors and agencies such as Chicago Christian Counseling Center.
- c. The student(s) will be encouraged to complete their education at Covenant, provided that the student(s) exhibit a commitment to a Christian lifestyle consistent with this privilege.
- d. The safety of the mother and the (unborn) child will be acknowledged in all decisions of the school regarding curricular and extracurricular activities.
- e. The children of students are not to be taken to school during school hours or to activity meetings or practice sessions.
- f. The student(s) must live with parent(s) or guardian(s), or in a home approved by parent(s) or guardian(s). The school may deny continued enrollment to a student(s) whose living arrangements are inconsistent with a Christian lifestyle, as determined by the Education Committee.
- g. The course load may be adjusted to acknowledge the additional responsibilities on the part of the student(s). Final approval of this adjustment will be made by the Education Committee. A student mother's absence from school after delivery of the child may continue up to six weeks; exceptions require a letter from the attending physician.
- h. The extracurricular activities of the student(s) shall be restricted to practices and other activities of school groups, without participation in interscholastic performances. This restriction shall be in place for the duration of the pregnancy.

14. Student Medication Use Policy

By law, medications must be controlled by the school.

- a. No medication (including Tylenol and ibuprofen) will be administered without the written request of a parent/guardian or the directive of a physician.
- b. Students are not to have any prescription or non-prescription medications in their possession at school at any time.
- c. If medication is needed, the student must report to the office to receive the appropriate, authorized medication.

15. Tobacco Use Policy

The possession or use of tobacco on school property or at school functions is prohibited. Offenses involving possession or use of tobacco per school year will be handled as follows:

- a. First offense – parental/guardian notification, a detention, and a \$50.00 fine to be paid within three days.
- b. Second offense – parental/guardian notification, a Saturday School, and a \$100.00 fine to be paid within three days.
- c. Third offense – parental/guardian notification, a Saturday School, a \$150.00 fine to be paid within three days, and an in-school suspension determined by the Administrator.
- d. All fines collected will be donated to the American Cancer Society.
- e. Following the third offense, the student will be required to participate in a “quit smoking” program approved by the high school administration. Expenses for participation in such a program will be the responsibility of the student.

16. Drug Prevention and Deterrence Policy

- a. Testing for Cause
 - i. The administration reserves the right to require a student to undergo testing for alcohol and/or drugs when there is reasonable suspicion of use.
 - ii. A student’s failure to cooperate in the testing will result in disciplinary action in accordance with the Category Three Infractions/Violations procedures outlined in the School Discipline Policies and Procedures.
- b. Random Testing
 - i. The administration reserves the right to engage in random substance abuse testing of all students.
 - ii. Tests will be initiated by the administration and conducted by a professional agency.
 - iii. A student’s failure to cooperate in the testing will result in disciplinary action in accordance with the Category Three Infractions/Violations procedures outlined in the School Discipline Policies and Procedures.
- c. Positive Results
 - i. Students testing positive will result in disciplinary action in accordance with the Category Three Infractions/Violations procedures outlined in the School Discipline Policies and Procedures.
 - ii. If a student tests positive it will be the responsibility of the student and parent(s)/guardian(s) to pay for the cost of the drug test.
- d. Alcohol Testing

Alcohol breath testing screens will be available for testing students during the school day or at school sponsored events after school hours on or off campus.
- e. Preventative Searches

The school building, lockers, backpacks, book bags, personal possessions, and vehicles may be searched by school and legal authorities at anytime for illegal substances.

III. Other Policies and Procedures

A. Sexual Harassment Policy

1. Purpose of the policy:
 - a. To ensure a standard which is consistent with the belief that school employees and students model in all relationship behaviors as taught in God's Word; and
 - b. To ensure a safe environment for students, employees and volunteers.
2. The policy:
 - a. Sexual harassment of students by other students or by employees of Covenant Christian High School is unlawful and contrary to our religious beliefs and the commitment of this school to provide a wholesome learning and working environment. School authorities will not tolerate any sexual harassment of students.
 - b. All contact between students, teachers and other adult employees will be respectful of the individual students, be of a nature which does not make a student feel uncomfortable, and be conducive to creating a stable environment.
 - c. Sexual harassment includes making unwelcome sexual advances, engaging in improper physical contact, making improper sexual comments or innuendo, or otherwise creating an intimidating, hostile or offensive educational learning environment. All students and all school employees are expected to conduct themselves with respect for the dignity of others.
 - d. If a student has concerns about the nature of any conduct or physical contact by an adult employed by this school, by a fellow student or by a member of the public, the student should immediately report this concern to the Administrator as well as discuss this concern with the student's parent(s)/guardian(s).
 - e. All such reports will be handled discreetly to maintain confidentiality in order to avoid embarrassment and to protect the student making the report. This school is required by law to report child abuse to the appropriate social agency which protects the rights of individuals in such cases.
 - f. All such reports will be investigated immediately by school authorities. Criminal charges will be handled by civil authorities. Anyone found to have violated this policy will be subject to disciplinary action up to and including expulsion from school if they are a student, termination from employment if they are an employee, and/or criminal charges if they are filed.

B. Tuition Financial Policies

1. Registration
 - a. Tuition will be assessed using an 11-month payment schedule, July through May.
 - b. All parents will be expected to sign a 'Tuition Payment Agreement' at registration.
 - c. If the July tuition payment has not been received, parents must meet at registration with board and/or Finance Committee members to discuss the parents' financial responsibility.
 - d. If unable to use the 11-month billing schedule, parents must complete an alternate tuition payment plan subject to approval by the Finance Committee.
 - e. The requirements of the tuition payment agreement and the registration meeting will be waived for families that participate in a CEF (Christian Education Fund) program at their church.

2. Management of Tuition Accounts

In order to facilitate the orderly fiscal management of Covenant Christian High School, all tuition accounts shall be paid by the end of the school year.

- a. Tuition statements will be issued on the 1st of each month. The first monthly payment is due by July 15, then by the 15th of each month thereafter through May 15.
- b. Procedures for handling past due tuition:
 - i. At thirty (30) days past due on monthly billing, a letter will be sent to the account stating past due policy.
 - ii. At sixty (60) days past due, a phone call will be made to the account requesting a meeting before the next regular Finance Committee meeting date. If there is no response to the phone call, a letter will be sent requesting a meeting with the family.
 - iii. At ninety (90) days past due, a registered letter will be sent stating that a recommendation will be made at the next regular school board meeting that their child(ren) will not be allowed to attend school until the delinquent tuition is addressed. If there is no response to this letter, the Finance Committee will make such a recommendation at the next regular school board meeting.
 - iv. Accounts with an alternative payment plan will be considered delinquent if payment is not been received by the first day following the month in which a payment was due. At 15 days delinquent, Finance Committee may make a recommendation at the next regular school board meeting that child(ren) not be allowed to attend school until the delinquent tuition is addressed.
- c. Twelfth grade students will receive an unsigned diploma if the family's tuition account is not paid in full by May 15. A letter explaining the policy will be sent to the parents of all graduating students with the February, March, April, and May tuition statements.
- d. If an alternative payment plan or any other exception to this policy is needed, it is the family's responsibility to contact a member of the Finance Committee to set up a meeting.
- e. The Finance Committee will contact all parents with delinquent tuition accounts at the end of the school year to advise them that all tuition must be paid or mutually acceptable arrangements made before their children will be registered for the upcoming school year.
- f. If the Finance Committee recommends that payment of a delinquent account be pursued through a collection agency or small claims court, the Board shall approve such action and the certified letter to the parents stating the decision.
- g. If the Finance Committee recommends that a delinquent account be considered for suspension of service, the Board shall approve such action.
- h. An official academic transcript is a complete and accurate reflection of a student's record. It contains all course work taken while enrolled at Covenant. Transcripts will not be issued for persons having delinquent accounts.

3. Tuition Assistance Policy

- a. Covenant Christian High School has developed a tuition assistance policy that, when resources are available, may provide some financial assistance for families who demonstrate financial need and cannot pay the full cost of education.

- b. Each year the Finance committee will need to evaluate the availability of tuition assistance for families desiring financial help with their tuition costs.
 - c. Financial need is the difference between the cost of attending Covenant Christian for one year and the amount of money a family can reasonably be expected to contribute toward meeting this expense (called the “family’s contribution”).
 - d. The school’s resources are limited. All families applying for tuition assistance are required to pay a portion of tuition and we anticipate this will involve some degree of sacrifice for the family.
 - e. Families interested in applying for Tuition Assistance must meet with representatives from the Finance Committee to discuss why tuition assistance is needed, what determines financial need and the application process. The Family must apply for tuition assistance each year.
 - f. Interested families will be required to complete a Covenant Christian High School Tuition Assistance Application. The application gathers income, expense and asset information about the family. The family will also be required to provide W-2’s from all employers, copies of Federal Income Tax Returns and documentation of non-taxable income. All documentation should be submitted to the office by July 1st.
 - g. The application and financial documents will then be confidentially evaluated by an independent service who will report to the Finance committee regarding the financial need of the family. The independent service conducting the review will typically be a Christian organization who specializes in reviewing such matters for tuition assistance on behalf of the Finance Committee. The Finance Committee will use it’s discretion regarding the selection of the independent service to conduct the review.
 - h. Any fees or costs associated with the application process will be the responsibility of the family applying for the assistance.
 - i. Any school balances owed by the applicant from a prior school year must be paid in order for a new application to be considered.
 - j. Depending upon the number of requests for tuition assistance and the amount of tuition assistance available, the Finance Committee may choose to offer no assistance, a percentage of what is recommended by the independent service or 100% of what the independent service reviewer recommends.
 - k. If tuition assistance is offered, assistance will be paid at the end of the school year provided the family fully paid their portion of the tuition and the student has completed the school year.
4. Electronic Tuition Payment Policy
- a. Parents have the option to sign up for electronic tuition payments through RenWeb using PayEasy.
 - b. PayEasy will be a 10-month tuition payment plan with payments being made on the 15th day of the months August through May.
 - c. Payments will be through the use of an automatic debit from a bank checking or savings account.
 - d. Parents will be responsible for the minimal per transaction ACH Service Fee.
 - e. Parents will be responsible for any banking fees resulting from NSF.

C. Sunday Travel Policy

In order to honor Sunday as the Lord's Day, school-sponsored travel on Sunday requires 2/3rds board approval.

D. Release of School Directory Policy

1. Covenant Christian High School will provide the following Christian Colleges with current school directories upon their request. Calvin, Covenant, Dordt, Kings, Kuyper, Providence, Redeemer, and Trinity.
2. At the beginning of the school year parents will be given the opportunity to opt out of having their information included in the directory that would be sent to the colleges listed above.

E. Employee-Student Relationships Policy

1. Purpose:
 - a. Covenant is committed to providing school employees (administrators, teachers, support staff, and coaches) and students with a safe, Spirit-filled environment, free from offensive behavior.
 - b. Covenant expects all persons to treat each other with respect because they are created to reflect God Himself.
 - c. Consequently, Covenant expects relationships between school employees and students to demonstrate cooperation, understanding, and mutual respect.
2. The Policy:
 - a. At all times and in all places, students will be treated by all employees with respect, courtesy, consideration, and in a professional manner. Such relationships must be and remain on a teacher-student basis or an employee-student basis.
 - b. Employees must be mindful of their inherent positions of authority and influence over students. Conduct that subjects another person to inappropriate attention, comments, or actions is not permitted.
 - c. Employees will utilize safeguards against allegations of improper relationships with students. *(Such safeguards may include the following: avoiding or minimizing physical contact, keeping doors open when talking or meeting with students one-on-one and/or making sure that meetings with a student take place in rooms with windows and/or others nearby.)*
3. Actions that violate this policy include, but are not limited to, the following:
 - a. Dating students of high school age or younger.
 - b. Having any interaction or activity of a sexual nature with a student.
 - c. Committing or attempting to induce students to commit an illegal or immoral act.
 - d. Supplying alcohol or any illegal substance to a student, allowing a student access to such substances, or failing to take reasonable steps to prevent such access from occurring.
 - e. Excessive informal and social involvement with individual students is unprofessional and incompatible with employee-student relationships.
 - f. Concerns or allegations regarding employee-student relationships should immediately be reported to the Administrator or Guidance Counselor.
 - g. All reports will be handled discreetly to maintain confidentiality and will be investigated immediately by school authorities.

- h. Allegations of illegal or criminal activities will be reported to government agencies as required by law.
- i. Anyone found to be in violation of this policy will be subject to disciplinary action up to and including termination from employment or expulsion from the school.

F. Material Selection Policy

1. Criteria for Selecting Material/Curricula

After careful research, materials to be used in the classroom should meet the following principles:

- a. The instructional material supports the mission and goals of Covenant.
- b. The material helps the students to develop a better understanding of him/herself in relation to God and others.
- c. The material adheres to accepted pedagogical and academic standards.
- d. The material is consistent with the instructional objectives of the course and unit being studied.
- e. The material is appropriate for the mental, emotional and spiritual level of the class.
- f. The moral and social significance of instructional material outweighs the potential offensive language or controversial content. This material may be used to enable students to understand other points of view and make valuable comparisons with their own philosophy. However, these materials must be part of a classroom lesson and solely under the guidance and instruction of the classroom teacher. These materials are not to be available for general student usage without teacher guidance.
- g. The instructional material, as a whole, achieves a moral impact and portrays an honest and penetrating view of human life.

2. Procedure for Challenged Material

- a. A parent who questions the selection of material should first discuss the matter with the teacher or librarian.
- b. The teacher/librarian will inform the Administrator of the parent's concern.
- c. If the discussion does not reach a satisfactory resolution, the parent may request, complete and turn in the form for "Reconsideration of Material" to the Administrator.
- d. The complainant may discuss the material in question with the Education Committee.
- e. A written decision will be communicated to the complainant.
- f. The complainant has the right to meet with the committee to discuss written decision.
- g. Appeal may be made to the Board in the event this decision does not satisfy.